



LEA Representative Council Minutes 12.08.04

Welcome (4:15PM)

Additions to Agenda (3 minutes)

none

Seating of Alternates (2 minutes)

Introduction of Alternates none

* Motion to approve alternates.

Approval of Rep Council Minutes (2 minutes)

• Motion to Approve Minutes from 11.04.04 Rep Council Meeting

Moved and seconded. Passed unanimously.

Norms: Sharon Abri (1 minute)

Reminder of issues bin, silencing of cell phones, sidebar discussions, & timed agenda items.

Site Issues: Terri Nighswonger (5 minutes)

• Extended Kindergarten and Increased Instructional Time in 3rd Grade.

We have school schedules and times, need a committee to evaluate.

Anyone interested in being on the committee please contact Keith. Any time your administrator asks you to extend your minutes you MUST bring up the pilot program or whatever to the union for us to take to the table.

• FTE & Staff Development Day Participation

Those teachers who are part-time employees you do not have to attend the staff development day all day. You attend a morning or afternoon session. If there are reproussions the union will take the issue on as a grievance.

Committees & Liaisons: Keith Pickering-Walters (5 minutes) – Need to review previous committees and update with new committees.

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| • Elections (need a committee) | • Membership |
| • Communications (need a committee) | • *Professional Development (forming in January) Need more people. |
| • Political Action | • Liaisons with other groups |

- Contract Action Committee: Update
- By-Laws Committee: Update
- Grievance & Mediation: Update
- Contract Development Committee: Update

* Site Reps: Please recruit one person from your staff to participate on each of these committees – Especially new “joint study committees” if agreement is ratified. We will need three members for each committee: Health Care (district), Evaluations, and Transfers.

Negotiations: Terri Nighswonger (10 minutes)

- Update and Questions

The charter school coming on line in September 2005. It has taken up all monies that we had hoped for.

Allotment of money for the health care: We will be setting up a committee to research other providers to see if we can't broker a better plan and coverage.

LEA is taking this on so that we can take control of the choices for our health care. In this way we really know what we are getting and that the program is the best program for our dollars spent.

Portability factor for retirees: We will continue with Blue Cross PPO for these people.

What happens with the "me to" clause from the other associations? They could have major health increases if LEA pulls out of the current health care pool.

Kathleen Goucher talked about questions from the council:

What happens if the money goes on the salary scale.

What happens if we go to a ten dollar co-pay? (Each member would save about one hundred dollars a month)

What other group plans are out there that we might join? Joining a larger health care group could reduce our health care cost. (This money could then go on the salary scale for a pay raise.)

Treasurer's Report: Kathleen Real-Goucher (5 minutes)

- Review and update of Current 04/05 Budgets – November Report.

*Motion to approve the proposed LEA Budget Update and supporting documents.

Motion to approved the LEA update. Moved and seconded. Passed unanimously.

Conferences: Keith Pickering-Walters (5 minutes)

•Motion was approved authorizing money to be spent sending 6 members each to the Human Rights and Equity and Good Teaching (North) Conferences. (\$150.00 each+mileage)

We have 14 people interested in attending the Good Teaching Conference and 4 interested in attending the Human Rights and Equity.

*Motion to approve authorizing money to be spent sending an additional 8 members to the Good Teaching (North) Conference (\$150.00 each+mileage) and closing the list from additional participants. Moved and seconded to include eight more teachers to go to the conference. Motion passed unanimously.

or

*Motion to transfer \$15,000 from the President Release Time budget category to the Conference budget category. We will wait until the new contract is ratified until we move money into this category.

This year's Equity and Human Rights Conference is being held at the Santa Clara Marriott Hotel March 4-6, 2005. Workshops are on Saturday and Sunday (March 5 & 6)

This year's Northern Good Teaching Conference is being held at the San Francisco Airport Marriot Hotel in Burlingame January 21-23, 2005. Again, workshops are on Saturday and Sunday (January 22 & 23).

***We have sent in the minority incentive grants – will hopefully hear back soon.

Balloting on the new contract: Thursday, December 9, 2004

Keith showed the ballot and asked reps to tell those at their school sites that there is a space at the bottom of the ballot for comments about the contract. The comments will be published.

Adjournment: (1 minute)

The meeting was adjourned at 4:45 PM.