



LEA Representative Council Minutes 03.03.05

Welcome (3:45PM)

Presentation from A+ Auto and Home Insurance (10 minutes)

You can contact the association to get the name of the representative. She is available to come out to your schools during recess/lunch or before school.

Additions to Agenda (3 minutes)

Seating of Alternates (2 minutes)

Introduction of Alternates **no alternates today.**

* **Motion to approve alternates.**

Approval of Rep Council Minutes (2 minutes)

* Motion to Approve Minutes from 02.10.04 Rep Council Meeting

Approved.

Norms Keeper: Sharon Abri (1 minute)

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

• Assignment of Time-Keeper Kären Woodward will be the person.

Site Issues: Terri Nighswonger (10 minutes)

• *Granada Schedule Options for next year – Grievance is still going – Onto Level II – Update from Granada Reps **LEA initiated this grievance. We have filed the level II grievance.***

The grievance states that the district violated the intent of the Recognition Article of our contract by proposing an increase to the number of instructional minutes (which would change our contract) without negotiating the change in working conditions. Granada had waivers for their new schedule up until 1996. The district could get another waiver for the program minutes being taught if they would re-apply .

• *Uniform Elementary Schedule for the Future. – What ramifications would it have for elementary teachers if they had a universal start/end time for all schools? Mini-meeting at your school sites to ask educators their opinions about this.*

* *Report and recommendation by Elementary Rep At Large, Sue Yalom*
Sue talked about the need for each school to be able to set their own schedule to meet the needs of their particular site. One standard start/stop time is not a positive educational formula for our schools.

• *Special Education Case Loads – Is our district following Education Code and IDEA (Individuals with Disabilities in Education Act) and can we negotiate language in our local contract to ensure that we can grieve at a local level when the district does not follow the law? – We are hoping to take on this issue as soon as we have a Special Education Rep At Large.*

• *Intervention / Homework Club / Stipend-funded Extra Work being done during regular work hours. This is causing troubles at least one school site because*

Intervention is happening during a time period where teachers normally do “extracurricular work” like bus duty. This is causing less teachers to do more work while others are doing “intervention”. (Double Dipping)
Laurie Lesandro presented the issue. Paid jobs/stipends are being paid during the regular teaching day. Are the teachers “double dipping?” The issue is also that these teachers miss extra-curricular duties that they should have participated in.
Keith will meet with Terri Nighswonger and see what the contract says about this. They will report out at the next meeting.

Committees & Liaisons: – Update by Committee Chairs.

• **Elections – Please distribute information on voting for NEA-Representative Assembly. Please hold your elections from March 4 – March 10 and send in ballots and counts by: March 11th to the LEA Office Attn: NEA/RA Elections using the envelope.**

Keith will be heading the election committee this time.

We need an election committee as we will be having an association leadership election.

• **Communications:**

~~• Political Action~~

~~• Membership Chair~~ – Need someone for end of year and next year.

• **Professional Development:**

*Motion by committee to allocate \$5,000 in next year’s budget for Professional Development Activities within the District to be sponsored by LEA.

PAR monies are being restructured so that there will be monies available for other kinds of development for teachers including after school conferences, staff development, and such. The Professional Development Committee would like to be able to work cooperatively with the district to organize more meaningful staff development days.

Motion passed. One no vote and one abstention.

• **Contract Action Committee:**

• **Bylaws Committee:** First Reading of Proposed Bylaws

State Council addition: Motion made to add in the words “ex-officio non-voting member” P. 2 VI Policy-Making Body:B:3:d. so that it states the state council rep will be an ex-officio non-voting member.

• **Grievance & Mediation:**

• **Contract Development Committee:** Update by Lisa Wilson

Lisa Wilson and the committee found vague language in our contract with student contact time, attending required meetings such as staff, special ed meetings, 504 meetings, etc. and needs language to guarantee prep periods during the work day and not before or after school with duties, work day, etc.

*I would like to make a motion that the bargaining team review Fremont's contract, Article 7: Hours to come up with new and improved work day language in our contract. This motion would allow the bargaining team to work toward the language in the Fremont contract. Unanimously passed.

• **Human Rights Chairperson:**

• **CTA State Council Representative:** - No Report this meeting

- **Health Care Committee:** Update by Terry Mastrantonio (10 minutes)
The committee is researching health care programs. The committee will present to Rep Council the best health care coverage with the greatest coverage for our buck.

- Evaluations Joint Committee: Meeting Soon
- Transfers Joint Committee (3 LEA Reps – 1 each level) – Still need two.
- Extra Curricular Stipend Joint Committee: This committee is larger and defined differently than thought. Need additional middle school reps for extracurricular joint committee.
- PAR Joint Committee: Committee is meeting and will most likely present some information at the April Rep Council meeting.

Negotiations: Terri Nighswonger (10 minutes)

- There will be one article reopened by the district and one by the union in addition to salary and benefits which are automatic re-openers.
- Update and Questions
- * Direction of Negotiations: Input from Rep Council.
Any motions directing the Bargaining Team.

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

- Review and update of Current 04/05 Budgets – February Report.
- *Motion to approve the proposed LEA Budget Update and supporting documents.

The budget was discussed.

Motion to approve the report, seconded and passed unanimously.

Conferences: Keith Pickering-Walters (5 minutes)

- Four members are attending the Human Rights and Equity Conference March 5-6th in Santa Clara.
- CTA Summer Institute (Training in Bargaining, Communications, Health Care, Member Benefits & Professional Development) is happening this summer – July 31 through August 5.
 - Motion to send ten LEA members to be trained over the summer.
 - Motion was seconded and passed with one no vote recorded..
- CTA President's Conference (Intensive Training for Presidents and "Up and Coming Leadership" about "everything") is also happening this summer – July 17 through July 22.

- * Motion to send President and up to three others to the President's Conference.

Motion was tabled until next council.

* Addition to the agenda. Council voted to have a further discussion of the Granada schedule for next year.

Granada administrator wants to increase minutes that teachers teach.

There are also equity issues with this issue as Granada wants to bring in new programs before bringing back classes/programs that were dropped due to financial cut backs. The proposal shows instructional time increased while the contractual prep time is decreased.

Adjournment – moved, seconded and passed: 4:58PM