



03.09.06 Rep Council Minutes

Welcome (3:45PM)

Additions to Agenda (3 minutes)

Seating of Alternates (2 minutes)

- Introduction of Alternates – If you already know that you’ll be attending as an alternate, please e-mail president@livermoreteachers.org ahead of time.

- * Motion to approve alternates.

Approval of Rep Council Minutes (2 minutes)

- * Motion to Approve Minutes from 02.02.06 Rep Council Meeting [moved, seconded and approved](#)

Norms Keeper: Sharon Abri (2 minute)

- Reminder of issues bin, silence cell phones, sidebar discussions, & timed agenda items.
- Assignment of Time-Keeper

Site Issues: (5 minutes)

- Any site issues, please e-mail vicepresident@livermoreteachers.org
- Information about Non-re-elections of our members and advice for temporary teachers...

[High School schedule and Use of Wed. elementary day for report card conferences. High school reform may need to be bargained. Teachers need to have more control in the process. CTA is sponsoring a High School Reform workshop in Hollywood, Keith will attend. Anyone else interested?](#)

[Granada HS—Reform issues under way. Teachers are being asked to work an 8 hour day for 6.5 hours of pay. Memo came out today from principal explaining the ideas for the new schedule. There is talk about being teachers possibly being excused from extracurricular duties or receiving a stipend for teachers having to work the more expanded day. \(Working Periods 1, 3, & 4 or 1, 2, & 4\) More classes will be offered, without hiring extra teachers. Class sizes may expand in 3rd or 4th block to up to 40 students per class. An advisement period \(possibly called “seminar” is proposed involving counseling-type activities and teaching character education at both high schools.](#)

[Livermore HS—Schedule being changed before there is a broad vision of what needs to be changed at LHS. Teachers are losing prep time, having a later lunch time, and teaching all 6 classes on Mondays. Teachers were getting very little say. A grievance has been filed. At issue with this grievance is the right of the staff to hold a vote on whether or not they want a schedule change. Other issues revolve around instructional minutes being increased. Teachers are being asked to teach more classes instead of hiring new](#)

teachers. LHS teachers will come up with their own high school reform schedule change that includes some of the components of the district's plan like collaboration time.

Our administrators seems to be focusing on one high school at a time—Divide and Conquer. This scheduling reform may be headed toward middle school next year. Any change to working conditions is a mandated subject of bargaining. The district has a different opinion and feels they can dictate what teachers do during the 6.5 hours. The District appears to believe that prep time is considered outside that 6.5 hours.

Elementary Conferences on Wednesdays of Conference Week—The district does not want elementary teachers to use Wednesdays for conferences. The perception is that teachers will leave early on Friday if they don't have conferences. There is a discrepancy between what teachers are being told for classes of 20—K-3. The contract does not state that teachers must conference with all parents in the spring. Some information will be worked on by Keith PW and Lisa Wilson, elementary-rep-at-large, to help clarify this issue.

Committees & Liaisons: – Update by Committee Chairs (20 minutes)

- **Elections** – LEA Regular Elections for President, Secretary, Treasurer, Middle School Rep-at-Large & Spec. Ed Rep-at-large. Need volunteers to help run this election. Election materials to be sent to sites next week.

- **Communications**

- **Political Action** – Cate Sarraille
For space reasons, we'll only be able to send 3 members to the April 4, 2006 CTA Alcosta Lobby Day in Sacramento. CTA was hoping that fewer teachers wouldn't be so crowded in small offices meeting with political reps.

- **Membership** – Keith Pickering-Walters:
New Member lists included in site folder. Please reach out to new members.

- **Professional Development**

The committee needs middle school and high school members to be able to help plan and organize a middle school and high school staff development day for next year. Questions asked about time commitment and funding involved. There is funding for teachers who work on this committee.

- **Contract Action**

- **Bylaws**

*The LEA Exec Board moves that Rep Council direct the Bylaws committee to amend the bylaws to allow for the payment of a stipend for LEA positions that would normally require release time if a member would prefer to not take time out of their classroom and would prefer to do the needed work in their free time. We further direct the committee to bring the revisions back

to the April Rep Council meeting for review. Discussion of additional staff time or additional stipend for President Stipend proposed to be the same as the cost of a substitute teacher. LEA members who need release time to complete duties would be paid a day of sub pay. Exec board is asking for input on this item. A proposal was made to change the bylaws to reflect this change. This would be a cost neutral item. It would cost the same as hiring a sub for a day. The teachers who need release time for LEA duties would get to choose to have a release day or be paid a stipend. - Approved

* The LEA Exec Board moves that the membership dues be increased for the 06/07 school year to the appropriate CTA-required level.

There is more work to do than one person can accomplish. Our president is working many 10-12 hour and beyond days. Possibilities include releasing the VP ½ time, or hiring a CTA staff assistant, or adding a stipend to the President's salary. The VP is proposing that we give our president a quarterly stipend this year to bring his salary closer to the hours and dedication he is bringing to our Association. Some members thought that a bonus would be a more appropriate term to reward outstanding service. A suggestion was made to look into the tax implications of a bonus. Releasing the VP would have to be negotiated with the district.

A motion was made to offer our President a bonus/stipend of \$15,000 immediately after

checking into the tax implications. Friendly amendment—divide the money into different months for tax purposes?. - Approved

- Grievance & Mediation
- Contract Development
- **Human Rights Chair** – Shelly Fields
Report about conference. [Items distributed to be given out at sites. Reps are encouraged to discuss human rights issues at sites—bullying, gender/ethnic discrimination etc. Many conferences offered in the L.A. area this summer.](#)
- CTA State Council Representative
- **Health Care – Terry Mastrantonio**
Summary of minutes from Health Care Committee Meeting 2/27/06

Two important items were discussed at this meeting. The first involves the upcoming open window for our PPO members to convert from Interplan back to Blue Cross/Blue Shield. The benefits of such a conversion are that the Blue Cross/Blue Shield network is larger and more extensive than Interplan, and the managerial cost to the CVT is less with the Blue Cross Contract. As a reminder, last year we had no choice but to place our PPO members with Interplan because of a contract clause that forbid our staying with Blue Cross for the initial year. The Health Care

Negotiations: (5 minutes)

- The Bargaining Team will be trained March 13-15th on Interest-Based Bargaining along with the Executive Board and some members of the Contract Development Committee. There is still currently no Elementary Representation on the Bargaining Team. If you are interested in participating on the Bargaining Team, please contact Keith.

Treasurer's Report: Kathleen Real-Goucher (2 minutes)

- LEA Budget Update 02.26.06 [Treasurers report accepted unanimously.](#)

Conferences: Keith Pickering-Walters (10 minutes)

- CTA Human Rights & Equity Conference was this last weekend. Human Rights Chair, Shelly Fields and Susi Ze attended.
- The Alcosta Leadership Conference (Leadership for our Future) will be [changed to May 19-20, 2006.](#) (Afterschool Friday and all day Saturday) Adam Morrison and Maryam Adnani will be attending. [There are still two open spots – if interested, please e-mail Keith](#)
- The CTA Alcosta Lobby Day has [zero](#) spots left – April 4 – Sacramento
- The LLEG Advocacy Day has six spaces left – April 27 – Sacramento

Committee is recommending that we proceed with the conversion, as planned. The second important item discussed was the use of the one-time, 1% negotiated health care money that totals \$436,949.00. It was decided that the money would be divided between the active members and Option One retirees to help offset the expected increase in premium for the next contract year. This added amount will be about \$485.00 for the contract year. The new rates for next year will be released in May. * Motion: The Health Care Committee moves that LEA notify CVT of our intent to move into Blue Cross/Blue Shield as our provider for PPO as originally proposed. * Motion: The Health Care Committee moves that the \$436,949.00 that was acquired through negotiations in 05/06 for the purpose of LEA health care be allocated to the estimated 900 FTE members/Option One retirees resulting in an additional district contribution of approximately \$485.00/FTE toward health care premiums for the 2006/2007 year only. [These are recommendations of the health care committee that Rep council needs to vote on.](#)

[A vote was called for—The two motions approved unanimously](#)

- Social

- CTA Summer Institute – July 30-Aug 4 – UCLA
LEA approved up to 12 members to attend (double rooms, transportation, etc.)
[\$415/person – 2005 rate]
- CTA Presidents Conference – July 16-20 – Asilomar
LEA approved any new officers to attend (double rooms, transportation, etc.)
[\$480/person – 2005 rate]

Adjournment: (1 minute)

Informational items that are attached:

- Rep Council Minutes 02.02.06 (to be approved. Please read prior to rep council)
- LEA Budget Update 02.28.06

Materials to be received at Rep Council Meeting:

- Updated LEA Site Member Rosters

Upcoming Rep Council Meetings:

All meetings are on Thursdays in the Livermore High Library from 3:45-5:00PM

March 9, 2006

May 4, 2006

April 6, 2006

May 18, 2006