



April 6, 2006 Rep Council Speedy Summary

At the April 6, 2006 Rep Council, LEA Reps:

• **Learned more about:**

Reminding temporary member that they need to apply for positions. Principals are not able to “guarantee” that they will return to that position. Transferring members who are probationary or permanent have the ability to transfer into positions prior to temporary members being interviewed. It is recommended that they apply for multiple positions if they are interested in remaining in the Livermore District. Jobs are being posted currently.

Reminding probationary and permanent members that if they are denied a transfer, they should request (in writing) the reason(s) for that denial and contact the Association if they feel the contractual transfer process was not followed.

Changing legislation/regulations regarding our Tax Sheltered Annuities (403b and 457b). Council discussed the fact that because a change in “benefits” is a negotiable item, we should be expecting to bargain this item when the District requests it. The regulations are expected to be finalized in July, 2006 and they will be implemented January, 2007.

The current contract language regarding substitute teaching by members due to emergency substitute shortages. Members should be submitting time sheets for their time with other classes or with additional students according to the contract.

9.8 Substitute Service by Regular Teachers -- This section applies only to those emergency situations in which the District is unable to obtain substitute teachers. This section does not apply to field trips, outdoor education, or other non-emergency situations.

9.8.1 Regular elementary classroom teachers shall be paid the special hourly certificated rate when directed by their Principal to be responsible for up to 16 students assigned to an absent classroom teacher. The special hourly certificated pay rate is doubled when there are 17 or more additional students. Such service for 30 minutes or longer shall be paid as a whole hour. Service less than 30 minutes shall not be paid. (Example: One hour and 30 minutes shall be paid as two hours of service. One hour and 29 minutes shall be paid as one hour of service.)

9.8.2 Secondary employees called upon to substitute during their preparation period shall be paid the current special hourly certificated rate. The employee shall not be required to make up the additional class period to complete the school day requirement on site.

The CTA-Alcosta Trip to Sacramento to learn about lobbying for educational issues. Two of our members: Shelly Fields Tejada and Valerie Nebo participated.

The LEA Health Care Committee reported that the deductibles and accrued co-insurance amounts will follow each member during their conversion from Interplan PPO to Blue Cross PPO in October – when the plan changes back to Blue Cross. Please remember that the plans for the 06/07 school year will include 2 Kaiser HMO plans, 1 Pacificare HMO plan and 4 Blue Cross PPO Plans. Blue Cross HMO is not offered by Central Valley Trust because of the other two HMO options. We are expecting to learn about the rates for 06/07 in mid-May.

• **Discussed:**

Member involvement in PTAs, School Site Councils, and District Committees where teachers need to have an active voice; More discussion will take place in the future.

The difficult lack of substitutes in our District; if a member is legitimately ill, they should not be called back to work. If you are contacted by your administrator and told to return to work, please contact the Association. You should not be returning to work ill. It is important for members to remember to have emergency lesson plans ready in case you are ill. (I like to leave a week's worth with a colleague in case they're needed.) It is also a good idea to leave your room prepared for the next day prior to leaving for the day whenever possible.

The District's past tactics of dividing and conquering sections of our bargaining unit during negotiations. Please remember that we are all in this together. If district administrators or other members claim that better working conditions for part of our membership will result in less of a raise – please remind them that we all want better working conditions and it can be achieved if we support each other. If we continue to deny portions of our unit our support, we won't receive theirs when we need it and nobody's working conditions will ever improve.

Response to Intervention (RtI). Please keep your eyes out for a future e-mail soon regarding Response to Intervention and resources to learn more about it.

The Williams Settlement and changes to the CLAD requirements in our State. Please see the Special CLAD Alert for more information.

The November Staff Development Day for Middle and High School members. We would like to do a professional development day similar to what we did for Elementary members in 2006; jointly with the District. There is currently only one middle school member on the LEA Professional Development Committee and no high school members. We need more MS and HS member participation in this committee by May if we are to attempt this for the November Staff Development Day.

Upcoming Conferences and Trainings that still have space:

April 26, 2006: LLEG Advocacy Day – We have 5 more spots left. LEA will provide for your substitute, registration (including transportation to Sacramento) and lunch.

May 19-20, 2006: CTA-Alcosta Leadership Training in San Jose (See attached flyer for workshop information.)

July 30-August 4, 2006: CTA Summer Institute (See attached flyers for more information regarding the sessions in Instruction and Professional Development, Negotiations, Finance, Political Action, Membership, Organizing, etc.)