



Livermore Education Association

A Professional Organization Representing the Teachers of Livermore

LEA Representative Council Minutes 08.31.06

Welcome (4:00PM)

Additions to Agenda (3 minutes)

Social: Holiday party planning

Political Action: Livermore PTA Council

Negotiations: 10 pay 12 pay

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 05.25.06 Rep Council Meeting

Moved and seconded to accept the minutes. Accepted unanimously.

Norms Keeper: (2 minute)

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

Site Issues: (15 minutes)

- Reps, please talk with your site's members about the topics below.
- Any specific site issues, please e-mail vicepresident@livermoreteachers.org
 - GHS and LHS Schedule Update – Input from site reps
 - Middle School Schedules (Homeroom, uniform schedules and minutes, guarding your prep, etc.) – Input from site reps
 - Changes in working conditions (New Requirements, Electronic Gradebooks, Websites, Events, etc.) – Input from site reps

GHS Reps and LHS Reps gave input on new schedule for 06-07.

GHS Key points:

- “Seminar” class is requiring preparation by our members.
- Pass/No Pass grading system was changed to Pass/No Pass/A requiring more work by our members.
- Community Service component added to make up for missed Seminar classes.
- More input expected from members/reps at next meeting after more time passes.
- New electronic gradebook is not functional yet. Old system is not accessible.

LHS Key points:

- 35 minute lunch at LHS reduced from 50 minutes.
- 2nd and 6th periods are 105 minutes allowing for the Daily Gram to be read. Is an extra 10 minutes too long?
- Adding in the additional time equates to 12 or 13 more days of instruction.
- By adding in the extra 30 minutes of instruction, it has increased the total number of minutes teachers teach. This prevents their preparation period from staying within their contracted work day.
- School Loop Electronic Gradebook/Communication system being used this year.

Middle School Reps gave input.

East Key points:

- Elimination of minimum days this year with no staff input.
- It is believed that other middle schools still have minimum days in 06-07. This issue was referred to the Grievance Committee.

Mendenhall Key Points:

- New Electronic Gradebook – GradeQuick. No schedule changes for 06-07.

Junction Key Points:

- Slightly altered schedule for 06-07
- Mandatory Electronic Gradebook

Elementary School Reps gave input.

Social Studies Curriculum materials: Some sites do not have the technology needed to run the materials (DVD players, current computers, etc.) Not all teacher materials have arrived yet for the Social Studies adoption.

Non-Teaching (Extracurricular) Duties: All school sites before the end of September should have a meeting with all staff at which the staff decides which extracurricular activities are of value to the school community. Then, the staff decides an equitable way of distribution of those activities. LEA is encouraging site reps to use this language in the contract to reduce the number of non-teaching duties. LEA Rep, SSC Rep, PTA/PTO Rep, etc. should be included. Activities which could be completed by parent volunteers should not be included.

9.4 By September 30th of each school year, a meeting shall be scheduled for all bargaining unit members and the administration to determine which extracurricular activities involving bargaining unit members **shall occur** at the site.

9.4.1 What activities shall occur at the site. **The staff shall determine the value of the activities to the school community.**

9.4.2 After determining those activities which may occur, all bargaining unit members shall determine a method for equitable distribution of those activities among the entire unit, taking into consideration all other non-teaching responsibilities. If too many people wish to perform the same activities, the staff shall come up with a method for tie-breaking.

9.4.3 If the process set forth in Section 9.4.2 does not result in all valuable activities being covered, the principal *may* ask all bargaining unit members to reconsider how to have those activities covered.

9.4.4 If a new activity arises after the distribution of activities has occurred, the parties shall utilize the steps in Sections 9.4.2 through 9.4.3 to distribute the activity. (emphasis added)

- Reps, please bring a copy of your school site's bell schedule, staff roster, and school map.

Committees & Liaisons: – Update by Committee Chairs (30 minutes)

• **Elections** - Reps, please hold your 06-07 site rep elections during the month of September. Ballot, hand vote, acclamation are all suitable methods for site rep elections. Please complete the Site Rep Data Sheet and return to LEA.

• **Communications** – Communications committee will be meeting soon. Goal for this year is to create a quarterly newsletter. If you're interested in working on the team, please let us know. **There will be a meeting Sept. 7th at the LEA office to establish a "Communication Committee."** There might be release time to put the LEA newsletter together. Interested members should contact LEA.

• **Membership** – Keith Pickering-Walters: Updated site membership rosters. Please notify Keith of corrections ASAP. Please reach out to new staff members and invite them to join the association.

• **Professional Development**
The committee will be working on the Staff Development Day proposals soon. If you are interested in working on the Professional Development Day for the Elementary or Secondary level, please let us know.

• **Grievance & Mediation**
Option 2 Grievance Results **Bruce Wolfe and Ann Ewing filed a grievance last Winter for the Willie Brown "Option 2".** The District settled the grievance and granted the Option 2 request for these two members. Congratulations; and thanks for their hard work on everyone's behalf.

Elementary Science Prep is back! **The Memo Of Understanding is almost complete.**

Elementary PE for 4th and 5th grades: **LEA is still trying to get this prep back for them.**

LHS/GHS Schedule Grievances are waiting for arbitration. Committee is tracking the grievances currently active.

• **Health Care**

Human Resources now has a single Health Care Coordinator – **Peggy Donovan**. If members have questions or problems with their plan, they should contact Peggy first. If a member doesn't believe that they are getting their issue taken care of, they should contact the Association and we can intervene.

• **Contract Action**

Negotiations are under way. It is time for the Contract Action Committee to come together and organize our members; keeping them informed about negotiations.

• **Bylaws**

• **Human Rights Chair**

• **CTA State Council Representative**

• **Social** **The December Rep Council/Holiday Party was successful last year and Rep Council agreed to attempt to hold it again at the same location. More details to follow.**

• **Contract Development**

• **Political Action**

LVJUSD School Board Elections are coming up in November. *Motion for the LEA to form a committee to interview interested candidates and report their findings to the membership.

Cate: November elections. There are 3 vacancies on the School Board. 4 people are running. There is now a Livermore Valley PTA Council. They are looking at hosting a School Board Candidate's Night. The Association and the parents might be able to work together.

*Motion that LEA Rep Council form a sub committee to meet with the Livermore Valley PTA Council. Through this committee we could interview the candidate. We would then meet on September 21st to discuss the results and make a decision about the information gathered at the interviews.

Motion passed unanimously

Negotiations: (15 minutes)

•Update from Bargaining Team

Negotiations: 8/29/06 Mini Update by Shelly Fields Tejeda

We completed 3 days of negotiations over the summer and have reached **tentative** agreements on the first two of our four agenda items- Transfers and Reassignments and Special Education;

We have accomplished some historic firsts!

1) This is the 1st time guidelines for "Reassignments" and "Special Education" will be included in our contract language.

2) We agreed to specific class size limits in SDC classrooms-no limits have existed prior to this TA (tentative agreement) at local, state or federal levels.

3) Our teams created an innovative way to recruit, retain, and retrain teachers filling hard to fill positions requiring Special Ed Credentials.

We are half way there and have made great progress! We haven't yet gotten our dream contract, but bit by bit, we are strengthening our current contract and cleaning up areas of weakness and poor or ambiguous language. The most difficult parts await us in Sept. We already have started Workday and will tackle Salary and Benefits last.

We have Good news!!! As we learned in great detail at the CTA Summer Institute- **There is money!**

But, Workday will not be an easy article to tackle - the two teams have radically different perspectives and reaching some agreement will take time and compromise. We have 6 days scheduled this Fall and we will be doing our darnedest to get the best possible language/compensation for all of us.

Other good news...the entire contract is open for negotiations in 2007...so what we don't fix or improve adequately this time around, we go for it in 2007! *Remember that any tentative agreements will need to be ratified by our members before they officially become part of our contract.

*Please take a look at your contract ...familiarize yourself with it...ask questions...make suggestions...introduce yourself to one of your site reps... Become more involved... and take advantage of the wonderful training and leadership opportunities available to you through LEA/CTA. Together we are a stronger voice and carry significant power to improve our futures and those of our community.

September 10th is the next bargaining session date. We have 6 more scheduled days before November. People are asked to look at the contract. If you see sections that need strengthening, please share those observations with your site reps and they will bring them to the Contract Development Committee.

The Bargaining Team (Maryam Adnani, Shelly Fields Tejeda, Peggy Harding, & Denise Kuhre) was thanked by Keith for all of their hard work during the summer and the beginning of the school year.

• Q&A

• CLAD Update – If a member receives a notice from the District that they are “misassigned”, they should contact the Association as soon as possible. The first LVJUSD AB2913 class was successful this summer. The next class will begin September 20th. Contact Alane Loisel through District e-mail if you are interested in attending the class. Principals and Principal’s Secretaries should have received the notice on e-mail today.

The AB2913 classes (formerly called SB395) are being offered and paid for by the District. Member’s dues are not being used for this class. LEA/CTA is supportive of this program as it is a successful way for our “in-service” members to obtain their CLAD certificate. If you are interested in taking the class please contact Alane Loisel at the district office.

- 10 Pay 12 Pay: IRS Regulation : Constructive Receipt

Please read LEA's notice to members regarding the 10 pay/12 pay situation for more information. Reps expressed concerns about:

1. The lack of a membership-wide vote on the matter
2. The difficulty for many members in modifying their contributions and the concern that all of the paperwork may not be handled correctly and in time by the District Office.
3. The interests/needs of the many compared to the interests/needs of the few
4. The short notice of these changes

The choices of how to solve this issue were very few. The District/Association could put everyone on either ten or twelve pay. The District will not act as a savings account for members. Members are on our own as to how they are going to save this money. Members may set up a "sub-saving account" with most banks/credit unions to automatically pull money out of their electronic deposits to put aside for the two summer months. Keith encouraged members to consider saving money for two months.

How much to save:

2006-07 MOU: the 10 pay/12 pay Memo Of Understanding (MOU) is temporary. There is still ambiguity in the law and we could go back to the original contract language allowing for 10 or 12 paychecks if legal interpretations or the regulations change in the future. Members should consider saving for the months of August and September as the last official paycheck of 2006-07 will be at the end of the month of June. If plans go unchanged, members should see their first paycheck for the 2007-2008 school year at the end of August as 1/11th of their yearly salary. But, Keith encouraged members to consider budgeting on the "safe side" and putting money aside for the month of September.

As a Separate Issue/Concern: We don't receive a yearly update on our step and column stating what we are suppose to be making so that we can know if the district is taking out the right amount. Keith agreed to talk to the District to see if Payroll or Human Resources could create an "explanation sheet" of our paychecks and if members could receive a yearly update from HR regarding their proper "step and column."

American Fidelity: Section 125 Plan for the District. They are not endorsed by CTA. American Fidelity also sells life & disability insurance. Unum Provident is the CTA-endorsed vendor for Disability and Life Insurance and members have the right to have their concerns or complaints reviewed by the CTA Advisory Panel on Endorsed Services if they have problems with Unum Provident. This is not the case with American Fidelity.

Treasurer's Report: Tom Anderson (10 minutes)

- LEA Budget Update August 2006

* Motion to accept Budget update for August, 2006. Motion passed unanimously.

Conferences: Keith Pickering-Walters (10 minutes)

- CTA Summer Institute – July 30-Aug 4 – UCLA
- Many members attended and took part in trainings:
Keith Pickering-Walters/Maryam Adnani – Advanced School Finance
Adam Morrison/Shelly Fields – Essentials of Bargaining
Nancy McMurdie/Jennie Unger – Communications
Connie Ormond/Lisa Wilson – Instruction & Professional Development
Cicero Reyes – Emerging Leaders

Upcoming Conferences:

- CTA Good Teaching Conference North – January 19-21 (Burlingame or Oakland)
**\$150/person + 220/person dbl. occupancy. (+\$50 + \$120 sub: Friday Pre-Conference session)
* Motion to send 15 members to the Good Teaching Conference. Also, to send three new(er) teachers to the Pre-Conference session “I Can Do It” on classroom management strategies. Motion passed with one abstention.
- NEA Pacific Regional Leadership Conference – February 16-18 (_____)
- CTA Urban Issues Conference – February 23-25 (_____)
- CTA Equity & Human Rights Conference – March 2-4 (_____)
**\$150/person + 220/person dbl. occupancy. (\$75 if HR or WI Contact)
- CTA Presidents Conference – July 16-19 (Asilomar)
**\$480/person dbl. occupancy or \$770/person single occupancy
- CTA Summer Institute – July 29-August 3 (UCLA)
**\$415/person dbl. occupancy or \$700/person single occupancy

** 2006 rates – estimate for 2007. Also need to factor transportation costs.

Adjournment: (1 minute)

Informational items that were attached:

- Rep Council Minutes 05.25.06

Materials received at Rep Council Meeting:

- Membership Roster for your site
- LEA Budget Update. September, 2006

Upcoming Rep Council Meetings

August 31, 2006	November 2, 2006	March 8, 2007
September 21, 2006 (Site Rep Training)	December 7, 2006	April 19, 2007
October 5, 2006	January 18, 2007	May 3, 2007
	February 8, 2007	May 31, 2007

All meetings are held on Thursdays in the Livermore High Library from 4:00-5:15PM