



Livermore Education Association

A Professional Organization Representing the Teachers of Livermore

LEA Representative Council Minutes 11.02.06

Welcome (4:00PM)

Additions to Agenda (3 minutes)

1. * Human Rights Chair Report: MLK Jr. Scholarship/Cesar Chavez Awards announcement and Alcosta Ethnic Minority & Human Rights Reception – Nov. 16, 2006 5-7PM in Concord (RSVP to Keith by Nov. 10) *Motion to send up to 4 individuals to the CTA Equity & Human Rights Conference
 2. * Motion for LEA to form a temporary Technology Committee to discuss the direction of the association and make recommendations to Rep Council.
 3. Reminders of minor things in Site Issues
 4. Valley Wide Calendar – to be discussed in “negotiations.”
 5. Social Committee – Info on next rep council meeting/Holiday Celebration – Nov 30 (not Dec 7)
 6. Health Care Committee Meeting Dates – added to Health Care Report.
 7. Granada parking add to site issues.
 8. Elementary conference time...site issue
 9. District use of e-mails...site issues
- Moved and seconded to add these items to the agenda. Unanimously passed.

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.
 - Carol Huhn is an alternate from Sunset.
 - Bitia Pirzadeh is the Psychologist alternate
- Moved and seconded. Passed unanimously.

Approval of Rep Council Minutes (2 minutes)

- * Motion to Approve Minutes from 10.05.06 Rep Council Meeting
- Minutes were moved and seconded. Passed unanimously.

Norms Keeper: ~~Sharon Abri~~ (2 minute)

- Reminder of issues bin, silence cell phones, sidebar discussions, & timed agenda items.
- Assignment of Time-Keeper – [Steve Page](#)

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
- Reminders re: evaluation goals/observations/conferences, subcalling system, and verifying HR data.
1. “Table Talk” during lunch. Have chats at your site to help the newer teachers understand the negotiations process per the contract. Talk with them about what they are doing and any “self evaluation” reports the teacher might fill out. This could go “south” for you and some critical issues you may want to work on may be used against you because of the way you, the new teacher, wrote up your “critical self evaluation.”

2. Sub-finder: You do NOT need to use your social security number. You can ask HR for a number other than the last 6 digits of your social security number.
3. If you are required to teach more than six and a half hours (see High School grievances) make sure you designate only a 6 and ½ hour day as your work day in sub finder so that you are not docked more than 6 ½ hours of sick-time.
4. Pay Check snafoos: Check to see if your correct units reflecting the proper step and column for your pay. Take your “CONT PAID” amount in Box 1 of your paycheck stub, multiply it by 10 and make sure that it matches your step and column on the salary schedule. If it doesn’t please contact Payroll and Human Resources ASAP to have it corrected.
5. Granada parking: There are not enough parking spaces. Assigned parking was discussed, but there are some concerns about locations. Permit parking is current, but not enough spaces in the teacher lot – especially for teachers arriving on campus after the start of -0 period. It was suggested to take this back to a staff meeting for a discussion.
6. Elementary Conferencing: Our Wednesday was programmed. There is interest in having 5 days available for conferences for classrooms with 20 students. 4 days isn’t enough to hold conferences with parents. Keith suggested taking this issue to the school board. With the long report card with all of the standards there is a real struggle getting the conferences completed within the teaching day.

Discussion time was extended by 5 minutes – approved and seconded. Passed.

7. District use of e-mail. The district has the legal right to read your e-mails. A rep would like to know the name of the person at the district office who is designated to read these e-mails. On one of the monitoring systems (Remote Desktop), if your computer is being monitored a set of eyeballs will appear up where the apple logo is. Friday, Keith spoke with Charlene Guthrie at the District office and he verified that there isn’t anyone regularly monitoring district mail, but there is a computer program (county level) that scans all web activity and e-mail for specific terms (terrorism, bombs, drugs, etc.)
8. If you are getting pornographic or other inappropriate e-mails on First Class, please delete them, but LEA has discussed the issue with the District Office and we’re working on a solution to the problem of spam e-mails.

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

- Elections
- Communications –
- **Membership** – Keith Pickering-Walters:
Please use the new roster to check with the new teachers regarding membership.
- **Professional Development**
Still many spots available for the CTA Good Teaching Conference – Jan. 19-21, 2007. E-mail president@livermoreteachers.org if you’re interested.

- **Grievance & Mediation**
LHS/GHS Schedule Grievances are waiting for arbitration.
- Technology and our Members: *Motion for a Committee to be formed to discuss what we, as an Association, can do to help our members. Moved and seconded. Unanimously passed. The committee would analyze the information from the questionnaire and give a report/make any recommendations to Rep Council.

- Contract Action
- Bylaws

- **Health Care**

Central Valley Trust has changed its name to represent its statewide coverage: “California’s Valued Trust: Healthcare Benefits for the Education Community.” They’ll still be CVT. Next meetings for health care committee are Jan 11, 2007, Feb 28, 2007 and May 9, 2007. All members welcome.

If you feel HR or CVT is not giving you the service you need then give Keith a call at the LEA office. Cherie Haynes CVT liaison to the Health Care Program. She can be reached at 800-288-9870 x 108 or on e-mail at cherieh@cvtrust.org.

- **Political Action**

Phonebanking – Wednesday and Thursday (Nov. 1 and 2) and Monday and Tuesday (Nov. 6 and 7)

Karen Framsted spoke about the importance of “getting out the vote” and contacting our fellow teachers by phone. We are the grass-roots organization that lets other people know that voting is important and supporting “friends of education” is important. We are the front line that gets teachers to the poles on Nov. 7th.

Negotiations: (15 minutes)

- Update from Bargaining Team

Working through IBB is a slow process but it is working. Both negotiation teams are building trust. We go back to the table on November 8th and 9th. Wear your blue tee shirts on November 8th.

- Q&A

• Discussion of Valley Wide Calendars for 07-08, 08-09, & 09-10. These are basic parameters that reps from all four districts could agree to: start/end date, Thanksgiving, winter and spring breaks. Locals still need to negotiate acceptance of these basic parameters and local events like staff development days/work days, etc. Please give your feedback/ideas to your site reps so that they may share that information with Rep Council.

Treasurer’s Report: Tom Anderson (10 minutes)

- LEA Budget Update October, 2006

- **Human Rights Chair** – Cesar Chavez Awards / MLK Jr. Memorial Scholarships information will be arriving at sites soon – please post on LEA Bulletin Board.

Alcosta Ethnic Minority & Human Rights Reception – Nov. 16, 2006 5-7PM in Concord (RSVP to Keith by Nov. 10)

Motion to send 10 people to the Human Rights conference with lodging for Friday and Saturday nights. The conference is in San Jose. See conference section for more info.

- CTA State Council Representative

• **Social** – Holiday Celebration will be Nov 30 (instead of Dec 7) 5-7PM at Beeb’s Banquet Room. Reps are encouraged to invite a guest from their site who may be interested in getting more active in the association.

- **Contract Development**

It’s time to begin working on the 07-08 Contract Negotiations. If you are interested in helping develop improvements to our Contract – please contact LEA

Conferences: Keith Pickering-Walters (10 minutes)

Upcoming Conferences:

- CTA Good Teaching Conference North – January 19-21 (Burlingame, CA)
**\$150/person + 220/person (double occupancy) (+\$50 + \$120 sub: Friday Pre-Conference session)

If you're interested in attending – please contact Keith at president@livermoreteachers.org

- CTA Equity & Human Rights Conference – March 2-4 (San Jose, CA)
**\$150/person + 115/person (double occupancy)
*Motion to send up to 10 individuals to the CTA Equity and Human Rights Conference. Please contact LEA if you are interested in attending.

Adjournment: (1 minute)

Informational items that are attached:

- Rep Council Minutes 10.05.06 (to be approved. Please read prior to rep council)

Materials to be received at Rep Council Meeting:

- LEA Budget Update. October, 2006
- Site Rosters of active/agency fee/new members: please report changes to Keith.
- Conceptual “Valley-Wide” Calendars for 07-08, 08-09, and 09-10.

Upcoming Rep Council Meetings:

November 2, 2006	February 8, 2007	May 3, 2007
***November 30, 2006	March 8, 2007	May 31, 2007
January 18, 2007	April 19, 2007	

***Note that the December meeting (which also serves as our holiday celebration) has been changed from December 7 to November 30 due to scheduling conflicts. The meeting will also begin at 5PM and end by 7PM. It will be located in the banquet room at Beeb's.