



Livermore Education Association

A Professional Organization Representing the Teachers of Livermore

LEA Representative Council Minutes 2.08.07

Welcome (4:00PM)

Additions to Agenda (3 minutes)

Board meeting discussion. (We ran out of time and did not get to this agenda item.)

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.

Liisa Haninen-Danner – Alternate for Psychologists

* Motion to approve alternates. Moved and seconded. Passed.

Approval of Rep Council Minutes (2 minutes)

* Motion to Approve Minutes from 1.18.07 Rep Council Meeting

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

Site Issues: (15 minutes)

- Any specific site issues, please e-mail vicepresident@livermoreteachers.org

Electronic Tools for Communication and Record Keeping: Electronic Record Keeping is not being mandated by the District. If your school site administrator has told you that you MUST use an electronic gradebook, please remind them that it is optional. If you have problems with this, please see a site rep.

Valley-Wide Calendar Committee: Pleasanton has negotiated their next 3 years, we are negotiating ours on Friday, Feb. 9th, Dublin is negotiating the next 2 years (possible conflict on year 3), San Ramon is negotiating 1 year at a time, but should be following the pattern worked on by the Valley Wide Calendar Committee.

Early Conference Schedule Option: Marilyn Avenue Rep, Sharon Abri, has provided a write up about the process and rationale for the earlier conference option. Also included is a sample of the 3rd grade pre-conference form.

Reps have an information sheet that will be shared with everyone about the Marilyn Ave. conference schedule. This program allows teachers to share information about student performance and goal setting for the February assessment. Parents were then guided in ways that they could help their own child in both English and their native language. Each grade level met to set the benchmarks that would be discussed for the Fall, Winter, and Spring reports. If you have any questions please contact Sharon Abri at Marilyn Ave. School.

Middle School Schedules: Update from reps on process and direction. Middle School Reps, please come with information about any proposed changes from your school site.

Junction Ave proposal for a 7 period day. Well received by the board. They will fund at 30 to 1 for additional staff. If it takes more than the \$225,000 the board allocated, the board will fully fund the program for two years as a pilot program.

CONCERNS; If the board continues to fund programs submitted as pilot programs all must realize that the money to fund this it will affect the monies that are available for raises, benefits and other programs. We are looking for funding that doesn't affect the general budget available for staffing costs.

Motion to extend discussion for five minutes. Moved and seconded. Passed unanimously.

This is a return to a program that we had in the district about twelve years ago. We are returning to the way it used to be.

Our concern is that if the District continues to reinterpret the contract and violate our agreement, teachers could end up losing their internal prep so that the other middle and high schools would be teaching a 7 period day.

We need to have clear language in our contract to insure the internal preps are saved so that future School Board Members don't reinterpret and violate our contract.

Kindergarten Schedules: There does not seem to be a major issue with the schedule variance. It all appears to fit within the contract and there appears to be overall similar working conditions for kindergarten teachers. Kindergarten teachers appear to be working one of three schedule arrangements:

1. AM/PM where the K teachers share a room and participate for 60 minutes during their partner's time causing 2 hours of "two teacher time"
2. "Extended Kindergarten" where K teachers have their own room and keep their students for their teaching time + the amount of time that they would have been teaching with their partner - 60 minutes.
3. Regular Solo where K teachers have their own room, students leave at same time as AM/PM kids and they assist other primary kids (blended services, ELD, intervention, etc.) for the 60 minutes.

In researching this, there was some confusion as to whether teachers are teaching 60 or 90 minutes beyond their 200 main instructional minutes. If they are teaching 290, they are not getting a similar prep to other primary teachers. We have language outlining the kindergarten day as 200 minutes plus 60 minutes of crossover, solo or extended. Please abide by our language. This will protect everyone's contract.

Committees & Liaisons: – Update by Committee Chairs (15 minutes)

• **Elections** (written report)

Need committee members for elections this year:

Elections for LEA V.P., Treasurer, HS Rep-at-Large, Elem Rep-at-Large:

We need an election committee. Please contact Keith if you can be on the committee.

Nominations will be Mon. Feb. 26 – Fri. March 2.

Campaigns / ballot preparation: Mon. March 5 – Fri. March 16.

Voting: Mon – Fri. March 19 – 23

Ballot Counting by Committee: Mon. March 26

Results: Tues. March 27

Elections for NEA-RA: coming soon...

Elections for CTA State Council: coming soon...

• **Communications** (written report)

LEA Newsletter will be e-mailed to members.

Read Across America is March 2, 2007. Posters given out at Rep Council.

• **Membership**

• **Professional Development**

• **Grievance & Mediation** (written report)

LHS/GHS Schedule Grievances are waiting for arbitration. Dates have been set on LHS Prep and GHS Prep grievances in March. Still waiting for date for GHS Seminar grievance.

Committee is tracking the grievances currently active.

• **Contract Action**

Update

• **LEA Technology Committee**

Next meeting: Thurs. Feb 15th – LEA Conference Room

• **Bylaws**

Possible 07-08 dues increase to cover additional half-time or full-time release officer for the future. It would be approximately \$7/month/FTE or \$14/month/FTE depending on half or full-time release. Discussion item. Any dues increase would need to be decided and passed by the last Rep Council meeting in May.. (Bylaws that dictate the modification of dues attached)

Talk with members about the value of the possible part time or full time release with the fund increase. We can either create an appointed position for this person or choose an LEA officer.

• Political Action

CTA Political Academy in Santa Rosa, CA March 23-25.

*Motion to send a group of 5 members to attend the political academy in Santa Rosa in March 23-25. Moved and seconded. Passed unanimously.

• Human Rights Chair (written report)

We will be sending members to the CTA Equity and Human Rights Conference in San Jose, CA this year. See below in Conferences for more information.

• CTA State Council Representative

(written report) State Council was Jan. 25 – 28. See State Council report for more information. [State Council Report will be coming via e-mail next week.](#)

• Social

• Contract Development (written report)

It's time to begin working on the 07-08 Contract Negotiations. If you are interested in helping to develop improvements to our Contract – please contact LEA. The Association has been holding a series of meetings for any member to attend to discuss various ideas concerning contract language. Keep an eye on your e-mail for dates and topics.

• Health Care (written report)

Next two meetings: February 28, 2007, May 9, 2007.

Of the four state health care bills currently being discussed is Senate Bill 840 – vetoed by Governor last term. CTA is supporting SB840/ Please show the video received at Rep Council at your school sites to members. Please go to the website: www.OneCareNow.org for more information about this bill.

LEA will be hosting a presentation of the video with a guest speaker on Wednesday, Feb. 21st at 4:00PM – Livermore High School Library..

• Update from Bargaining Team

On Friday, February 9th, the team will be meeting. Both sides will give written reports to each other at this next meeting.

LMA and SEIU did get their retro raise in this last paycheck. CSEA just voted to accept their contract.

• Q&A

Selection of Issues and Interests. Please bring suggestions for Major Issues and Interests that should be focused on during the 07-08 contract negotiations. Formal Sunshining must occur at the February 20th Board Meeting. We are framing the reopeners as “issues” so that the “issues” that flows through many parts of the contract can all be addressed. Possible topics may include

A motion was made to have the following “issues” sunshined in our proposal at the next Schol Board meeting:

- * “Job Shares, Permanent Part Time Status, & Willie Brown Early Retirement Incentives”;
- * “Option1 Retirement Incentive”;
- * “Evaluation Process”;
- * “Health Care Benefits”;
- * “Salary”;
- * “Case Load limits for Special Educators and Support Services”;
- * “Bargaining unit member attendance at IEP, 504 and other similar meetings”;
- * “Substitute service by bargaining unit members”; &
- * “Release time officers”

A question was also raised asking why are we having the issue with the 11 month pay period as this is not the issue in other districts. Keith asked any member knowing of any district who allows their employees to receive their salary in 10 or 12 paychecks and or defer their December paycheck into January to report that information to him and he will report all findings at the next Rep Council meeting. The memo of Understanding that was signed with the District can be reverted back to the original contract language if it is found that the IRS regulations are being applied differently or have been

reinterpreted. Keith emphasized the importance of saving for two months of income over the summer because if the MOU goes away, we would not be getting an August Paycheck.

Please send in any detailed info from other districts ASAP.

Treasurer's Report: Tom Anderson (1 minutes)

- LEA Budget Update for February.

*Motion to Accept LEA Budget Update. – LEA Budget update was distributed, but we forgot to approve it.

Conferences: Keith Pickering-Walters (3 minutes)

Upcoming Conferences:

- CTA Equity & Human Rights Conference – March 2-4 (San Jose, CA)

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

Friday afterschool through Sunday after lunch. Staying at San Jose Marriott two to a room.

- CTA Region 1 Political Academy – March 23-25 (Santa Rosa, CA)

* Motion to send a team of LEA members to the Alcosta Political Academy.

We will be sending 5 members who are interested being involved in the next School Board campaign, interviewing, taking a neutral/support/oppose positions on candidates and campaigning in the next election. If you are interested, please contact LEA immediately.

Adjournment: (1 minute)

Due to time, we did not show the video, but reps received copies of the video – please view it and show it at your school sites during duty free times.

Informational items that are attached:

- Rep Council Minutes 1.18.07 (to be approved. Please read prior to rep council)
- Early Conference Schedule Info & Pre-Conference Form from Marylin Avenue Reps
- Junction Avenue 7 Period Proposal – to be presented to the Board Feb. 6, 2007

Materials to be received at Rep Council Meeting:

- LEA Budget Update
- LEA Newsletter – Will be coming by e-mail.
- Alcosta State Council Newsletter –Will be coming by e-mail
- Read Across America Posters
- SB840 DVDs for Reps – 1 per site

Upcoming Rep Council Meetings:

March 8, 2007

May 3, 2007

April 19, 2007

May 31, 2007