

LEA Rep Council

January 4, 2010
Straw Hat Pizza
3:45 p.m.

Members present: (**bold** are present and normal are absent, **LaBelle Foster, Poppy Holmes, Sharon Johnson, Frank Beede**, *reps*: Rick Dunn, Norma Equinoa, Katie Libby, **Lizet Nuno**, Scott Pennington, Le Ann Risch, Jennifer Wilson, **Kevin Allen**, Jessica Banchieri, **Chad Dalmas, Mark Gates, Spencer Holmes**, Barbara Worden, **Beth Decker, Jim Key, Heidi Osborn, Nancy Salsig, Trina Samnath, Julie Swenson, Gretchen Tovar**, Mark Johnson, **Debbie Clawson, Megan LeValle**, April Nogarr *Non-rep members*:

2 min Welcome

Approve Agenda: additions: "confidential" letter and Heritage teacher's family. Minutes approved and agenda approved.

5 min Treasurer's Report: Current balance \$21,955.81 in checking and in CD \$7,739.88. Money went to meetings and sunshine. We still need to do a budget (exec. board). Sharon Johnson

30 min President's Report: LaBelle Foster

- **Welcome Vice President Frank Beede**: Yeah!
- **Budget update**: Budget is in a constant state of revision and we just recently got a latest word from the district and school board but nothing is finalized yet. Still in flux. Everything that has to do with our contract and says "to be negotiated" still needs to be negotiated with LEA, and this has not begun. CTA will be advising us with this. CTA is auditing the district's budget figures independently as well, as they do every year of bargaining.
- **Race to the top Update**: Less than 50% of California school districts signed the documents for this and even fewer districts bargaining units signed as well. It is highly unlikely that we will "win" this funding but if we did, we would have a "demand to bargain" as part of the way this agreement works. Nobody knows what the details of the agreement entail. Political discussion followed.
- **Staffing**: We are coming up to March 15th which as reps we need to be aware that non-re-elects and RIF (reduction in force= pink slips) notices are also coming up. When you receive a layoff notice you get a packet of information from the district and in the packet is paperwork to request a hearing and it is a 30-day notice which we advise people to do, so they leave themselves options. RIF notices can continue into the summer but non-re-elects for **second year probationary teachers** will be by March 15th. * note that the first year probationary teachers can be non-re-elected up until school starts the next year (but that isn't nice and not the usual way

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things work at this district- they are *usually* notified earlier than this). We need to be ready to support people. Reps are there to witness only.

- **Article 11.4.1:** the language in this article of the contract is not as clear as originally intended. This article is the monetary remedy for class size overages.

Bargaining team report: Tim Mc Hugh. Tim Mc Hugh was not able to attend tonight as he is recovering from his injuries.

20 min **Site Reports**

Freedom: A question: "what is the liability to teachers who witness a student fight if they attempt to break up the fight or if they do nothing?" This sparked discussion over lack of proper training and our openness to injury and lawsuit for trying to help or not trying to do anything. Perhaps training or education on the issue is in order.

Also brought up was the lack of training on emergency procedures and what to do in the event of actual emergencies in our classrooms. Sites were asked to add training on emergency procedures to their January staff meetings but the "trainings" from different sites varied greatly. A question was also brought up about the lack of emergency supplies in our classrooms at all sites, even after the lockdown at Freedom last year alerted everyone to the need for this. The health and safety committee talked about this but nobody knows how this would be done or paid for.

Heritage: The main concerns were for the students, family, and close friends of the math teacher who faces allegations. His AP Calculus class has been safely placed in the hands of Kevin Allen and his remaining classes are with long-term subs. Sensitivity is needed when answering student questions or concerns. Rumors are becoming a problem. A question was asked about CTA legal so it is a good time to remind everyone of the benefit that we all have for being members of CTA. We all are covered by CTA for up to 3 million in legal fees for any threat to our job related to criminal or other charges. CTA lawyers were involved in this case within days and once that happens, the local unit (us) are no longer involved in the process.

Independence: absent.

LaPaloma: Kyle Goudelock is a Dad!

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Liberty: Jen and John Heinz are also parents! Question: can a person run for school board who has a family member working in the district? There is currently a school board member who has a relative working in the district as a teacher so it doesn't look like there is a policy.

Some of the Liberty reps met with Principal Halloran and reported what was discussed in as transparent a way as possible to the staff at Liberty. We hope to continue these every two months or so.

Old Business:

- Liberty: Maple Street Construction: Jerry Glenn would like to know of any complaints of noise or dust or other problems associated with the construction on Maple Street. Wayne Reeves could be contacted with these complaints. The LUHSD board has officially complained to the city of Brentwood and they have also stated that they have attempted to remedy the auto shop access issue by installing a gate for students to use to access auto shop from the back of the school (it was pointed out that this still requires students to be driving on campus at Liberty during school hours which is less than ideal for safety and convenience). A new access gate was also mentioned that should lead to the pool area somehow.
- Board policy online: The Board policy has been made available online for some members (the exec board only). It was determined by the district that it would be difficult or expensive to have this on all desktops. It was reported that this is not only a contract issue but it is also a legal issue as it was directed by the District Attorney in a lawsuit. LaBelle will inquire.
- Social Networking/ Board policy: The District is interested in putting together a policy for staff and students on social networking and similar new technology and they would be open to seeing examples from other school districts in the area.

New Business:

- Jerry Glenn's "confidential" letter was viewed by some to be a written reprimand to all or to one specific person who was unnamed but we all know who it is. The feeling was that the "tone was condescending", or "medieval", etc.

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- Help for the family was discussed but the idea was rejected because of the nature of the charges and reluctance for us to be publicly involved or for a wish to support a wife and children of a colleague to be misinterpreted in some way. It seems more appropriate for any support to be private.

Adjournment: 5:16 pm

Agenda for Wednesday Lunch Meetings:

1. RIF and Non-re-elect Q&A.
2. Member's questions and site issues.
3. "New Directions for Organizing" workshop by CTA in April! We would like to send a couple people to this and we need to send in the paperwork before Feb. 26th. More information below:

The conference is April 22-25 in Santa Clara

Workshops will help us organize community support.

Includes meals and hotel except two dinners on your own.

Flyers are available!