

LEA Rep Council

May 3, 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, Lizet Nuno, Scott Pennington*, 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**, *Non-rep members: Tim McHugh, Aprill Nogar*,

2 min Welcome at 3:45 pm

Approve Agenda: Some amendments to the minutes were proposed by LaBelle: remove Katie Libby and LeAnn Risch because they are not on rep council any longer and to add in what was said about bargaining training and the people who attended. And who was asked and declined to be on bargaining team. There was a statement that may not have been said by Eric Volta that was thought to be overheard but will be taken from the record because it was probably a misunderstanding or misinterpretation about his response to the Librarian evaluation procedure. Add to the agenda: retirees and rep council calendar for next year.

5 min Treasurer's Report: Sharon Johnson's report: there were \$2,413.86 in expenses and our current balance for checking is \$27,680.36 after spending money on bargaining, rep council and lunch meetings and the Storage unit.

30 min President's Report: LaBelle Foster

- **LEA/CTA/NEA Deduction:** There was an error that will now benefit us as it is corrected. The correction will take place to reconcile the deduction for LEA/CTA/NEA in the end of May check. Apparently the amounts deducted in 2008 and 2009 were correct. There should be \$14.50 for LEA and the rest is for CTA and NEA comes to \$92.80 but the district accidentally deducted an extra \$15 for each of us (instead of an additional \$.50 they removed an additional \$15.) This makes a big difference. They will reconcile this by deducting from us only \$35 for the next two months to fix it. CTA is who noticed this and called it to our attention. Then the amount will go back to the normal amount. Look for this in your paycheck.
- **Leadership conferences:** Some people are interested in attending the Summer leadership conferences. LEA pays for all of the costs except the travel getting there, but limited space and time to register. Reps should have the information about these CTA conferences.

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- **RIF'd update:** There has been one more non re-elect that we know of. But some (possibly around 50%) of the RIF'd individuals are reinstated, many more are expected to come back soon.
- **Retirees:** We have been notified of two administrators who are retiring and five teachers retiring. Every site has individuals retiring and we arranged today who will help get gifts and other arrangements for the retirees for the end of year party.
- **Calendar:** The dates for LEA meetings for next year will be emailed to us by LaBelle later and in important dates published in the staff handbook as well (as always).
- **Election:** Nominate and get ready for our election. There will be more on this coming shortly from Megan LaValle via email. Please consider running for office.
- **End of the year party:** Thursday May 27th at 3:30 or whenever we get there after school. At Nines! We will be honoring the retirees!
- **Administration/LEA:** There is some general unrest among staff right now as it is a really trying time statewide and among our own district. This unrest is making our administration very happy. Everyone says Hi to Eric Volta, at this time by the way.

Bargaining team report: Tim Mc Hugh. We were not able to meet last time we had scheduled to meet for bargaining because the CTA rep had a family emergency. Next dates are May 12 and 19th. There are some things we are adding that were discussed at this meeting.

The Library Teaching evaluation form that was created by Librarians will be bargained as well.

Stipend issue was asked about. There was discussion and this will be addressed at the Wednesday meetings. Remember that the amount of each stipend is what is decided upon in bargaining. Administration has the right to eliminate a position. Individual teachers have the right to fill a position without the stipend but they need to realize that the stipend position will be less likely to ever be offered again if we offer to fill the positions without pay.

There were questions about pay-cut days and some wild rumors about them. There are some things to clarify about pay-cut days (days removed from the schedule, what some people are incorrectly calling furlough days).

Questions also about administration positions. Gene Clare's position has been expanded and he has been given a pay raise but there are now fewer administrators by one at the district level.

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20 min **Site Reports**

Freedom: Nothing.

Heritage: Parent complaints about teachers and board policy. In the board policy, parents are supposed to go to a teacher with a complaint. Then they go to an administrator and then to the school board. They put their official complaint in writing for the school board members to review. This report is given to the teacher. Is there a way to get the copy of the parent complaint *before* the meeting with an administrator about the complaint? Yes. This will be addressed.

Numerous complaints about Eric Volta leaking information to "the public" that is supposed to be private, about individual teachers. He is head of HR so he is privy to lots of personal/personnel information that he has been sharing with community members.

Independence: Nothing.

LaPaloma: Meeting about the change in schedule has happened and ongoing discussion about the schedule and working conditions.

Liberty: A statement was prepared about the RIF'd people that was not read at the board meeting due to a miscommunication.

Old Business:

- Contract- last day to sign. We have an implied contract, signed or not signed. They will work with people who have not signed it but there is gray area. A specific date was not given (by Volta) and it isn't in the board policy.

New Business:

- Bylaw amendment (Dave Behling) presented proposed bylaw amendment to take effect after the current bargaining session, with the added comment that he approves of the current bargaining team's skills. The proposal would need to be looked over and then voted upon by the membership and by a 2/3 vote of the members. There were arguments provided for and against the proposed change. This will be discussed next year.

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- It was recommended that people attend the bargaining workshops at the LA summer leadership institute so we can have even more future bargaining members trained and active. So many people are interested in bargaining at this time, that this could work to our advantage in the long run.

Adjournment: 5:42 pm

Agenda for Wednesday Lunch Meetings:

1. Bargaining update and rumors.
2. Stipends
3. election
4. Retirement and end of year party.