

LEA Rep Council

April 12, 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**, *Non-rep members*: **Tim McHugh**, Aprill Nogar, **Mimi Drake, Marty Dodson**

2 min Welcome at 3:45 pm

Approve Agenda: There was a small error in the report from LaPaloma, that was fixed and the minutes were approved and agenda approved.

5 min Treasurer's Report: Sharon was not present but Poppy read Sharon's report: there were \$2,893.26 in expenses and our current balance for checking is \$25,689.22 after spending money on bargaining, rep council and lunch meetings and the March 4 activities.

30 min President's Report: LaBelle Foster

- **RIFs update**: There is an attorney in place that is taking care of all the teachers that have been RIF'd. There were 22 RIFs and 11 non-re-elects. (RIF= reduction in force = pink slip) Question regarding the seniority list. It is complicated but that is what the attorney is working on. We anticipate that many, if not all of the RIFs will be rescinded.
- **Election**: Some corrections were made to the list of reps and exec board members and par panel members and their terms. There are quite a few terms up this year (as is the case every year) We have a big election coming up with positions at almost every level as we have many terms ending. Keep your eyes out for people to nominate for positions in LEA.
- **End of the Year Party**: There are not many options. The date of the party at Nines will be May 27th (Spencer Holmes' birthday).
- **Social Networking**: The district and LEA are working together on a policy about social networking and technology. Progress is being made on this.
- **Website**: It is up and will be including bargaining updates. Check it frequently. Libertyeducation.org
- **Bargaining Survey**: (Tim McHugh: Bargaining chair) Members will be surveyed during the Wednesday lunch meetings this week. Reps will be bringing them to the staff at the meetings and will collect and return them to Tim McHugh as soon as possible (next day). The bargaining team "goes to the table" next Monday.

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Bargaining team report: Tim Mc Hugh. We don't want people sending their questions or suggestions about bargaining via school email. Use the emails listed in Tim's email today (it is on the website). It really is important. There are a lot of rumors and questions from members that have been answered for now. To hear all the answers, come to the lunch meetings! The final contract must be ratified by the membership. The contract will not be in place until after this vote has happened and that will only take place after the bargaining teams have met a tentative agreement and they are still negotiating at this time.

Heritage (reported by Banchieri) conducted their own survey from which they shared their results about priorities in bargaining at Heritage. 60 teachers replied to the survey.

20 min **Site Reports**

Freedom: Question from Freedom about the bargaining team. The member suggested a change in bylaws in future about the makeup of the bargaining team to be sure that the members come from the different sites. LaBelle responded that CTA is aware of this situation and that we shouldn't "tie the hands" of the bargaining team in case the members of the team get moved to other sites. Many of the current members started on the team when they were at other sites. LaBelle also noted that some non bargaining team members were invited to the training last Friday so that some new people will be ready to join the team in the future. There will also be some future training opportunities in future. There was a lengthy conversation about this issue. Now is the time for more people to step up for all the available leadership positions in the association.

Heritage: They did their survey, described above. Some people were upset about the survey questions, in the way they were worded.

Independence: Nothing.

LaPaloma: It was reported that someone wanted to know when the last date a person can notify the district that they are not returning the next year, without bad things happening to them. This should be in board policy, nobody is really certain what the date would be at this time.

New change in working conditions. There are still questions about past practice. The staff at LaPaloma are certain that the same financial benefits could be achieved without changing the schedule. The

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schedule is supposedly changing for them next year, it has been approved by the board. This issue needs to be addressed.

Liberty: Question was asked about whether LEA made any formal statements about the cuts or about the counseling issues or RIFs. Since this latest year has begun, LEA has not, and it was suggested that LEA does need to do this.

Librarian issue was also brought up and the removal of two librarians and shifting of positions around. The issue needs to be addressed.

Old Business:

- none?

New Business:

- Criteria for Library Teacher evaluation was created by all of the Library Teachers together and brought forward to Eric Volta who reportedly said that there was no need for these procedures since they have been evaluating Librarians for years without it. What now? Is this really what his response was?

Adjournment: 5:24 pm

Agenda for Wednesday Lunch Meetings:

1. Bargaining update and rumors.
2. Bargaining feedback.
3. End of year party