

**New Haven Teachers Association/CTA/NEA
Representative Council Meeting
Wednesday, April 1st, 2009**

I. Call to Order

Charmaine Kawaguchi,

president

4:00 pm

II. Additions to the Agenda

- *Motion:* Adopt the Agenda. Penny Johnson asks to add an IST discussion towards the end of the meeting. Moved: Vince Rosato, seconded: Pace Lash, all in favor.

III. Approval of the Minutes

Jennifer

Carini

- *Motion:* Approve the Minutes of March 4th, 2009. Moved: Pace Lash, seconded: Karen Lance, all in favor.

IV. NHTA Executive Director

Sam DeHaven

Hayward: bargaining here all day yesterday. District gave them a proposal – no salary increase, take away 1 day, 200 minutes to 50 minutes prep per week for elem. Teachers, 200 – 100 minutes for 4th – 6th graders, reduce elem. Prop offerings to music only, 4th – 6th to PE and music only, 10 additional faculty meetings, eliminate language about having a staff room, eliminate SBDM funding for teams and limit their authority, take the MAA funds and add them to the general fund, - these are some of the highlights

Newark – no salary increase, teachers agreed to statutory COLA for this year, but the state didn't fund it, the teachers are now into arbitration now, the district says they can't pay it, there are 124 teachers getting laid off, all CSR is gone, 32 temps released

San Leandro – CSR up to 24, 30 laid off, and 33 released

Dublin – 0 salary increase, 40 layoffs, 10 -15 released, CSR gone but district may be using this as part of their bargaining strategy

Pleasanton – 0 salary increase, 40 – 50 temps, 200 layoffs because of the parcel tax on 6/2, threatening to end CSR

Fremont – no salary increase, released 257 temps, 10 counselors, kinder CSR up to 30, adult schoolteachers

New Haven – have family medical on schedule, 8 counselors laid off, CSR in place

Sam is retiring on 4/24; this is the last time he will be speaking with us. Sam is proud of the New Haven teachers and bargaining team

We either have to fix the state, or pass a parcel tax.

V. Information/Action Items

Charmaine

Kawaguchi

- State Budget Initiatives and the May 19th election

Special election – 6 initiatives. All of the first five initiatives will need to pass, or there will be in the budget that will need to be filled. We need to talk to our community about these issues.

- State Budget Crisis Activities
Discussion

VI. School Reports

AE: 4/22 open house. Reading workshop is apparently coming right around the corner, what is going on with this? There are reps coming here to train at the end of June, feelers are out already.

EAS: 4/22 open house. Kari now knows about the problems at Eastin. There is now something that says you have to have a 2-year SRT process before testing them for special ed. This is not a hard and fast rule. Writers workshop – told they were required to have some units done for next year by their literacy person, via their principal? The only thing that binds us is the state standards, other than that it can look different at each school/in each classroom. Principal is sending many staff members to Portland for a Daily 5 meeting that is expensive.

EM: 4/22 open house. There is an IST member conducting informal observations of teachers about good things, debriefing if chose, and then sharing at IST where the principal is present. Teachers did not like this, and it stopped. The principal has invited teachers to ask if they would like to be observed.

HVC: 4/22 open house. Has 3 release specialists who are coaching teachers; they are no longer helping students. What is the line of appropriate feedback? Committed to having ongoing conversations to rebuild trust and improve communication with their administration and each other. Principal mentioned the D.O. is planning on doing a better job of staffing elementary prep next year, including no combo classes; perhaps Charmaine could investigate this.

KIT: 4/22 open house. Have other schools been given time to do the online trainings? Principals should give 2 and ½ hours to do this training. There are still major issues with kinder bathrooms. There is money being released to sites from the district, and their principal is spending money on document cameras for upper grades. The staff did not feel there was any input in how this money was spent. Since they are site based, they should have a discussion with Lisa about having more input about how this money should be spent, since they hardly have any copies.

PIO: 4/22 open house. There has still not been an announcement. The document cameras are coming to Pioneer too, they are for Writers Workshop.

SEA: 4/22 open house. They will be discussing the online training times.

SSC is discussing having an extended fence because of graffiti. Some parents are for it, some others are against it. The decision is postponed until the neighbors are notified.

AMS: 4/23 open house. All is well.

CCMS: 4/23 open house. Last year 7th grade science re-did their sex-ed curriculum. New materials were to have been ordered. Our school didn't order the materials. We tried to order them now, now they can't be ordered, and they are needed them in May.

CAB: there are so many different things that are happening over there that he does not know what is going on

LOG: 4/9 open house. Judy Billingsley is retiring. Logan has yet to get their technology update. The district needs to have a backup plan in case Zangle breaks down again. Will Logan be able to schedule successfully with Zangle? This has been a terrible year for Logan. The technology issues are affected the students at this point. New IEP is online – this last quarter should be a test pilot time before they have it live and real from Charmaine, Carol Rhode hasn't gotten back to Charmaine about this. The counselor issue is large, Charmaine is on it.

VII. Officer Reports

A. President
Kawaguchi

Charmaine

1. Grievances and arbitrations - same as last month
2. Retiree Trust Fund Update – Value at end of February was 2.5 million dollars
3. School Board/Community Outreach – Pace will speak on this in his report.
4. Temps vs. Layoffs – there is a difference between the release of temps and layoffs. Layoffs have rights with it; temps have no rehiring rights. It is important to be clear with the difference.
5. Retirement and Recognition dinner – May 29th -
6. Union City Environmental Committee – the application is due this week. If you are interested in being on this committee please fill it out and send it back. Charmaine will help review the applications.
7. NEA RA Election Update/NEA issues – Vince, David, and Charmaine are our reps. The state election will be determined on 4/6. NEA issues: it is very important we keep up with what it going on in the nation. NEA is taking an anti-union stance towards many things, including merit pay, charter schools, and anti-union bargaining positions. At RA, California needs to send a clear message that we don't work with people who are against public education and against children.
8. Day of the Teacher – May 13th - This would be a good day to leaflet.
9. Polly Tung Scholarship recipient – Patrick Wilson is the recipient.
10. Website review – large posters for our bulletin boards, our front page has Rodana on it, our WHO award winner, CTA ethnic minority at large application is included, the current woman doing the job is really doing a good job

B. Vice-President
Pace Lash

Pink Friday went well at Logan. It was well done across all sites.

C. Treasurer
Jeff Ustick

A draft of next year's budget will be presented at next month's rep council.

Motion: to approve the Treasurer's report. Moved: Jen Nemecek, seconded: Pace Lash, all in favor.

VIII. Committee Reports

- A. Contract Tidbit Rodana Breen
Article 4.5.8 – IS specialists (speech, psychologists, etc.) – they are evaluated by the administrator where they spend the majority of the time, rather than district office personnel. Article 8: transfer and reassignment – 8.3.7.1 states that teachers whose school has closed get 2 days for packing, and an additional date can be requested from site principal, and things will be moved for you. You will get 1 week notice. 8.8 – because middle schools changed period schedule, teachers will not be asked to teach more than 4 consecutive periods in a day.
- B. State Council Report Paul Stickland/Charmaine Kawaguchi
It was very interesting. The body endorsed all of the upcoming propositions. The big surprise is that there is now a new Secretary-Treasurer. Gayle Menendez

(spelling) won by 27 votes, beating Dan Vaughn. It was a very interesting vote. Paul thinks this was a message sent by the CTA body that things need to change.

XI. Announcements

On the back of the agenda: if any of our people have American Fidelity, there is now an open enrollment window to The Standard without a medical check for the next 60 days. Penny Johnson/IST: it sounds top-down to Penny, and she doesn't think it is supposed to work this way. IST is supposed to be about instructional things. What is this supposed to be? There should be room for dialogue.

XII. Adjournment

Moved and adjourned at 6:13 p.m.

Respectfully,

Jennifer Carini
NHTA Secretary