

**Representative Council Meeting**  
**Wednesday, April 10<sup>th</sup>, 2013**

I. Call to Order Charmaine Banther, President  
3:35pm

II. Additions to the Agenda

A. *Motion*: Adopt the Agenda. Interventions moved to V.E. Moved: Pace Lash; seconded: Vince Rosato. all in favor.

III. Approval of the Minutes Jennifer Carini

A. *Motion*: Approve the Minutes of March 6<sup>th</sup>, 2013. Moved: Pace Lash; seconded: Jeff Ustick, all in favor.

IV. NHTA Executive Director David Hernandez

Introduced himself, works with Alameda, Newark, Union City, and a classified unit in Hayward

V. Information/Action Items Charmaine Banther

A. 10 minute meeting form – forms are available for your use

B. Race to the Top Grant – making sure there are PD opportunities in the summer, and hopefully at per diem pay rather than hourly; clarifying parent-teacher meetings at Searles, Emanuele, and Hillview;

C. EMEID Program – ethnic minority leader program – fliers were passed out last month; applications are due at the beginning of May

D. State Council Election – we now have to share our CTA representatives with Newark. Only the 3 people who are current CTA reps (Charmaine, Vince, and Brian from Newark) can run for the two positions. This election will be run at the sites next week, because there is not enough time to do a mail-in election.

E. State Budget Update – there are interesting negotiations happening in Sacramento. The governor wants his local control formula, which gives the same the same base revenue as last year, and then a bit more for schools who are socio-economically disadvantaged

F. Interventions – discussion of what intervention models look like in other districts, and what it has looked like in our district in the past

## VI. School Reports

AE - after-school meeting to discuss funding; kinder teachers are worried that they will lose their paras; rumor that the paras would be taken away and reallocate the money to pay for an intervention specialist

EAS – superintendent visit was OK today

EM - most hiring should be done after the coaching interviews are done; we will be voting on the contract again; the principal selection process has begun; whether we get our years back on the salary schedule has to be bargained; there are no caps on how many PD days you can take; furlough days are bargainable

HVC - on 6<sup>th</sup> administrator in the last 3 months; the new principal will come from Boston after testing; Kathy Langham will go back to Pioneer; pressure to keep scores up; class sizes are high – 3<sup>rd</sup> and 5<sup>th</sup> are at 35, and the kids are overflow students;

KIT - collaboration during the school day – you can be directed to do work; if grade levels go longer, that is voluntary; some teachers feel pressured to stay longer because their co-workers are staying; Aesop problems with getting preferred subs; people are concerned with sub quality this year; field trips can only go on 1 grade-level field trip per year; for cleaning – how often, emergencies during the day – what is the protocol for cleaning, and what is not working at Kitayama; kinder teachers at Kitayama do not have an option to not do full-day, but they could transfer to Eastin and Emanuele if they want to do ½ day

PIO - if you have class sizes that exceed 32 at your elementary sites; could you please let Rodana know? There is a change of grade procedure for report cards, ask your principal

SEA - safe routes to schools information will be coming out; posters about nutrition programs are available

AMS - people did not receive ballots in the mail or notification of the past NHTA election; ballots were sent home via the CTA email; 12 people, at least, came to the office to vote; only 12 ballots came back to the office with a wrong address; bullying of teachers continues, the investigation process needs to be refined, so that parents go to the teacher first, and then to admin; concerns with giving students 50% on assignments instead of zeros – Joni will take this back to the grading taskforce at their next meeting; special ed teachers are worried about saying anything about problems in the department, and teachers who are young are afraid of getting transferred/canned

CCMS – the STAR test schedule is quite different from what we have seen previously; we will be addressing this with a meeting with admin on Friday. It has been said that the schedule comes from AMS, but AMS has not even seen the schedule yet.; PD from today a waste of time – every teacher given a binder of common core standards and were asked to compare and contrast the two, when it was easily found on google; every person has to provide a common core lesson plan by

May 6<sup>th</sup> – we need to be trained first before we do the lesson plan

CCHS – nothing

LOG - nothing

## VII. Officer Reports

### A. President Charmaine Banther

1. Grievance and arbitrations – 2 years ago we arbitrated that the district calculated the furlough days wrong by deducting our health care monies as well as our salary. It adds up to about \$600 per person per year, and we've done this for 2 years. We also have a clause in our contract that says an arbitrator can't arbitrate for anything more than \$15,000. So, we asked just to say that the district was wrong, and that we would work out the money. The arbitrator said that we are right, and did not award us any money. Now, we have to go to the district and get this money. This will be dealt with as we go into bargaining, after the May revise. We hope that it will be resolved this year, but if it goes to court, it could take years. The calculation will be correct next year, if there are furlough days.

2. School Board/Community Outreach – nothing

3. Upcoming Legislation and Lobbying – CTA supports the lobbying about the teacher dismissal bill

4. Retirement Trust Update – on level right now

### B. Vice-President Pace Lash

Use a sick day if you need one, if you are feeling ill or stressed

### C. Treasurer Jeff Ustick

Motion: to approve the treasurer's report. Moved: Vince Rosato, seconded: Pace Lash, all in favor.

## VIII. Committee Reports

### A. Contract/Bargaining Rodana Breen

The Bargaining Team met yesterday, discussed full-day kinder and the issues regarding that. If you plan on taking a day that is not for sickness, use a personal necessity day. Never say you are sick when you are not sick.

### B. Organizing Team Pace Lash

Nothing to report

C. Human Rights Paul Stickland  
Nothing to report

D. State Council Charmaine Banther and Vince Rosato

There is a possibility of a decrease of NEA dues; today is the National Call-In Day for Immigration Reform – you can call in and leave a message; Vince gave out a written report from State Council this past weekend;

IX. Announcements

Thanks to Paul for the 10-minute meeting notes!

X. Adjournment

Moved and seconded at 5:45pm.

Respectfully submitted,  
Jennifer Carini  
NHTA Secretary