

**New Haven Teacher Association/CTA/NEA
Representative Council Meeting
Wednesday, April 1, 2015**

- I. Call to order @ 3:40 pm Paul Stickland, President
- II. Additions to the Agenda - none
A. Motion: Adopt the Agenda. Moved: Brenda, Seconded: Darlene, all in favor.
- III. Approval of the Minutes
A. Motion to approve the minutes: Moved: Brenda, Seconded: Pace, all in favor with one abstention.
- IV. NHTA Executive Director David Hernandez
- Health Benefits form to be held at NHTA office. Flyer in packet to post at sites.
 - ESEA Opportunity Dashboard:
 1. Student Success: attendance, appropriate Assistance, school discipline polies
 2. Quality Education: Access to fully qualified teachers, access to fully qualified paras, access to professional development
 3. Quality Schools: access to advanced classes, reasonable class sizes, access to early education
 - Fredrick's case- agency fee. Supreme Court will rule by June 2016 and decision goes into effect immediately. Will need to set up membership committee. Hoping they don't do away with payroll deduction.
- V. Provident Credit Union Melinda Buttle
Passed out pamphlet of programs offered. There are no fees because they are not for profit organization. Benefit to CTA/NHTA members only – provide strike loans of \$100 per day while out on strike. If you have mortgage or car loan with them they will halt payments until you are back to work. After a strike, they go in with bargaining so hopefully members won't have to repay loans. This part is not guaranteed though – members could have to repay loan with 0% interest. Strike loans only available if unit goes on strike.
- VI. Information/ Action Items Paul Stickland
- A. By-Laws Revision: CTA reviewed our by-laws and told NHTA what needed to be changed for compliance. Language that was changed is in bold or if it was deleted it was stricken. Members need to see these changes so reps are to post. We will be voting at our next rep council to approve.
- B. 2015-2016 NHTA Budget: Reps need to post proposed budget. We will be voting at our next meeting. The budget is basically the same with some small changes.

- C. AMS name change: Vicki made a friendly amendment for NHTA to support the name change from Alvarado Middle School to Iltlion-Veracruz Middle School because the names represent strong union leadership. After much discussion (both pro and con) a motion was made to postpone indefinitely the motion for NHTA to support the name change of AMS. Moved: Mark, Seconded: Shareen. Vote taken: Yes- 19, No- 6.

VII. School Reports:

AES—Nothing to report

EAS- 1. When money is left in a donation fund for school sites, does the district take that money at the end of the school year? Money from grants and fundraising has gone missing. 2. Pulling subs when teachers are out on school business – teachers go through a lot of work to make detailed lesson plans for subs and then are pulled back to the classroom (3x for one teacher for the same PD). Can teachers be paid for the time spent on this planning or can they pull those people at the district office with credentials to sub? 3. Were teachers docked for the storm day in December? Students were marked absent for that day, so were teachers? 4. Question about whether other sites were having a 3rd year for math studio? AMS has a 3rd year as part of the grant.

EM- Question about Open House – Are we obligated to do it? (It counts as part of your 40 hours) Rodana: Principals didn't expect to have Open House this year. Pioneer is having a writing celebration and book fair. Not everyone is required to be on site. The 40 hours was really intended for high school and middle school. Principals shouldn't look for things to fill up the 40 hours. Derek should have had a discussion with the principals regarding this. Paul said the 40 hours was based on a need of supervision at the middle and high schools. Terry: It feels like we are required to do the 40 hours. She has 2 clubs that she supervises and then was told to sign up for 2 supervisions. Paul clarified – it is up to 40 hours not 40 hours required.

HVC- 1. Asked for an update on tablets. (SBAC ook priority so tablets are being held back. They are also putting protective coverings on them.) 2. Question about email regarding filling out absence forms. Paul said it is in your best interest to fill out the absence forms right away to keep track of when you are out. They make mistakes so it is for your protection.

KIT – Same issue with subs being pulled when out on school business. If a sub is pulled can we try to push for being paid for sub plans? We need to teach the sub how to teach the lesson with math studio, critical literacy, etc. We need to make it where they honor our work.

PIO- Nothing to report.

SEA- What is happening at the next board meeting? (Will be discussing this with the Organizing Team report.)

AMS- Nothing to report.

CCMS – With Aesop, is there any way you can make sure you don't get a sub back? Paul: 1. Tell the principal. 2. Email Derek. 3. The District has a conversation with the sub and give them another chance. If problem occurs again, they should not be asked back. Let Paul know if this doesn't happen.

CCHS- Nothing to report.

LOG –Concern about teachers giving up their prep to sub. Teachers don't want sub pay for that period they want per diem pay. Paul: Have already talked to Derek about this. As long as people are willing to do it, they will pay \$30. Jenn: We have the principals pulling our subs during the prep time. We have things we need them to do during their prep.

DEC- Nothing to report.

VIII. Officer Reports:

President:

Paul Stickland

- Temp meeting held at CTA office. Not a lot of temp teachers came. The district is trying to hire back as many as they can. Not expecting to let folks go if they are a good fit. Hoping to offer contracts before the end of the year. Can interview through the summer. Temps can be hired at other sites.

Vice President:

Pace Lash

- R and R (Retirement and Recognition) flyers in your envelopes to put in mailboxes. Have not had one in a few years. More folks are retiring this year. Trying to gage amount of interest in having one this year. Interested staff need to get form back by 4/17.

Treasurer:

Vacant

Motion to approve: Pace, Seconded: Darlene. All in favor.

IX. Committee Reports:

A. Contract/ Bargaining

Rodana Breen

Next meeting is 4/16. District is not dragging their feet. We have to deal with different people and their different calendars. Things just go slowly. We are not in fact finding – things are going. Brenda: Thank you to the bargaining team! David: You have a really good, cohesive team that works well together. Veronica: Do we still say to save for a strike? Paul: Yes.

- B. Organizing Team: Pace Lash
Team met and mapped out what we will be doing if different variables happen. We will be meeting every other week. For the next board meeting, we are not asking members to go. That is the meeting to honor Teachers of the Year. Teachers can go to support their teachers. Hoping those nominated will say something about honoring all teachers with a fair contract. Traditionally, they do not give teachers a chance to speak. Be sure to wear purple t-shirts. Paul: probably won't speak. It would not be productive. In talking to other ALCOSTA units, it seems they are not as well organized as we are.

5/5 board meeting will be an all call, meeting in Logan parking lot for tacos and then walk together to the board meeting.

Parent contacts: Will be having a parent meeting the week of 4/20. Want to get parents to this meeting to explain what is going on. Want to get these parents to speak at the board meeting..

- C. State Council Report Rodana Breen
Nothing to report. Paul sent out email regarding state council election.
- D. Minority at Large: Kimberly DeBono
Nothing to report.
- E. Human Rights Joe Angeles
Understood that the AMS name change was an issue with the system. We need to reflect on how we can all get back to honoring equity and diversity.
- F. Women's Issues Vacant

- X. Announcements :
David: EMEID is now open to apply.
Kim: Need to get names to Paul of people willing to create a survey about the elementary report card.
Darlene: When will we have the NHTA elections? There will be an April announcement.

- XI. Adjournment: 5:24 pm

Minutes respectfully submitted by Kathy Wanzong.

NHTA Rep Council Meeting April 1

Addition/Change to the minutes

Section IX Committee Reports

Item E

It is understood that the AMS name change is contested under the Brown Act however that is not been validated or accepted by the Board. It is further understood that NHTA members feel the timing of this issue may have negative impact to current NHTA contract negotiations and that NHTA Reps and members also believe this is not an issue that NHTA should support or be involved..

Based on those considerations, as NHTA Human Rights and Equity Chair, I recommend that NHTA reflect on what Human Rights and Equity issues would meet the threshold for NHTA support and/or under what circumstances would that support be given.

Respectfully submitted

*Joe Ku'e Angeles
NHTA Human Rights and Equity Chair
6May2015*