

**New Haven Teacher Association/CTA/NEA  
Representative Council Meeting  
Wednesday, January 07, 2015**

- I. Call to order @ 3:40 pm Paul Stickland, President
  
- II. Additions to the Agenda - Added under Information/ Action Items- E. NEA Rep Assembly and F. January Workshop
  - A. Motion: Adopt the Agenda. Moved: Darlene, Seconded: Pace, all in favor.
  
- III. Approval of the Minutes
  - A. Motion to approve the minutes: Moved: Daven, Seconded: Pace, all in favor.
  
- IV. NHTA Executive Director David Hernandez  
Not in attendance.
  
- V. Information/ Action Items Paul Stickland
  - A. Grievance for not posting co-curricular positions –meeting scheduled for January 30, 2015.
  - B. Good Teaching Conference 2/6-8. Post flyer and forward names of teachers who want to attend. NHTA will pay for teacher to attend and will also pay a \$50 travel stipend.
  - C. Equity and Human Rights Conference: 3/6-8. Post flyer and forward names of teacher who want to attend. NHTA will pay for teacher to attend and will also pay a \$50 travel stipend. Joe Angeles will be attending.
  - D. T-shirt order: Ordered 125 t-shirts plus extras at different sizes. Will email list to organizing team member at each site to collect money. Counselor shirts will be ordered at a later date.
  - E. NEA Rep Assembly: application in packet. Due Jan.30<sup>th</sup>. Reps can apply. Local election by Jan. 30<sup>th</sup>. Member will be notified by email if elected.
  - F. January Workshop: Sex, Drugs, and Rock and Roll. This is a workshop on teacher’s rights. Lots of information. Date: 1/26/2015. Post Flyer.
  
- VI. School Reports:  
AES-- nothing to report  
  
EAS- 1. Cleaning equipment needed. Site needs- shampooer, extractor, and floor scrubber; 2. Report cards – need to get feedback to principal. Tracy told Carla everyone must be happy because the only site to send feedback was Searles. Paul said elementary teachers should go to the district website and give them feedback. 3. Substitutes- we need more substitutes. The district needs to pay more for quality subs. A teacher fell at school. Carla was told there were no subs available. People at the district office have credentials. They should be teaching if there are not enough subs. 4. Are we doing our extra 40 hours during

work to rule? Paul said if we are not being paid extra for the work, we are not doing it during work to rule.

EM- nothing to report.

HVC – Nothing to report.

KIT – nothing to report.

PIO- Substitutes – on release days teachers had to go in shifts because the subs were pulled.

SEA- Nothing to report.

AMS- 1. How are we to notify the community about what is going on with negotiations? Paul said we can't use school resources. We can notify parents verbally. We can send out a generic email to parents (if we collected email addresses on our own) using our personal email address, not our school email. 2. Subs are being cancelled on PD days so the newer teachers can't attend. Then they are being asked if they have been implementing what was discussed at the PD. How is this impacting teacher evaluations? Paul wants reps to talk to principal about this first and then he will follow up. 4. Regarding cleaning equipment for school sites, district needs to train staff on how to use the equipment. 4. Quality of subs – students are not able to understand what some of them are saying

CCMS – Subs – Teachers need to be able to go home when they are sick and not be made to stay until a sub arrives. Teachers are being called to sub during their preps. If no one wants to do it, they double up classes. Plus if a teacher does do it, they don't get paid for an hour. It is bell to bell time. Teachers are paid sub pay when they fill in during their prep.

LOG –1. Don't want the sub problem solved before the strike. 2. What do counselors do as far as Work to Rule? Paul said the issue went to arbitration. He and David are trying to find a copy of this and then will have an answer.

CHS- Work to rule questions – will wait for Organizing Team report.

DEC- nothing to report.

VII. Officer Reports:

President:

Paul Stickland

Met with Lance. He told Paul he plans to run again. Asked him to use his community connections to help the teachers get a fair contract.

We will have community meetings with parents as we get closer to a strike.

Vice President: Pace Lash

Will wait until we get to the Organizing Team report.

Treasurer: Vacant

Election will be later. Karen has been doing the books for us.

VIII. Committee Reports:

A. Contract/ Bargaining Rodana Breen

Rodana was not in attendance.

Paul: All bargaining dates have been cancelled. Will let reps know when we have dates for mediation.

Question: If they do cap our healthcare, is the union ready to negotiate for a substantial raise for the next 3 years? Paul – Yes, we'll push for as much as we can get.

Questions: Will staff be re-pollled regarding compromising? Paul- Yes, that is basically what the strike vote is for. Terry – All teacher friends say do not let them cap healthcare. Other districts are settling for terrible contracts. Paul – CTA experts will come in and have meetings so people are informed with regard to retirement, etc. Darlene – The strike vote will be the polling. People need to know how far they are willing to go. Work to rule will show district and parents how unified we are.

B. Organizing Team: Pace Lash

1. Post cards: They have been delivered to sites. We plan to hand them to the board at the meeting on January 20<sup>th</sup>. CCMS, EM, and CHS are to be at this board meeting, however anyone can and is welcome to attend. Unit members will be writing messages on the post cards. 1 person will speak and others will be given 5 cards to hand to board members. Post cards are due to NHTA office next Friday, January 16<sup>th</sup>. We are not telling school board beforehand. We will have plan A and plan B just in case they won't let us pass them out.

2. Parent involvement- parents can email Pace at [wplash@gmail.com](mailto:wplash@gmail.com) or [nhtapres@gmail.com](mailto:nhtapres@gmail.com) to get the information regarding negotiations.
3. Events at school sites: if there are events at your site, let Pace or Paul know so they can get leaflets for you to hand out to parents.
4. Talking to parents – OK to talk to them on campus. To leaflet, you must stay on the sidewalk.
5. Webpage – looking for someone to keep it updated.
6. Work to Rule – January 26<sup>th</sup> – February 6<sup>th</sup>. Need to get everyone on board. It is only for 2 weeks. This is to move parents to contact the school board. Letters will be going home to parents as a courtesy notice explaining what is going on. Teachers will put letters in envelope that say To the parents of ... We will all send these home on the same day. The letters cannot go in the Thursday envelopes. We will not be working outside our contractual day. Don't take anything home, not even on the weekend. Those who get paid for extra work, will continue to do it. If a principal directs someone to do something, get it in writing, and then do it.

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| C. State Council Report<br>No report       | Rodana Breen    |
| D. Minority at Large:<br>Nothing to report | Kimberly DeBono |
| E. Human Rights                            | Joe Angeles     |
| F. Women's Issues                          | Vacant          |
- IX. Announcements – Aviation Scholarship for high school students. This went out to all teachers.
- X. Adjournment – Time: 4:35
- Moved: Pace      Seconded: Bob

Minutes respectfully submitted by Kathy Wanzong.