

**New Haven Teacher Association/CTA/NEA
Representative Council Meeting
Wednesday, February 4, 2015**

- I. Call to order @ 3:33 pm Paul Stickland, President

- II. Additions to the Agenda - Pace asked to move Organizing Team and Vice President Report to Information Action Items.
 - A. Motion: Adopt the Agenda. Moved: Gavin, Seconded: Darlene, all in favor.

- III. Approval of the Minutes
 - A. Motion to approve the minutes: Moved: Gavin, Seconded: Veronica, all in favor.

- IV. NHTA Executive Director David Hernandez
Had the Sex, Drugs, and Rock & Roll workshop. This was well received. Next week will be the Special Ed workshop.

- V. Information/ Action Items Paul Stickland
 - A. WHO Award will go to Pace Lash
 - B. 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.
 - C. Vice President report and Organizing Team Report:
 - Work to Rule will be done at the end of the week. Rally at ESC – rain or shine (This was postponed until Feb. 10th)
 - Organizing Team will begin meeting 2X per month. This month will be meeting on 2/12 and 2/26 @ 3:30. Team will plan actions to take. Mediation date is 2/23. Meeting will be in San Leandro at David's office.
 - There were a number of parents at the school board meeting on 2/3. If sites have other interested parents send email addresses to Paul so they can be put on the distribution list.
 - There will be a parent meeting on March 3. All parents on the distribution list will be invited.
 - Question- When will we have a strike authorization vote? We will be contacting CTA and a crisis team will tell when to have the strike vote. First we need to go through mediation. If an agreement isn't reached we will go to arbitration (fact finding). There will be an NHTA rep, a district rep, and the arbitrator. Both sides will give facts. The decision is not binding. This is when the district will give their last best offer. If no agreement is reached, then we will have the strike vote. However, we can reach a settlement anytime during the process.

- Question- When do you think we could go on strike? We have to go through the process. If we do not come to an agreement, we could strike in the spring. The timelines are up to PERB. The district is not stalling. But we need to be active. Teachers need to save their money!
- Question – When will it not hurt the district financially for us to go on strike? After P2, which is April 15th.
- Question – Will the district retaliate against new teachers? The district does not have a history of retaliation. Vicki sent an email to BTSA teachers telling them not to cross the picket line if we go on strike.
- Next school board meeting is 2/17. We want all schools to be there.

VI. School Reports:

AES—There is a question as to whether the staff meeting on 1/26 needs to be made up. Can they require the staff to stay longer at the next 2 staff meetings to make up the time? Yes, they can add to your staff meeting. They can direct you to stay. Do not be insubordinate. However, staff can withhold voluntary duties. Of course you can always have an appointment scheduled for the end of staff meeting time.

EAS- Had the same question about the staff meeting. Also wanted to know when special day classes qualify for an aide. There is no number.

EM- Regarding Targeted Leadership- can stipend staff be required to go? Yes.

HVC – Nothing to report.

KIT – Staff has not been told they have to make up the staff meeting time. Had a question regarding lock down. There are no supplies available. Nowhere to use the restroom, etc.

PIO- No added time to make up for staff meeting.

SEA- Why can district send out their letter regarding negotiations but we can't? This is a PERB ruling. We can hand out letters off campus. The district can do things we can't. They own the equipment- tech and materials. Email is part of district property. Do not include in your emails "this was not done during worktime." If you collected parent emails on your own, you can email them from your personal email account on your own computer regarding negotiations. The tag lines are OK.

AMS- Question as to who is supposed to fix the Chromebooks. District doesn't seem to know who is responsible. Sure got them up and running in time for NWEA.

CCMS – 1. Is blue flu and option? No, that would be illegal. 2. Aesop – we are getting notification that we have a sub, but we don't know why we are going to be out. Would like to know a specific reason why.

LOG –Nothing to report.

CHS- Nothing to report.

DEC- Nothing to report.

VII. Officer Reports:

President:

Paul Stickland

- The school board meeting on the 3rd was awesome. Lots of teachers and parents in attendance. Parents really knew the issues. Said they would not send their children to school if teachers went on strike. School board showed they are dysfunctional. They gave their reports. Logan students articulated how work to rule has affected her and how much teachers do on their own time. Michelle P. talked about personal thing to the whole group. Confused the parents. Audience told her to get to the point. A parent told her he was from a 3rd world country and he wasn't complaining. Mr. Ritchie asked about a report on the name change for AMS. Then said they needed to talk about negotiations. Parents saw who they really were. They cut off parents after their 3 minutes. One was a parent with a translator. Finally decided to give her extra time. It was difficult to hear in the overflow room. Will talk to Stephen Politzer to fix.
- Parent distribution list has over 100 parents on it. Sent out a "thank you" to the parents for attending the school board meeting and telling them about the next one.
- Will print up leaflets for distribution on 2/13 telling parents that we have stopped work to rule, but we are still working without a contract.
- It would be a good idea to make signs thanking the parents for their support.
- Had PERB hearing in Oakland today regarding the arbitrary transfer of a teacher. This is not settled yet.
- Question- Can sites continue work to rule? KIT is deciding whether to continue or not. Paul said people are free to leave at the end of their contractual day. We only scheduled this action for 2 weeks because it is difficult for teachers to sustain for a long time and we want to keep the community behind us. We could very well end up doing it again.
- Comment- With special ed teachers having IEPs, a 40 minute prep isn't long enough for them to get it all done. Paul said to arrive and leave with colleagues during the action. No one will be checking to see that you are not taking work home. Don't hurt yourself. Do what you need to do.

- We will all attend the school board meeting on the 17th. We will rally with signs before meeting. Get a count of how many will attend the meeting. Need a unified message. We all need to do this!
- Met with Scott and Lisa regarding PD surveys. They said they do look at them and then try to change the PD based on the survey. It is up to the staff whether they want to do them or not.
- Read Across America – post sign and certificates.
- Contracted with Big Pulse for electronic voting. Members will vote through personal email. There will be the treasurer election, RA election, and executive board/officer election. Members can vote at the NHTA office on paper if they prefer. If we take a strike vote, that will be done on paper.

Vice President: Pace Lash

Gave report earlier

Treasurer: Vacant

VIII. Committee Reports:

A. Contract/ Bargaining Rodana Breen

Used to hate school board meetings. Now they are kind of interesting. The parents expected the board to address their concerns. They stayed and waited for that. Could hear the parents grumbling because they didn't address concerns. Thanks to Michelle P. for pointing out how important it is to have healthcare. Thanks to our school district out members are a great commodity. With all our training we can go to other schools. When speaking to parents, make sure your message appeals to them. How this will affect their children.

B. Organizing Team: Pace Lash
Report was given earlier.

C. State Council Report Rodana Breen

1. STRS is unfunded. This is a liability for those of us retiring down the road. Contributions will be going up gradually. The increase will affect districts, unit members and the state.
2. Agency fee staff – Will get to Supreme Court in 2016. It could mean that we will have to contact members annually to collect dues. You will have to write a check for the whole year. Could lose up to 60% of membership. This is what happened in Right to Work states.

3. Expect more money to come to education in the May revise.

- | | |
|--|-----------------|
| D. Minority at Large:
Nothing to report | Kimberly DeBono |
| E. Human Rights
Not in attendance. | Joe Angeles |
| F. Women's Issues | Vacant |
- IX. Announcements – none
- X. Adjournment – Time: 4:58

Minutes respectfully submitted by Kathy Wanzong.