

**New Haven Teacher Association/CTA/NEA
Representative Council Meeting
Wednesday, October 7, 2015**

- I. Call to order at 3:42 p.m. Paul Stickland
- II. Additions to the Agenda -
- A. Add 5.F.-Toy Drive
 - B. Motion: Adopt the Agenda as amended. Moved: Rodana, Seconded: Michael, all in favor.
- III. Approval of the Minutes
- A. Motion: Approve the Minutes. Moved: Karen, Seconded: Kathy, all in favor
- IV. NHTA Executive Director David Hernandez
Not here
- V. Information/Action Items Paul Stickland
- A. Sick Days/Paycheck – To check updated salary take monthly gross times 10, check sick days-extra days should have been added. If there are any issues payroll issues, contact Sandra Esparza at the district office.
 - B. Technology – Stephen Polizter said that Q should be better within the next week, they will be moving the hosting vendor for Q. Paul will check on the new teacher computers, it could be sitting in storage. Not all K-2 have their tablets yet.
 - C. Alameda Labor Council – NHTA has met with the labor council. Paul will go to the meetings and report back. Josie Camacho offered a discount of \$130/month for membership. Fremont, Alameda, San Leandro, San Lorenzo among many districts part of the labor council.
 - 1. Motion to join the labor council. Moved: Bob Eppler, Seconded: Michael Gardner, all in favor.
 - D. Rep Council Training-changed to Oct 21st – food and drinks will be provided, RSVP with Paul.
 - E. Weingarten Rights – Members have a right to representation at meetings that may lead to disciplinary actions. Paul will print and laminate cards. If two teachers aren't getting along, that is a member on member issue, the union does not get involved with that but could mediate. DFR-Duty of Fair Representation, we have a legal duty to represent our members. As a rep-advocate for our members. Reps can speak at the meetings with admins, have a preconference with the member, request clarification of questions, advise member with additional

information. Members can also stop the meeting and call Paul. CTA has GLS-Group Legal Services Attorney to represent members.

F. Toy Drive – Will be held at the Logan parking lot on 11/21-22 or 29th. If it rains 12/5-6th from 11:00-3:00. Charmaine is in charge of the event. Donations for local shelters and Toys for Tots. Everyone is encouraged to bring new unwrapped toys to the event. NHTA has to pay the custodial fees for the event. Motion to pay the fees. Moved: Danielle, Second: Rodana, All in favor.

VI. School Reports

A. AES –

1. Gen Ed teachers are being pulled during prep for IEPs. SPED teachers are told it is part of their job to work through prep for IEPs. Paul mentioned that IEPs are on the list of 40 hours. If it is a directive to attend during prep then Marcus needs to put it in writing so it can be grieved.
2. ILT-we can opt out if we don't want to be a part of it.

B. EAS –

1. Kid's First received a grant to provide supper, however, they did not factor in the custodial fees and now the day custodian has extra duties, kinder rooms are not getting cleaned.
2. 90 days of sub release-it is not equitable since EAS is a larger school site, it should be a ratio.
3. F&P timeline- why does it have to be at the beginning of the year, progress reports are due and teachers have not had enough time to spend with the students. Timeframe is not reasonable.
4. NWEA- teachers are expected to watch a video and are not supported during computer lab time to take the test. There used to be proctors in there with the class. Tracie mentioned there is a budget for that-mystery amount
5. New students-the district is supposed to give teachers 24 notice of a new student coming. Some are transfers, some are brand new, they are walking in the door without paper work and teachers are not expecting them/prepared.
6. OVERWHELMED
7. Subs- Special day-para subs are hard to find and classes have to share paras because of the shortage. Can we raise the sub pay? Quality of subs is terrible! Teachers get subs pulled, Robin pulls them in a certain order-subs go to 1. Sick 2. Personal necessity 3. Program of importance. District needs to not double book programs/trainings for teachers to be pulled out. PDs are scheduled back to back.
8. Changes to the report card: when will we see it?
9. Progress report were sent home, nothing on there to mention students well below grade level
10. CA Shakeout-10/15 moved to 10/22, time of the drill is not working because of the lunch/prep schedules

C. EML –

1. Admin-lack of discipline. Students are getting in to physical altercations, sent to the office and returned to the classroom with treats.

*Per Ed Code, teachers can suspend students for two days from their classrooms.

2. New students to the school have disciplinary issues, not equitably dispersed

D. HVC – No report

E. KIT –

1. Bridges-issue with supplies. Supply closet is now locked up, lack of money in budget. Lots of money being spent on copies for Bridges. Why are sites and teachers paying for the copies instead of the district? It is coming out of the general fund. If it is a district program, district should provide the materials.

2. F&P-solutions needed-September should be off limits, allow teachers time to set up management and build community bonds with the students and parents. Push the timeline back!

3. Logging hours-contract states that 40 hours must be “assigned”. Can’t add Bridges time to it.

4. Academic Coaches- teachers are feeling like they are being directed by the coaches to do certain things. When asked what their role is, Mikey said that they are there to “support” instruction. There is a job duties can/can’t do list, Mikey will ask Derek about it. As the grant money does away, so will the coaching positions, Admin needs to decide what is important to keep.

F. PIO – Ditto on things said

G. SEA – Losing Hui to district office, ELL coordinator

H. AMS –

1. Sped day class-requesting a meeting with all Sped teachers at the same place/time. They would like to voice all concerns in one place. Sped is not a “one size fits all” program. **Paul will work on getting a meeting set up for Sped and invite Sarah.**

2. Coaching-admin using them to work with teachers they feel is not up to snuff. It is an unwilling partnership since they are directed to do so.

3. Professional boundaries-NHUSD children-parent/employee lines. Rooms are unbalanced with many “district kids” lumped together.

I. CCMS – No report

J. LOG – General ed student has recognized behavior issues, physically came in contact with a campus monitor. Paul will scan and send out physical assault on school employees information sheet

K. CCHS – No rep

L. Decoto – No rep

VII. Officer Reports

A. President

Paul Stickland

-Rep council training-change of date

-Take e-mail list back to the sites and have everyone check if the information is up to date.

-ILT-mentioned at district consult. Derek e-mailed principals asking how people are assigned? If we want to change ILT, we need to get on it!

- Had a visit at Logan and Eastin. What about the other school sites?
- B. Vice-President Vickie Jackson
New teachers-as a union, need to figure out how to connect with our new teachers. Logan has bake potato days. Reps should organize something and share out at the next meeting.
- C. Treasurer Michael Gardner
Bills are being paid – we are in good financial condition.
Motion: Approve Treasurer’s Report, Moved: Brenda, Seconded: Gavin, all in favor.

VIII. Committee Reports

- A. Contract Rodana Breen
 1. Weingarten rights-when meeting with admin, reps are equals, everyone was given a copy of the guidelines to meet with admin (teacher’s rights)
 2. Calendaring activity at exec board’s last meeting to brainstorm ideas for monthly things to do with new hires.
- B. Minority At Large Kimberly DeBono
No report
- C. Human Rights Joe K’ue Angeles
No report
- D. State Council Rodana Breen
No report
- E. Women’s Issues (vacant)

IX. Announcements

- Worker’s comp-Kaiser-members need to go to the Member services to get paperwork signed off.

X. Adjournment- 5:55

Respectfully submitted,
 Quyen Bullard
 NHTA Secretary