

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

- I. Call to Order at 3:35 p.m. Paul Stickland
- II. Additions to the Agenda -
No Additions. Motion: Adopt the Agenda. Moved: Kathy, Seconded: Shereen, all in favor.
- III. Approval of the minutes
A. Motion: Approve the Minutes. Moved: Shereen, Seconded: Karen, all in favor.
- IV. NHTA Executive Director David Hernandez
CTA is in the process of training membership to go out and speak to the members about the value of the Union. Membership Committee-1st meeting on November 12th at 3:30, email Paul if interested.
Friedrichs Case-CTA is preparing for the worse-agency fee could be a decrease of 30% members statewide. (worse case scenario-if New Haven falls below 50% membership, there would be no more union for this district)
- V. Information/Action Items Paul Stickland
- A. Settlement – Email sent out about 6/5ths-Agreement sets the hiring process (before it becomes 6/5ths), when it becomes 6/5ths and how people are being paid. It will now use the new base salary- Paul signed the agreement with approval of the executive board-posted it on the website-different at elementary level
- B. Rep Training
- i. Link between association and members
 - ii. Assignment is to find out who the exec directors are-they will help solve problems with people at your site (before Paul and Derek gets involved)
 - iii. Interact with members
 - iv. ORGANIZE!!! Together we are stronger!!!
 - v. Association organizer-revenue will significantly decrease if the case passes
 - vi. Association advocate-not to judge
 1. Weingarten rights-every site will get a laminated card
 2. Rights of union representatives
 - vii. Representing a member in a meeting with an admin
 1. Get copies of documents
 2. Meeting with admin for site consult
 - viii. Insubordination-failure to comply
 1. Work now, grieve later
 - ix. Grievance vs complaint
 1. Is it contractual? Yes-grieve, no-complaint (site consult, district consult)
 2. Grievance Committee decides if we move forward to arbitration or not, level 2
 3. UCC-uniform complaint-district website
 - x. DFR-Duty of representation
 - xi. Don't judge-defend!
 1. Member vs member-we do not get involved! (personnel issue!)
- *new evaluation process-can reps come in to evaluation meeting with teachers and admin?

VI. Officer reports:

A. President

Paul Stickland

- i. Email list from sites-please turn in to Paul/Karen (district mail to Paul at Eastin)
- ii. Weingarten cards for sites
- iii. Met with principals and coaches/teachers
 1. Clarify how many F&P kids need to be tested “below and approaching”
 2. Solution-unreasonable number of students needing testing, have coaches or others help assist with testing, travel from school to school
 - a. Start interventions early, reading groups-then adjust accordingly

*toy drive, flier in packet

B. Vice-President

Vickie Jackson

- i. ESC meeting teacher forum
 1. Logan is meeting tomorrow
 2. What happens when RTTT \$ dries up?
 3. How can we figure it out together?
 4. What are we doing to keep new teachers happy?

C. Treasurer

- i. Not here, report is in the packet
 1. Motion: Approve Treasurer’s Report, Moved: Rodana, Seconded: Kathy, all in favor

VII. School Reports:

- A. AES- Does middle and high school have 4 progress reports (yes)
- B. EAS- no report
- C. EML- parking lot issues-no longer have buses to drop off the kids, trying to put out cones, etc, how can we get a sign changed on main street for no u-turn between certain hours, bring up at district consult at Mission Blvd (2:45-3:15)-grid lock (CCMS was able to get a sign on the street-cops are enforcing it-a few years ago, brought up to the site, principal called city, etc, got it done)
- D. HVC- lost other rep, violent students-if teacher is assaulted-fill out form and call police, inform Paul of the incidents, safety cte , kids aren’t being suspended, some are SPED, Ed code-suspend 2 days out of the classroom, SPED students too, as long as it is not related to their disability
- E. KIT- no report
- F. PIO- no report
- G. SEA- no report
- H. AMS- coaches/psychologists/media specialist-what are their responsibilities, how many hours a day, tracking time-looking at RTTT, how to justify their existence *go back to sites and ask if our coaches are tracking hours/time
- I. CCMS- referrals-admin request sending work to office at the same time, male teachers, AP talks to them, female students complaining, should have a rep presented (bring up to site consult first)
- J. LOG- grievance for EVERY class that is not balanced-Ask Abhi to run class size report
 - i. -Student in school paper writing about balance class size-data ICL is totally balanced in the school-treating ICL as its own section, it’s balanced within that section

- K. CCHS- when a site is undergoing WASC studies-release for teachers, who funds it?
Site or district?
 - i. -Tuesdays teachers collab-workday 8-3, meeting from 2-3, part of work day, in addition to staff meeting, directed, teachers are asking for more freedom, They currently meet every Tues, Thur, and Wed, violating contract-no true collab, will talk to admin and clarify first
 - ii. -grading assessment task force-summative, assign at end of grading period, not just a scantron, inconsistency of tech, every one gets a week to get grade done. Tech is too frustrating, wifi goes out, too many things goes wrong. Give us a week to do it (currently two day turn around) *Joni-same issue at CCMS, they asked for an extension, next def and quarter grade, they will have a week
- L. DEC- no rep

VIII. Committee Reports

- A. Contract Rodana Breen
 - i. Leaves-article 10, personal nes days per year 7
 - ii. If you use up all of your sick days-no disability-if qualified, additional leave-cte-person can take extra days
- B. Minority-At-Large Kimberly DeBono
 - i. Grant \$500 for books to support classrooms, bookshelf at NHTA office, teachers can check them out-book list is in the packet, will be on website
- C. Human Rights Joe K'ue Angeles
 - i. CTA scholarships and awards-Cesar Chavez, MLK, info out at next meeting, awards for students, CTA recognition for staff, CTA website GLBT scholarships due mid month, all others in Feb. GLBT issues conference in San Jose, NHTA can pay for conference fee and mileage
- D. State Council Report Rodana Breen
 - i. Shift from issues to engagement of members. Sharing personal stories.
 - ii. San Lorenzo-contract negotiations difficult times, they need support
 - iii. Petitions, don't sign them unless you know what the issue is about.
- E. Women's Issues (vacant)

IX. Announcements-none

X. Adjournment-MSP Vicki/Rodana 5:37

Respectfully submitted,
 Quyen Bullard
 NHTA Secretary