

**New Haven Teacher Association/CTA/NEA
Representative Council Meeting
Wednesday, December 2, 2015**

- I. Call to Order at 3:42 p.m. Paul Stickland
- II. Additions to the Agenda -
No Additions. Motion: Adopt the Agenda. Moved: Gavin, Seconded: Darlene, all in favor.
- III. Approval of the minutes
A. Motion: Approve the Minutes. Moved: Joe, Seconded: Kathy, Darlene abstained.
- 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
Reminder – next paycheck is January 4th!-CSEA on a different timeline
- VI. Officer reports:
- A. President Paul Stickland
- i. Filed 133 grievances, out of balance classes at Logan, haven't responded, nothing they can do right now
 - ii. January, sign up sheet for Paul to come by and visit sites
 - iii. Updated email lists from school sites NEEDED
- B. Vice-President Vickie Jackson
- i. Teacher safety cte
 - 1. Staged fights at Logan, John Mattos/Paul sent out a message about not touching kids-but didn't mention that we shouldn't break up fights-need to have PD on this (attempts to intervene is when safety is at risk)-how involved is the community? SSC-safety issues
 - 2. Cte between NHUSD and NHTA-joint committee to look at different trainings, intruder, teacher safety, special ed and violent students
 - 3. How will cte find out concerns from staff? Survey? 3 people on it from NHTA (elementary, middle and high school)
- C. Treasurer Michael Gardner
- i. What can we spend money on to build organizing culture at New Haven
 - ii. Motion to Approve the treasurer's report: Sheeren, Seconded: Vickie
- VII. School Reports:
- A. AES- No report
 - B. EAS- No report
 - C. EML- No present
 - D. HVC- No report
 - E. KIT- no report
 - F. PIO- Skunk problem

G. SEA- New principal. Media specialist-works 80%, other teachers come in to teach her periods, during minimum days, they don't get coverage, contractually district needs to allow for coverage door to door, admin needs to cover until they get there

H. AMS-

- i. Categorical times for employees, some people are being asked to fill out the form to justify their hours.
- ii. 5 point grading system-new grading policy without proper PD
- iii. GATF-grades are undeservingly high, teachers couldn't give out low grades at the beginning of the year
- iv. Paul is waiting on Tracie to get a list of people on the task force.

I. CCMS- No report

J. LOG- No report

K. CCHS- Not present

L. DEC- no rep

VIII. Committee Reports

A. Contract

Rodana Breen

- i. Know your contract game-grievances

B. Minority-At-Large

Kimberly DeBono

- i. Book shelf is here, Kim will work on a check out system

C. Human Rights

Joe K'ue Angeles

- i. Awards/Scholarships, CC due Jan 15th, MLK due in Feb

D. State Council Report

Rodana Breen

- i. No report

E. Membership Committee

Quyen Bullard

- i. Last met on November 12th. Focus on membership engagement, new teachers, Friedrichs case, people think union will not help them
- ii. Vickie-Logan book club
- iii. Joe-go back to sites, what would be attraction to get people to stay in union, what people feel why or why not if they have an option
- iv. Moveon.org, history of unions, right to work, etc, educate our staff, If I don't do it, someone else will. Rejoin every year. Less than 50% membership, we are dis-banned. Individuals on how we are serving people. How relevant are we?
- v. Newsletter? Blurb from state council, reflect on other states on what's happening. Wi, Mi, OH
- vi. Does CTA have a video clip to present them to our 10 min meeting? Need to get people's mind tuned up to it.
- vii. CTA taking it really seriously, every staff person needs to bring back to locals to start membership cte, money to support activities. Message has to be about NHTA. Relevant to US.
- viii. Calendar of activities. Training programs for membership cte, 1-1 relational, people get involved because your story will get them involved.
- ix. Educate yourself about Friedrichs case

F. Women's Issues

(vacant)

IX. Announcements-none

X. Adjournment-5:19

Respectfully submitted,
Quyen Bullard
NHTA Secretary