

**New Haven Teacher Association/CTA/NEA  
Representative Council Meeting  
Wednesday, October 5, 2016**

- I. Call to order @ 3:44 pm Paul Stickland, President
  
- II. Additions to the Agenda - none
  - A. Motion: Adopt the Agenda. Moved: Joanie, Seconded: Michael, all in favor.
  
- III. Approval of the Minutes
  - A. Motion to approve the minutes: Moved: Kathy, Seconded: Darlene, all in favor.
  
- IV. NHTA Executive Director David Hernandez  
Not in attendance. At elementary school reunion.
  
- V. Information/ Action Items Paul Stickland
  - A. Paycheck/ 403b Workshop: Flyers (in packet) to post on NHTA bulletin board as well as by mailboxes. Workshop will be October 18<sup>th</sup> from 4:00 – 6:00.
  - B. Retirement Workshop: Workshop will be next month. Presenter from Cal STRS will be there.
  - C. Prop 55 Phone Banking: Reps to take sign-up sheets (in packet) for phone banking back to sites and ask members to sign up. Members can sign up for the shift that works for them. We really need to get unit members to sign up. We cannot become complacent and expect it to pass. Must be proactive. EMM, PIO, SEA, and EAS getting lunch for turning in 100% of the Prop 55 Support Papers. Those sites need to figure out a date for the lunch.
  - D. CTA HR Awards: Post nomination information on NHTA bulletin boards and announce at site meeting. Nomination deadline January 5<sup>th</sup>. Caesar Chavez Memorial Award- deadline December 2<sup>nd</sup>. GLBT - December 16<sup>th</sup> deadline.
  
- VI. Officer Reports
  - A. President Paul Stickland
    - Bargaining- will be starting again soon. With our 5% this year we are #1 in pay across the board in Alameda and Contra County (like school districts).
    - Newsletter – has been sent out. An email was sent through district email letting members know that the newsletter went out to their personal email accounts. Asked to members to let him know if they did not receive the newsletter. Reps will be getting a list of personal email addresses for their site. Need to check with members to make sure the email address is correct. Especially important since it is a bargaining year.
    - Endorsements- Carol Ditra-Vernaci for Mayor, Jaimie Betimo for City Council, and Sharon Kaur for school board. Questions raised why we didn't endorse Lance Nishihira. Paul said committee members felt his

answers were not completely sincere. Some felt many times when he spoke at school board meetings he was not in favor of teachers. Joanie added he didn't seem to know the issues of classified employees or teachers. He wasn't prepared even though he had the questions ahead of time.

- Conference in San Jose – All attendees felt it was well worthwhile. Attended a retirement workshop which was really good. Found out that teachers hired after 2013 will have to work longer but will contribute less.

B. Vice President

Vickie Jackson

Not in attendance.

C. Treasurer

Michael Gardner

- B. Attended training to learn how to find information for LCAT. Major expenses for this month are sending Joe and Manny to NEA training and rent and other expenses for NHTA office. Motion: To accept the report: Pace. Seconded: Kim, all in favor.

## VII. School Reports:

AES—Nothing to report

EAS- 1. Question asked if other elementary sites had been told by the Grading Task Force members about a new step inputting grades onto the report card. Were told we would enter reading, writing, and math grades on a report that supposedly populates onto the report card. This is supposed to make it easier for Kim to see if someone has forgotten to fill out part of the report card and it makes it easier for the district to pull data. Other sites had not heard about it as of yet. 2. Question asked if other sites were given time at a staff meeting to complete the mandatory reporter training. Eastin principal said she was the only one who gave staff time to do this. *Answer: Other sites given staff meeting time were- KIT, AES, HVC, EMM, IVC. Sites not given staff meeting time- SEA (Teachers who did it early on their own time were told they could take comp time.), PIO, and CCMS.* 3. Can the district hire subs for admin when they are out for meeting or ill. Problems at site when both admin are out or unavailable for whatever reason.

EMM- 1. Question as to whether any other schools have 25 minute preps on minimum days. The problem is that prep teachers are not getting their prep. *PIO and EAS get 30 minute preps on minimum days.* Since there are not enough prep teachers they have to split a class up 4 ways when they go to prep. *Darlene said sites are allowed so many sections for prep classes. Paul said to talk with Clint and tell him to talk to other principals to see how they handle it.* 2. Question: Who is expected to facilitate an SST? The principal made a teacher facilitate a special SST. Paul – Teachers do not facilitate SST meetings. Tell your principal it is admin's job to facilitate.

HVC – Nothing to report.

KIT – APTT- teachers doing APTT get paid and those who did BTSN did not get paid. APTT teachers got paid for 1 of the 2 hours. The other hour counts as BTSN. (SEA teachers get paid for prep time for APTT and the hour with parents. They do not have BTSN.

PIO- Question- Who is on the bargaining team? Paul, Pace, Mara, Joanie, Quyen, Shane, Colleen, and new member Joe.

SEA- 1. They pay translators during the APTT meetings with parents. A teacher can get paid for translating for another teacher. If they translate for themselves in their own classroom, can they get paid? Paul – You can't double dip. 2. Principal's idea to have an evening session where parents will get dinner and them there would be some type of activity for them, like science. Wants to do this because some people don't get in their 40 extra hours. Paul – The 40 hours is not a quota to fill. 3. Paycheck had an adjustment of 4 days – was that the bonus days? Paul – Yes. The new sick days for this year will be added to the October pay warrant. 4. Introduced April Prentice as new rep.

CCMS – 1. Introduced possible new rep – Vicky Coleman. 2. A teacher was feeling forced to do RCD found out it was really RA (Reader's Apprenticeship) Isn't there some way that Aesop could say what school business teachers are to attend? Paul – I can bring it up again. We can ask them again to talk to the vender to fix it.

IVMS – 2 new reps Nick Comendant and Jen Nemechek.

CCHS- Not in attendance.

LOG –1. Some rumblings about paychecks. How do we know that is the right number? Paul – You have to do the math. Teachers need to know what is their gross salary, hours paid and deductions for things like medical, dental, retirement accounts, and so on. 2. SBAC – All the tests are run through the English and the social science department. Block schedule for 2 weeks. 2 hour classes – 3 one day and 3 another day. Will require a waiver. Not guaranteed a prep every day. Will they get it back over the week? Paul – Last year you had a special schedule. Did you vote? Will need to talk to Brenda. Staff will have to vote on it.

DEC- Not in attendance.

## VIII. Committee Reports:

- A. Human Rights/ Minority-a-Large Joe Ku'e Angeles/ Kimberly DeBono  
Flyer to post on NHTA bulletin board regarding Transgender bathrooms – rights and facilities. Be sure to tell staff about it. Law says schools need to provide a facility, a designated restroom. Districts are handling this issue – separate but equal.
  
- B. State Council Report Mani Allen  
Mani deferred to Paul. Paul said State Council is held in October and 3 other times per year. Decision has been made to repurpose the meeting time because of prop 55. So Saturday, October 22<sup>nd</sup> and 23<sup>rd</sup> members can join Mani in Concord to phone bank and precinct walk in support of the prop. It is open to all members. Remaining 3 meetings will pick up any busing needed from October.
  
- C. Membership Committee Quyên Bullard  
Not in attendance. Committee will be meeting next week Wednesday.
  
- D. Alameda Labor Council Report Robert  
Nothing to report.
  
- E. Women's Issues (vacant)
  
- IX. Announcements  
Paul – 10 phones here to phone bank for prop 55. Will only be calling teachers in New Haven.
- X. Adjournment: 4:36 pm Moved: Pace 2<sup>nd</sup>: Mara

Minutes respectfully submitted by Kathy Wanzong.