

Minutes of NHTA Rep Council
Wednesday September 6th, 2023

Agenda

I. Adoption of Agenda and Minutes Angeles

Motioned made, seconded and carried unanimously to adopt Agenda and minutes.

II. Treasurer's Report Smith

Current amount will increase each month with the increasing collection of dues from members

III. Executive Director Report Hernandez, CTA

- Senate Bill 765 will temporarily increase the allowed post retirement earnings allowed by retired teachers to make it possible to hire retired teachers.
- Increase in grant money available from CTA to allow for site release time on a sliding scale. Grants available Jan 1st 2024 through June 2025
- CTA reorganizing itself
- CTA making a public bid for merits of public education, spending money on commercials
- Prop 30 and 50 are sunseting, so will need to work on get funding elsewhere

IV. "I Am NHTA"

Membership Engagement Campaign to inform members that NHTA is not just Joe or the Exec Board or site reps, but everyone.

Site Reports

NHAS:

- Working on the contract, complicated by the fact that the AS is funded differently than the rest of the sites.
- Working on class sizes, there is an internal cap of 50 but usually have more than 50 in a class
- Have problem with teacher retention

HVC

- Concerns raised about work related duties required after hours. Example given of a required training offered only after contractual hours on Zoom AND the fact the training was capped at 50 which is not enough spaces for all to attend.
- Response from Board: teachers should be paid for attending required training after hours OR credits towards steps on salary scale offered. Also, discussions were held on site and solution of having multiple teachers attend one Zoom meeting together to overcome the cap of 50.

IVCMS

- Has a new principal
- HVAC went out, was fixed and 2 week later was broken again
- New work order system does not give a timeline for when things will be fixed

PIO

- Safety concerns over the school gates being too narrow to safely get 300+ people out quickly

CCHS

–HVAC issues, only 3-4 rooms have air conditioning and nothing is being done about it.

Response–”bulk” work orders do not work, each room should have a separate order

EAS

–Teachers not happy with the early Back to School Night. Their principal said no other schools complained.

Response: those in attendance split on the idea of early Back to School Night. Why do they all have to occur on the same night? May help families with children at multiple sites if each school decides their own date.

DSIS

–Problems with Aeries not reporting summer school credit correctly which led to enrollment issues. Some students got extra credit, some did not get any credit. This required much more work trying to figure out what happened with each student.

AES

–Last year, submitted a letter regarding Special Ed concerns over the new reporting requirements. Next step is meeting with Union Rep and district together

–PreK team reports so many additional IEP’s are adding up to much much more than an extra 40 hours per year. They made an itemized list and District disagrees with the list. They want to discuss getting paid for all the extra time and getting paid for last year’s extra hours as well.

LOG

–Big issue of locked bathrooms. Bathrooms are being vandalized, and then locked. However students then must spend extra time searching for an open bathroom, leading to less time in class. Principal has not addressed the issue.

Response: Get parents involved to attend Board meetings and be vocal about this issue.

–Mac minis are reportedly on their way out leaving teachers with no desktop computers. Concerns about ergonomics of not having a full keyboard and harder to enter grades without a number pad. Logan will share survey to send out to gauge the impact on teachers.

KIT

–Issue over district equity meeting being held on same Wednesday as Rep Council. Contractually the first and last Wednesdays are agreed to, with the 2nd Wednesday set aside for Superintendent consult. Apparently was an oversight and will not happen again.

CCMS

–Concerns over the new requirement for Special Ed tracking service minutes taking way too much time. Last year teachers were allowed to use attendance on Aeries to track minutes except for a few students but this year more details are required.

Response: all sites have the same concern. District fall back has been “it’s a state requirement our hands are tied”. Idea was brought up that this is a clerical issue, not a teaching issue so why has the District pushed the work to the teachers.

SEA

–HVAC issues. In one wing AC working intermittently. Other wings are freezing after being fixed. They have all new AC’s so not sure why so many problems.

–Why Donors Choose and Amazon Wishlist “prohibition”. Heard that the Board must pre-approve grants over \$500 so how does that work? We are not allowed to ask parents for donations so teachers turned to other avenues which are now apparently shut down as well. Teachers would like to give input into the issue, want to know exactly what the Board requires in terms of preapproval and what the turn around time would be for approval. Is the Jogathon still okay?

Response: Board policy on donations is not new, just has not been strictly followed. Policy is we cannot ask for donations. Need to discuss further with the Board–do they really want nothing in the room except what the District has provided? Board wants to know what is in the room and where it came from. Until the meeting is held to clarify, we cannot ask for anything or accept anything from anyone. Example of donated rug brought into the classroom–if there

is a fire and the rug is flammable, the teacher is held responsible because the District did not know there was a flammable rug inside the classroom.

–HVAC issues may be considered a Williams Act violation because threatens Health and Safety

–District currently employs 1 HVAC person with 2 vacant jobs. Are they not hiring or not able to hire for lack of applicants? There is supposed to be an HVAC company on standby to deal with all the HVAC issues.

EML No report

Race and Equity Allen

–CTA has trainer for racial justice and human rights issues. This are not paid trainings because they are not offered by the District, but credit is offered

CTA LGBTQ workshops Stickland

–Series of workshops coming up soon, email went out to all teachers with the list. Promote at sites.

V. Informational / Action Items

a) Site Rep Training Hernandez / Angeles

–Rep training packets given out with a plethora of information on how to be a site rep. Reps were given: list of duties, steps for building Action Teams, how to handle grievances, steps on how to advocate for members, definition of insubordination

b) 2023 NHTA Committees Angeles / DeBono

–“I am NHTA” campaign to remind teachers that they are the union, it is not someone else.

–Sites will be given a membership engagement budget: \$300 for elementary, \$400 for middle and \$500 for high school

–Member Shine–acknowledge members particular areas of expertise

–“Be One, Bring One” to get new members involved

–Bargaining year is a good time to get new people engaged in the union

c) NEA RA Report Stickland, Site Rep EAS

–NEA endorsed Biden for president

–Action items were many such as protecting trans students, promoting play instead of textbooks for kinders, redefining bereavement leave to include “loved one” to cover other relationships

–Next year meeting will be in Philadelphia in the summer and comes highly recommended by Paul

Meeting was adjourned at 5:45 pm.

Respectfully submitted by June Smith, CCMS