

# SWEETWATER EDUCATION ASSOCIATION

## Joint BoD/Rep Council Minutes

December 17, 2012

**I.** Call to Order & 4:00 Door Prize – Alex Anguiano (1 min)

**II.** Approval of the Agenda (With Flexibility) – Alex Anguiano (1 min)

-Agenda approved with flexibility.

**III.** Sandy Hook Elementary – Alex Anguiano

-Sandy Hook Elementary's Union Chapter was contacted to see how our Chapter could help support them. SEA took a moment of silence. CTA does have a crisis team if such an event were to strike in our District.

**IV.** Introduction of New Reps, Visitors, and Guests – Alex Anguiano (2 min)

- Gretel brought her children.

**V.** Approval of the November 27, 2012 Rep Council Meeting Minutes –Alex Anguiano (3 min)

- Minutes approved as amended (Jasper Daleo's mail was misspelled; change from Delayo to Daleo).

**VI.** Organizing – Helen Farias (5 min)

1. Reps asked to talk to each about why they became Reps. Reasons shared were: injustices, seeing a need for more involvement, responsibility.
2. Organizing Conference attendees of "Organizing for Power" shared that sharing stories help drive the membership. Reps will also be asked to help lead these conversations at their sites. Plan of Action will involve building relationship, sharing stories, and values.
3. Upcoming trials of corruption charges on Jan. 7<sup>th</sup> of some of our school board members at the Hall of Justice, Downtown. The trial date and location is still tentative. Stop corruption buttons may be worn. Goal is that the public knows that SEA stands for fiscal responsibility and for our students.

**VII. New Business**

A. SEA BoD-Rep Liaison– James Love (2 min)

-Alex: Bright yellow document titled "Site Representative Survey" provided to Reps by James Love with a request that it be completed.

B. Know Your Contract – Roberto Rodriguez (4 min)

-Alex: Science Article 7.7 reviewed. Language of Science caps was created for the protection of student safety. This applies to all classrooms. Every classroom has its own cap as determined by a walk-through assessment. Lately, Admin is trying to raise caps. Growth allotment for two in the article, either new to the school, exiting the bilingual program and need to be mainstreamed, or need the credit to graduate and coming into a school past the tenth duty days.

C. 2013-14 Staffing Ratio & 2013-14 District's Budget Error (5 min)

-District described ratio of 28:1. CFO then repeated that information in a presentation to the Board. Alex told Brand they were making an 11 million dollar mistake. CFO, Ernie Zamudio (Principal at Hilltop High School), and an assistant met with Alex and said that Sandra Huezo gave him that ratio. Logic of 28:1 would mean you have to hire more teachers. Concern that District is using layoffs as a bargaining tactic. "Lawson" letters are being mailed, which is the first step in the layoff process. District is proposing 34:1. Current MOU will expire at the end of 2013-2014 school year, when it will revert to 28:1 unless changed by a new bargaining agreement.

D. School Board their approves Bargaining Proposal (2 min)

sunshining  
-School Board has approved their Bargaining Proposal for a second time. District has officially completed the process. February meeting is when SEA may sunshine.

E. SUHSD Labor Relations Posting - Alex Anguiano (3 min)

-SUHSD Labor Relations Posting on Edjoin. Kathy Dollen filled that position in the past. Alex thinks it is important to have that position, but would not support it because out of concern that such a position be financed by any layoff.

F. 2013-14 Calendar- Al Ohlendorf & Rod Regan (10 min)

1. Major difference in the placement of Spring Break. District wanted to split Spring Break away from Easter Sunday and had concerns about CST testing. District wanted a dedicated three week window for CSTs with no break in between for reasons of test security.

2. Comments:

- Orthodox Easter, Jewish Passover do not coincide
- staff wants it as close to the middle of the semester as possible (i.e. the ninth or tenth week)
- risk of students going to Mexico (for Easter) and taking an extra week
- ADA averaged after P2 day, Day 120
- some parents are concerned that Spring Break will not line up with feeder schools
- AP teachers want to prep for AP and want the break to come earlier
- Common Core devalues the CSTs, and the Common Calendar is intended to be responsive to parent needs
- many members questioning the value of a common calendar
- possible need for a survey of membership regarding traditional versus common calendar
- many members want to move the Break one week earlier than proposed
- concern about validity of the quarterlies if the dates change
- concern that we are asking what calendar is best for test scores instead of what is best for families
- option of opting out of quarterlies by doing "performance tasks."

G. CTA's Falcon & District's Data Base – Alex Anguiano (2min)

1. CTA's Falcon system has membership information. Some people appear at several sites because of working at multiple sites or being an adult school teacher.
2. Adrianna is reviewing the Falcon list with the District's data base. She is requesting that Reps review their site lists to check for errors.

H. Site Concerns

1. Higgins, Castle Park High- People working for an entire dance and only getting paid for one hour of supervision. In our contract, we have "afternoon supervision" and "evening supervision." It is possible to only be paid for one supervision, despite the length of supervision. The issue of teachers paying for parking when doing a Supervision of a dance should be taken to FAC or resolved with ASB.
2. Chandra Goodnough and Randy Arciniega, Mar Vista Middle raised the issue of District's confusing message regarding implementing Common Core Assessments or the Quarterlies, EOCs and CSTs. The District is not updating EOCs due to the future change to Common Core, so these tests have many mistakes. Some principals are still doing quarterlies while others are not. Reps would like District to put in writing what the priority for teachers will be as CSTs are phased out.
3. Helen Farias, Palomar High raised the issue that relocatables don't have indoor locking mechanisms which is creating a safety issue. Admin is saying they can only afford to retrofit two doors a year. Alex advised that a conversation take place with the AP about not being able to lock the doors from the inside, followed by something in writing. Admin must respond within five days. Reps from Southwest High, Southwest Middle, and Palomar are all concerned about this safety issue. Also a concern about being told that doors should be unlocked during walkthroughs which creates a safety issue during lockdowns.
4. John Cox of SAILS raised the issue that teachers are concerned that aides assigned to them are being pulled to perform administrative tasks.
5. Janis Simon and A. Robledo of National City Middle: Principal pulled out teachers to discuss "their bad attitude" when they are simply expressing comments amidst professionals at FAC. Members have the contractual right to discuss their professional opinions. Also have the right to stop a meeting in progress with an Administrator, especially when the meeting takes an unexpected turn and meeting alone with an administrator.
6. Also, the issue of science teachers needing to have a health credential still not resolved. Jennifer Young met with Maria Castilleja, and the District is still requiring this. This could create problems with staff movement to sites and positions that don't require the health credential.
7. Learning walks or walkthroughs found to be disruption to students' learning. The principal is scheduling PLCs to join walk-throughs and make observations. Principals can direct the duty day. The whole department is released to do the walk-throughs. Teachers are not allowed to not allow walk-throughs in their classrooms by our contract.
8. Karen Thompson, Rep at Granger Junior: "Principal took a fundamental class from a SPED teacher, gave her a .2 pre-intervention class (no SPED students). Then put the fundamental class up for a 1/6th, is that equitable?" Alex asked that if there is a teacher who wants to address the FAC to appeal regarding their teaching assignment.

I. Other

- None

**VIII. Old Business**

A. Meetings & Trainings- End of Agenda

- Meetings may have conflicts with future District meetings.

- B. Grievances (HH Just Cause Discipline, HM Wages, MoH Prep Periods) – Alex Anguiano (4 min)
1. Grievance at HH at level 2 with Sandra Huezo, is awaiting a response regarding the grievance. Meanwhile Payroll has paid him at the new level. Huezo says it will not influence her response because Payroll is a separate department.
  2. MoH Prep Periods: Teachers were asked to grade On Demand Writing assignment during his Prep period. 17 teachers will be compensated.

- C. Bargaining (Autism & Successor Agreement) – Roberto Rodriguez (5 min)

1. Handout given with two dates for Open Hearings. Roberto advised that Reps get groups together with common interests and issues. Bargaining team wants to get input from all parts of membership.
2. State has mandated Autism credential for SPED teachers. Roberto sent a letter in early November to Sandra Huezo regarding a Demand to Bargain. Sandra Huezo met with Roberto and she said she was not sure what we wanted to bargain. Her response in writing reiterated this. Roberto will be responding to that letter.

- D. Other

-None

## IX. Reports

- A. President –Alex Anguiano (3 min)  
-Alex sent an electronic report out.
- B. Executive Director- Lian Shoemake (3 min)  
-Lian meeting with Organizing issues regarding San Ysidro District which is going to fact-finding.
- C. Benefits’– Colleen Cooke-Salas & James Love (5 min)  
-Benefits Meeting has broken down because of scheduling problems with Sandra Huezo.
- D. Treasurer’s Report – James Love (3 min)
- E. Communications Chair – Roberto Rodriguez (2min)  
-Reps asked to get members to sign-up for SEA email as soon as possible.  
-Request for a list of members from each site who are signed up may be coming to Reps.
- F. Membership – Louisa Walker (2 min)
- G. Women’s Issues- Marylen Haines (2 min)  
-Given out in writing
- H. Human Rights – Ben Cassel (2 min)  
-Ben Cassel not in attendance, but suggested an attendee for the Human Rights Conference

## X. Closing Door Prize – Alex Anguiano (1 min)

-6:05 pm: Glo Mucci, Al Ohlendorf, Jen Young, Scott Ramos, Mary Doyle

## Meetings & Trainings

December 17, 4 pm, SEA Office: Joint Rep/BoD Meeting

January 7, Corruption Trials Begin, Hall of Justice-Downtown San Diego

January 22, 5 pm, Mission Valley: SDCSCC

January 23, 4 pm, SEA Office: BoD Meeting (Wednesday)

January 28, 6 pm, SUHSD School Board Meeting: District

January 29, 4 pm, SEA Office: Rep Meeting

February 19, 6 pm, SUHSD School Board Meeting: District

February 19, 4 pm, SEA Office: BoD Meeting

February 26, 4 pm, SEA Office: Rep Meeting

March 5, 4 pm, SEA Office: BoD Meeting

March 11, 6 pm, SUHSD School Board Meeting: District

March 11, 4 pm, SEA Office: Rep Meeting

March 14, 5 pm, Mission Valley: SDCSCC

April 15, 6 pm, SUHSD School Board Meeting: District

April 23, 4 pm, SEA Office: BoD Meeting

April 30, 4 pm, SEA Office: Rep Meeting

May 13, 6 pm, SUHSD School Board Meeting: District

May 21, 4 pm, SEA Office: BoD Meeting

May 23, 5 pm, Mission Valley: SDCSCC

May 28, 4 pm, SEA Office: Rep Meeting

June 17th, 6 pm, SUHSD School Board Meeting: District

(Superintendents Evaluation; Budget Public hearing and adoption)