

# SWEETWATER EDUCATION ASSOCIATION

## Rep Council Minutes

November 27, 2012

- I. Call to Order & 4:00 Door Prize – Alex Anguiano (1 min)
  - 1) Winner: Jasper Daleo
- II. Approval of the Agenda (With Flexibility) – Alex Anguiano (2 min)
  - 1) Approved with flexibility
- III. Introduction of New Reps, Visitors, and Guests – Alex Anguiano (2 min)
  - 1) New Reps: Roy deVries at Castle Park Middle & John Cox at the former SAILS, now called the Portal
- IV. Approval of the October 30, 2012 Rep Council Meeting Minutes – Alex Anguiano (3 min)
  - 1) Minutes approved as amended (Pena changes to Pina in Section B9)
- V. Organizing – Helen Farias (10 min)
  - 1) Organizing for Power Team meeting this weekend at a conference
  - 2) To develop long term Organizing Plan, Survey distributed to Reps regarding Organizing at each site
  - 3) Site Reps met to complete the Survey; some Site Reps shared aloud at the meeting regarding the strengths and weaknesses of organizing at each site
- VI. New Business
  - A. SEA BoD-Rep Liaison– James Love (2 min)
    - 1) Last meeting James Love asked for Site Reps to email information
    - 2) James Love again requested that site reps email when elected, if they were elected following bylaws, and when they were elected at the site (also provided personal email: skeptical.love@gmail.com)
  - B. Know Your Contract – Roberto Rodriguez (4 min)
    - 1) Draft sheet given to Reps regarding On Demand Writing Assignments
    - 2) Schools are using different methods to grade the ODWAs
    - 3) PLC can be used to grade ODWAs because that time is during the duty day
    - 4) Administrators can not direct you to grade ODWAs during Prep time or personal time
    - 5) Change made to the draft to reflect Article 35.3 not 35.6, which says by May 15<sup>th</sup> of the third year, the staff will vote to either continue or discontinue the current schedule (in regards to discontinuing PLCs)
    - 6) “Workload” language may be introduced at the next round of bargaining
    - 7) ROP teachers do vote on a new schedule
    - 8) Equity issue involved in grading ODWAs
    - 9) Concern that there will be consequences to teachers not finishing grading papers
    - 10) Concern that CIA is too top-down
    - 11) PE workload requires 10 page fitness plans for each student (to be considered during bargaining)
  - C. District Sunshines Proposal Again- Alex Anguiano (3 min)
    - 1) District has sunshined their proposal again at the last school board meeting
    - 2) Possible that the District will vote in December on their proposal; Reps should monitor Board Docs for December 10<sup>th</sup> meeting, it will most likely be posted on the 7th
  - D. District Modifies Ed Brand’s Contract & STRS Spiking Complaint -Alex Anguiano (3 min)
    - 1) Orange copy given to Reps of Nov. 13<sup>th</sup> language, along with Purple copy of Sept. 24<sup>th</sup> language
    - 2) Attorney named Shinoff supposedly made these recommendations
    - 3) Starting date changed
    - 4) Concern filed with STRS about spiking with Gandara (with intent to increase retirement package); may not be receiving retirement
    - 5) New spiking concern filed regarding Brand’s new contract
    - 6) Retired SEA group may help with filing spiking complaints

## E. Grand Juries Convened – Alex Anguiano

- 1) Three articles presented to Reps (UT article “South Bay under a school corruption siege” and NBC article on “San Ysidro Trustee Pays Campaign Funds to Her Company: Docs” and NBC’s “Contractors Not Spending Big on Sweetwater Race”)
- 2) Political Action Committee of San Diego County’s contribution to Pearl Quinones campaign concerning
- 3) Concern that Jimmy Delgado who runs the PAC of SDC may try to become an administrator in our district

## F. Site Concerns

- 1) Middle school librarians being required to teach Tobacco Use Prevention material
- 2) Alex made the suggestion that librarians write to the Commission on Credentialing (CTC site)
- 3) Faculty meetings running long; can not leave at 4:15 because there is no contractual language regarding the length of faculty meetings; District is required to give agenda 24 hours beforehand with their best estimate of when meeting will end’ Alex recommended that these concerns be brought to Faculty Advisory Committee
- 4) Principals changing meeting dates is not a violation so long as you are given 24 hours of notice before the next set meeting date
- 5) Concern about SIMNSA health plan possibly being discriminatory; VEBA is the source of information on SIMNSA; legal issue that SEA wanted to offer to members; Benefits Committee commented that this is a Mexican nationality issue
- 6) Science teachers concerned that if they don’t get the Health Credential they may be bumped; Alex says this could happen

## G. Other

## VII. Old Business

### A. Meetings & Trainings- End of Agenda

### B. Grievances (HH Just Cause Discipline, HM Wages) – Alex Anguiano (4 min)

- 1) HH filed a grievance on behalf of a teacher who modified some textbooks she received by cutting out the answers in the back of the book. Principal made comments that were improper. Sandra Finkelberg delivered the Level One grievance. Alex is creating a Level Two grievance.
- 2) HM teacher is having trouble with collecting wages. Informally settled an earlier grievance regarding \$11,000 worth of pay. Has also attended a college not accredited by WASC. Not all of his units will be honored by the District retroactively unless he files a claim. Alex has filed a Level Two grievance.

### C. Bargaining Process – Lian Shoemake

- 1) Roberto Rodriguez covered for Lian; blue “Timeline for Bargaining” provided to Site Reps
- 2) Site Reps asked to tell members that we do not start bargaining earlier in order to have the initial State Budget which comes out in January (otherwise dependent on District numbers)
- 3) Process reviewed, including impasse and fact-finding
- 4) Site Reps asked to share information with members; SEA will not sunshine proposal until February
- 5) Brand’s “informal negotiations” are illegal; SEA will wait for formal negotiations
- 6) Concern raised by a Site Rep that “Community Budget Meetings Survey” by District Office will be used to legitimize cuts
- 7) Alex Anguiano discussed “May Revise,” when Governor revises his January proposal which gives a clearer picture of state finances; during the summer the legislature will reach an agreement on the budget
- 8) If there is no agreement by June 30, 2013, then current contract continues to apply
- 9) Question /Comment session
- 10) January 7<sup>th</sup> trial date will affect our Board members and the way they settle with SEA

### D. Bargaining (Autism & Successor Agreement) – Roberto Rodriguez (3 min)

- 1) Bargaining Team will get together to set the timeline and create survey
- 2) Special Ed teachers have been told they need to get an Autism certificate, it is state mandated
- 3) Bargaining Team has issued a Demand to Bargain because of the impact on members in terms of cost
- 4) Bargaining Team will try to help members with cost of credential
- 5) Bargaining Team will probably meet before Winter Break

### E. Quarterlies & Workload– Roberto Rodriguez (5 min)

- 1) Discussed in connection to section VI.B. “Know Your Contract”

F. Yes on 30, No on 32 Campaign, School Board Races – Alex Anguiano (4 min)

- 1) Alex thanked Site Reps for help on the campaigns and the School Board races
- 2) 65% of population did not vote for Pearl; discussion of significance
- 3) Alex suggests that SEA gets the candidates together and field one for candidacy
- 4) District will adjust our checks for the November paycheck
- 5) District website now reflects our old Salary schedule without three furlough days; Alex will follow up
- 6) Pay for 1/6ths was not prorated for 14 days but for 2 days
- 7) James Love recommended that the District have all 3 Salary Schedules posted

G. Other

**VIII. Reports**

A. President –Alex Anguiano (3 min) - skipped

B. Executive Director- Lian Shoemake (3 min) - skipped

C. Benefits? – Colleen Cooke-Salas & James Love (5 min)

- Interested in forming a Health Benefits committee that meets on a bimonthly basis
- Site Reps asked to direct interested members to contact Colleen by email
- Concern over Sandra Huevo's involvement is overreaching her decision-making powers regarding Health Benefits
- Question about advantages of abandoning the District's Benefits system for the Exchange under the Affordable Care Act

D. Treasurer's Report – James Love (3 min)

- 1) Concern raised about future revenues of the state; Report given in written form

E. Communications Chair – Roberto Rodriguez (2min)

- 1) Site Reps asked to share emails with members; 1100 members signed up for SEA updates by email so far

F. Membership – Louisa Walker (2 min)

- 1) Not given

G. Women's Issues- Marylen Haines (2 min)

- 1) Yellow copy of Monthly Report with Applications for the Human Rights Conference
- 2) Need applications returned by January 18<sup>th</sup> for two teams

H. Human Rights – Ben Cassel (2 min)

- 1) Not given

**IX. Door Prizes 6:17**

- Kirk Braitto of RDRM, Martina Gutierrez of SWM, Jasper, Norma Perez of SWM, Larry, Daniel Higgins

Meetings & Trainings

November 27, 4 pm, SEA Office: Rep Meeting

November 28, 4 pm, SEA Office: Parent Trigger Mtg. with Community Members

December 10, 6 pm, SUHSD Board Meeting: District

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

January 22, 5 pm, Mission Valley: SDCSCC

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

January 29, 4 pm, SEA Office: Rep Meeting

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, 4 pm, SEA Office: Rep Meeting

March 14, 5 pm, Mission Valley: SDCSCC

April 23, 4 pm, SEA Office: BoD Meeting

April 30, 4 pm, SEA Office: Rep Meeting

May 21, 4 pm, SEA Office: BoD Meeting

May 23, 5 pm, Mission Valley: SDCSCC

May 28, 4 pm, SEA Office: Rep Meeting