

SWEETWATER EDUCATION ASSOCIATION
Rep Council Minutes
October 22, 2013

I. Call to Order

-Door Prize: Jen Young

II. Approval of the Agenda (With Flexibility)

-Approved with flexibility

III. Approval of the September 17, 2013 Meeting Minutes

-Approved as written

IV. Introduction of New Reps, Visitors, and Guests

A. New/Returning Reps: Ross Maw, William House, Jose Medrano, Jennifer Fuller, Paul Armendariz (all Chula Vista High); Chandra Goodnough (ELH), Duke Raley (ELH), Jason Leichter (CV Adult, returning), Elizabeth Craighead (CVM), Rosario Medina (CP High), John Arguilez (SUHI returning)

B. Visitors and Guests: Angel Zepian (MOM)

V. New Business

A. Demand to Bargain on District Technology Letter - R. Rodriguez

1. Do not sign letters from District
2. Directives to sign from Principal should be in writing and sent to Roberto
3. Avoid writing "Refuse to Sign" but do not be insubordinate to directives in writing
4. Suggestion to sign and add "under duress" by Ben Fabian

B. Demand to Bargain on Common Core Implementation - R. Rodriguez

1. District receiving \$8.1 million to implement Common Core
2. Reps asked for input on professional development or any ideas regarding implementation of Common Core
3. On SEA Facebook page a question was raised about intellectual property rights to material shared on CANVAS

C. Work to the Rule: Definition and recommendations - H. Farias

1. 12 sites already working to the rule, organized by sites (not SEA), with varying levels of participation
2. 24 Confirmed Sites represented at Board Meeting on October 21, 2013, at least 400 people attended
3. Media coverage from Board meeting has drawn attention to our issues with the District
4. Buttons can be requested from Helen
5. Questions:
 - about definition of working to the rule from SEA Reps
 - communicating this to parents, and how long we work to the rule
 - whether or not paid positions should not be included in working to the rule
 - clarifying purpose of work to the rule
6. Suggestion for communication to parents: "Due to contractual differences with the District, I will no longer be providing x, y, z" via email
7. Ben Cassel moves that: "SEA recommends implementation of work-to-the-rule at all sites until Winter Break. 1. Recommend that members do contract work only: prepare, teach, communicate, and evaluate during duty hours only. FAC, stipend, 1.2 assignments. 2. Recommend resignation from other paid positions, including supervision, tutoring, credit recovery. 3. Strongly recommend resignation from unpaid positions including department chair, unpaid tutoring, club sponsorship, unpaid supervision including during lunch in our rooms."

- Clarification that recommends means sites can modify
- Concern about timelines and long duration
- Concern about the need for more organizing before making this move
- Jason Leichter makes friendly amendment to change “until winter break or until a fair contract settlement is reached”
- Motion Fails
 8. Need for communication to members on purpose of working to the rule
 9. Ola Hadi moves that SEA supports sites working to the rule until the District honors our contract. Friendly amendment: Include Article 18?
 - Concern that this should be led by the Organizing Committee
 - Questions about future steps if work to the rule does not work
 - Need to offer a suggestion and guidance to empower sites on the tipping point of working to the rule
 - Displays of unity may be more important than escalation; concern about sustainability
 - Original Motion (no amendment) passes with 2 abstentions

D. Site Concerns

1. Credit Recovery? Pro rate per diem; in contract
2. Part time teacher? See Article 26.3
3. Extra Service assignments? See Article 15.8
4. New teachers must pay for BTSA? Last year BTSA language was suspended, will be suspended for one more year. SDCOE does a two year program, UCSD does a one year program. Request for general notification to young unit members.
5. Public speakers from last Board Meeting turned away asking about public recourse and violation of Brown Act? Concerns about media coverage of teachers being “unruly” missing the point of teachers’ actions. Violations of Brown act could be directly reported to the District Attorney’s office. Contact Lorena Gonzalez with Brown Act violations. Lorena Gonzalez’s Field Representative can be reached at 619-338-8090.
6. Memo from District saying not allowed to wear buttons in class? Not true. Can wear button, but cannot talk about it.
7. Signing in and out is a professional courtesy
8. Class size caps? Request information and begin filing grievance
9. Principals can direct duty day.
10. Study of the lesson plan issue? Contact Roberto Rodriguez.

V. Old Business

- A. Benefits rate review and recommendations to Rep Council - C. Cooke-Salas & J. Love
 1. October 23, 2013 at 8 am SEA must turn in healthcare benefits selection
 2. Board recommendation is Kaiser 10/10 or 30/30; UHC A or D, PPO 2, SIMNSA and Alliance HMO
 3. If no decision is reached, decision will be made for us to revert to last year’s choices
 4. J. Love graph presentation in support of recommendation of Kaiser 30/30; 60 visits of a family per year and 16 different year long medications would be the break even point to make Kaiser 10/10 equal to Kaiser 30/30 plan’s costs; Kaiser 10/10 costs family \$1200 more per year

5. Typical usage is 4-5 visits per member per year
 6. If medications are purchased by mail, 100 day prescriptions will be less
 7. More than 51% of membership are families and would benefit from Kaiser 30/30
 8. Reps report that despite best efforts, SEA members want the Kaiser 10/10 despite possible cost savings
 9. Questions: out of pocket max \$1500/\$3000, desire to give feedback for members
 10. C. Cooke-Salas asked for vote, each member allowed for vote
 - Kaiser 10/10: 27 members
 - Kaiser 30/30: 21 members
 - UHC Package A: 20 members
 - UHC Package D: 17 members
 - PPO 2: majority of members
 - Alliance HMO offered: majority of members
 - SIMNSA option: majority of members
- B. State Council Election Results - R. Rodriguez
1. Gene Chavira elected to State Council
 2. Request that people not on roster have their ballot included in a separate envelope
- C. Brand's visit to Rep Council (tabled from previous meeting) - R. Rodriguez
1. Motion to table item to next month passes
- D. Other

VI. Reports

- A. President's Report - Roberto Rodriguez
-In Writing
- B. Executive Director - Lian Shoemake
-Not present
- C. Treasurer's Report - James Love
-In writing except for comprehensive summary of Benefits, available as separate handout
- D. Bargaining Team - Sandra Finkelberg
-Met today to strategize
-October 30th is next meeting with District
- E. Grievance Committee - Colleen Cooke-Salas
-Article 37.9 reviewed, grieve violations
Limited assignment permits affect at least 7 in district: SUHSD asking members to pay \$70 to qualify for district's misassignment of positions. Alert Colleen all instances.

Class size issues:

Coaching assignment grievance remains in process; administrative transfer and return to site grievances remain in process.

You get your prep period on your professional growth day. Especially the co-horts.

Suggest reading re: involuntary transfers and reviewing language on special education requirements—call to submit to Colleen Special Ed questions.

Directed work on preparation period requires payment, even if occurring during training days, sessions.

- F. Political Action Committee - Gretel Rodriguez
Signatures continue to be collected for both petitions, about 200 shy of mark for petitions. Deadline is mid-December.
(Roberto) Deadline is 31 October. Make sure they come in. Reminder to all unit members tomorrow regarding deadline.

- G. Organizing Committee - Helen Farias There is orgainzineg for power training second weekend November Fri-Sun. Call for interested parties. SEA will pay half of room. Nov 17 next meeting.
- H. Communications Committee- Helen Farias Call for interest/participation communications
- I. Women's Issues - Marylen Haines refers to printed material. Five teams of 2 equity and human rights conference. Reminder: November 20 is national ESP day .(Educational Specialists.)
- J. Membership Committee - Ola Hadi Accurate list for member job sites now exits.

Meetings and Trainings

- October 22 SEA Rep Council 4pm, @ SUHSD
- October 25-27 CTA State Council
- November 5 Election Day
- November 8-10 San Diego and Imperial Counties Fall Leadership Conference, Palm Springs
- November 12 SEA BOD Meeting 4pm @ SCTU
- November 15-17 CTA GLBT Issues Conference, Palm Springs
- November 18 SUHSD Board Meeting 6pm @ SUHSD Board Room
- November 19 SEA Rep Council 4pm, @ SCTU

Prizes:

- Paul Short
- Norma Ugarte
- Diane Ince
- Mercedes Hernandez