

# SWEETWATER EDUCATION ASSOCIATION

## Rep Council Minutes

July 30, 2013

### I. Call to Order & 4:00 Door Prize – Roberto Rodriguez (1 min)

-Door Prize: Jenni Freiermuth, Olympian HS

### II. Approval of the Agenda (With Flexibility) – Roberto Rodriguez (2 min)

-Approved with flexibility

### III. Introduction of New Reps, Visitors, and Guests – Roberto Rodriguez (2 min)

1. New/Returning Reps:
  - a. Mary Doyle, MHV
  - b. Marti Welch, MVH
  - c. Mercedes Hernandez, Mar Vista Academy
  - d. Kris Elam, SUH
  - e. Dalisay Quitlen, Mar Vista Academy
  - f. Erica , Montgomery Adult
  - g. Julie Walker, Rancho Del Rey
  - h. Tom Phillips, Palomar High
  - i. Christine Fax-Huckaby, Special Services
2. Visitors/Guests: Cesar Chavez (possible New Rep); Assemblymember Lorena Gonzalez and Alberto Velasquez on behalf of Lorena Gonzalez (spoke on term limits, financing, teacher evaluations, and took member questions on other topics)

### IV. Approval of the May 28, 2013 Rep Council Meeting Minutes – Roberto Rodriguez (3 min)

-Approved as amended (VI –A-1 misspelling: Brenna to Breanna)

### V. Organizing – Helen Farias (15 min)

1. SEA move towards “Organizing Model” discussed
2. SEA Reps asked to participate in one-on-one/small group discussion at Rep Council meetings, then conduct one-on-one/small group discussions, record feedback, and share at the next Rep council
3. August Discussion Question: “Aside from salary and benefits, what is your most pressing concern as a teacher?”
4. One-on-one/small group discussion modeled at Rep meeting
5. Tips given for how to engage staff in one-on-one/small group meetings at sites

### VI. New Business

#### A. Review of Board of Directors Planning Meeting – Roberto Rodriguez (5 min)

1. Introductions of Board Members
2. Discussion of Goals that came out of Board Planning Meeting
  - a. Movement from top-down organization to organizing model and increasing member involvement
  - b. Strengthening the role of Site Reps
  - c. Three areas of focus: Political Issues, Grievances with the creation of a Grievance Committee chaired by Colleen, Membership with a Membership Committee led by Dr. Walker to broaden the areas of Member Involvement and offer a Professional Development Committee

#### B. Discussion of SEA Support of the petition for term limits and for area seats. (10 min)

- a. Gene Chavira brought forth the motion that SEA endorse a petition a term limit of two terms for four years.
- b. Discussion:
  - i. District neglected MVM, would not have happened if members came from that area
  - ii. Would term limits be retroactive? No.
  - iii. Motion by James Love to separate the motion into four motions for sake of clarity.
  - iv. Question: Do both motions require 1,000 signatures? Yes.
  - v. Question: What would that motion be?
    1. One for term limits, one for area seats, another motion to allocate SEA resources
  - vi. Motion did not pass
  - vii. Motion restated: SEA endorse and support the two petitions Citizens for a Better Sweetwater for term limits and the petition Citizens for a Better Sweetwater for areas of representation and actively engage in collecting signatures.
  - viii. Question: Any other resources requested? No.
  - ix. Motion passes unanimously.

C. Discussion of SEA Support of the petition for area seats. (10 min)

1. Discussion written under previous agenda item

D. Bargaining Team Chair - Roberto Rodriguez (3 min.)

1. Roberto stepped down as Bargaining Chair to keep President and Chair position separate.
2. Request to approve SEA BoD nomination to approve Sandra Finkelberg as new bargaining chair. Passed unanimously.

E. Site Concerns

1. What is the number of contacts with students is 182? Yes.
2. What is the number of contacts? PE is 275.
3. Refund for Health/Science Credential and Special Ed/Autism? Being negotiated.
4. Rebate on Health? Colleen will address in Health Benefits Report
5. Teachers teaching 1/6ths not getting paid 1/6ths? Roberto will discuss with member individually.
6. Long-term sub responsibilities? Same duties for Faculty meetings and PLCs.
7. Safety concerns at several sites regarding classes being too large and maximum capacity. If you feel like it is a Safety concern, file a safety concern.
8. Discussion of fire code.
9. Parent concerns about schools being out of compliance with fire codes.
10. Classes of sizes that are 41 or 42. Union is aware.
11. Staff lounge relocation? Unclear, fill out safety concern report.
12. SUH: Co-teaching class question, what is the percentage of SPED to regular students? Concern that we are not meeting legal requirements for meeting SPED student needs. Lian will research this issue. Email SPED site person, SEA will put out information to Reps on this as well.
13. Science teacher in a trailer without sinks. Brought to FAC over 1 ½ years ago. SEA can do a Science “walk-throughs.” Discussion of the possibility of lab-facility sharing when teachers do not have lab facilities.
14. Elective teachers not sent to Common Core Training, but being asked what they are doing.
15. How many contacts with 1/6ths? 218 student contacts.
16. Step increases for years of service? No freeze of step or class.
17. COLA? Depends on bargaining.
18. MVH had a vote to change Advisory. Advisory moved to right before lunch to the confusion of teachers. MVH teachers upset. Roberto will follow up.

F. Other

- Gene Chavira brought up Alliant University’s meeting on Monday, August 5th at National City Planning Commission. Asked that SEA members attend and voice their opposition at 6 pm.

## VII. Old Business

A. Bargaining Update - Sandra Finkelberg (4 min)

- Sandra at AP by the Sea; Colleen introduced the Bargaining Team and discussed the proposal and next steps.
- Discussion of the make-up of the District Bargaining Team.

B. Meetings & Trainings- End of Agenda (2 min)

1. Many SEA members going to Summer Institute for Training
2. Site Reps asked what their preference is for Rep Trainings, two after school or one Saturday? Site Reps seemed to prefer Saturday. Possible date would be Sept. 7<sup>th</sup> from 9 am to 3 pm at SEA office. SEA will send out more information. Lian asked that Reps email items they want training on to [Roberto@seacta.info](mailto:Roberto@seacta.info)
3. Question: Can SEA offer training to Administrators? Good idea for problem prevention down the road.
4. Red Sheet given to Reps regarding schedule of Meetings & Trainings. Motion to calendar approved unanimously.

B. Site Rep Elections - Roberto Rodriguez (3 min)

1. Reminder one rep for every 15 members at your site
2. Reminder to hold elections for Reps
3. Please update Site Reps on sign-in sheets.
4. Question: Request for updated member lists. SEA is working on that.
5. Question: Transfers to other sites need to reapply? No, just need to update membership rosters.

C. State Council Election - Roberto Rodriguez (2 min)

1. Alice’s term on State Council ended.
2. Need to have a State Council Election. Roberto will send an update

E. Other

## VIII. Reports

### A. President – Roberto Rodriguez (2 min)

-Will be sent in writing

### B. Executive Director- Lian Shoemake (2 min)

-Discussion of Local Control Funding Formula. October is when data we need will be known. Funding for current year will not be known until the year is already under way. COLA will be rolled into Base-Funding. Bargaining is working under the assumption that schools will receive more money.

### B. Benefits' – Colleen Cooke-Salas & James Love (5 min)

1. Notice of Health Insurance Premium Rebate Letter- important if you are non-Kaiser. Rebate if you are non-Kaiser will be rolled into future premiums.
2. Remind Site Members to donate one sick day to Catastrophic Leave Fund, need at least 20 days to donate. Must have given days at least once in order to receive days. Described in Article 22.10, Forms are in Appendix H. Members can check Health Benefits Office to see if they have ever donated.
3. Question of Super-Composite? Benefits Committee examining a modified tier system for members. In tiered rates, families will be hurt. Super-composite will go away.
4. Question of how to get more input from members? Encourage members to contact Colleen or encourage members at your site to join the committee.

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

-Will be given in writing

### E. Grievances - Colleen Cooke- Salas (4 min)

1. Green report given by Colleen (“Active SEA Grievances-Article 17 July 2013 Report”)
2. Recurring problem
3. By the end of the day next Tuesday (end of the 10<sup>th</sup> duty day) total class caps need to be met (182, 275 for PE, check class size article for Bilingual 30, Science classes, ELD 25, PE at 60) Check Appendices L & M.
4. Keep track of 1/6ths
5. Keep an eye on postings and what was filled
6. Site Reps asked to ask for class counts by asking Principal and CC'ing Registrar
7. Question: Are there any grievances at CPM? No, Roberto will help them hold an election for a Site Rep.
8. Question: Administrative transfers at CPM? Roberto is keeping an eye on it.
9. Site Reps should file a grievance at the preliminary level if classes are over cap.
10. Appendix A has forms for filing Grievances.
11. Grievance Committee looking for more members as well.

### F. Membership - Luisa Walker (3 min.)

1. Mary Doyle is also a Committee Chair.
2. Membership committee wants to be a more personable connection to SEA and plan mixers and other social activities.

### F. Communications Chair – Helen Farias (2 min)

1. 1200 people are signed up for mailing list, of which 600 are reading the communications. Encourage site members to sign up and read SEA communications.
2. Request for someone who can help write member highlights and cartoonist
3. Facebook Group is a closed group. CPM Principal chastised a member about what was posted on this closed group. Reminder to be aware that postings may be seen by administrators. Roberto will contact that Principal to stop harassing that member for Union activity.

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

1. Report given in Writing
2. Marylen attended Ethnic Minority Training
3. Casino night may be coming

## Meetings & Trainings

August 4-8	Summer Institute @ UCLA
August 13	SEA BOD Meeting 4pm @ SCTU
August 19	SUHSD Board Meeting 6pm @ SUHSD
August 20	Rep Council 4pm @ SCTU
TBD	Rep Training @ SCTU
September 4	SCTU BOD Meeting 4pm @ SCTU
September 10	SEA BOD Meeting 4pm @ SCTU
September 16	SUHSD Board Meeting 6pm @ SUHSD
September 24	SEA Rep Council 4pm @ SUHSD
September 19	Presidents Plus One Time TBD @ SDRRC
October 1	Service Center Steering Committee 5pm @ SDRRC

### Door Prizes & Adjournment:

-Door Prize: Kris Elam, Mike Crawford, Juan Gonzalez, Julie Walker, Paul Short, Jolene Stell, James Sosa, Nicoletta Bogart