

**SWEETWATER EDUCATION ASSOCIATION**  
**Minutes of the Board of Directors**  
**March 16, 2019**

[Approved May 18, 2019]

**Present:** Eugene Chavira, Julie Walker, Cesar Fernandez, James Love, Jasper Daleo, Erica Dibello-Hitta, Tere Harris, Robert Farrell.

**Not Present:** *All present.*

- I. **Call to Order. 12:13PM.**
- II. **Approval of Agenda.** [Moved; seconded; passed.]
- III. **Approval of February 12, 2019, minutes.** [Moved; seconded; passed.]
- IV. **New Business.**

**A. Messaging to Members.** (Walker.) Emails by the president misrepresent to members the positions of the Board of Directors. Most recently, two emails from president to Association members misrepresented that consensus existed among the Board of Directors in support of District administrator(s). Board members enumerated other examples of the president publishing misleading information to unit members, including unfounded assertions of Board consensus conducive to the president's personal agenda. President's messaging often does not reflect consensus of board.

President has bypassed Board of Directors and Executive Officers regarding notification and messaging to media and to members, thus acting contrary to CTA training on communications.

Consensus from the Board of Directors that more input and notification, especially from the Executive Board, shall be required in the future. President agrees to inform and seek discussion and input regarding messaging content, intent, and strategies before messaging in the future.

One Director states *"I'd say I'm out of the loop –but there doesn't seem to even be a loop."* Other criticism of the president's messaging includes *"'You're in Karen Janney's pocket' is the message. It isn't playing well with membership. It isn't playing well with the Board."*

*"The president should be doing deliberate, general membership information because site reps aren't communicating with their members. We have elected executive officers that are supposed to be reviewing and critiquing messaging with respect to agreed policy."*

Fernandez: *"If we don't responsibly control the narrative of Association messaging, then membership has the right to interpret and determine message at will."*

Love: *“For many of his public assertions, the president can produce zero evidence for what he represents as unit member attitude and opinion.”*

**B. Committee Reports and Lack Thereof.** (Walker). Discussion of membership committee, scholarship committee, grievance and joint governance. Communications committee being built now.

**C. Board of Director Meeting Dates.** Board agrees to reschedule April 2019 BoD meeting to April 13, 10:00AM and reschedule May 2019 BoD meeting to May 18, 12:00PM.

## **V. Old Business**

**A. Hilltop Middle --Election of site reps.** (Walker.) Review of communications with Hilltop Middle teachers and their concerns over elections processes, representative responsibilities, and performance. Survey of email records regarding announcement of open seats, process of nomination, degree of compliance with announced election process. Directors generally uncomfortable with the record, but severe intervention seems so far unwarranted. Vice-president to work with president on constructing response to site regarding concerns. Concern that Association needs more explicit processes regarding election structures, records and establishing expectation of accountability.

Discussion of necessary features of new standing rules on elections results in consensus: (1) more latitude regarding when elections happen to likely permit May-August window; (2) expect further discussion regarding structure for determining July representative roster; (3) consideration of preservice days for elections --probably not a reliable structure, but let's consider it; (4) critical that site representative serving at FAC be elected; (5) necessary that unit members have right and opportunity to “Vote NO” regarding any candidate for site representative –regardless whether number of candidates fails to exceed number of permitted representatives; (6) necessary that Association maintain accurate record of site representative elections, elections processes, terms; (7) SEA elections committee and/or Board and/or representative council will need to ratify elections of site representative subject to compliance with new rules –just as CTA does for State Council and other elections, (8) once adequate processes/standing rules are adopted, compliance is only achieved if all site representatives stand again for election to their seats.

**B. Elections.** (Walker.) Timeline, et cetera. Dibello-Hitta suggests declaration materials should contain descriptions of position/office responsibilities. NEA-RA local elections: specific to NEA-RA, under Elections Manual it is adequate process to bring names to rep. council for affirmation vote when number of candidates is fewer than number of positions.

- C. **By-Laws and Standing Rules.** (Walker.) Agreement to contact David Hunt regarding his expressed interest in leading committee.

**VI. Reports.**

- A. **Bargaining.** (Walker.) Dibello-Hitta: Does not necessarily see connection between the listening tour and what we're bargaining.
- B. **Grievance.** (Walker.) Report presented in writing.
- C. **Other committees.** Discussed in process.
- D. **Vice-president.** Ethnic minority early identification and development program. (EMEID).  
March to April 25 application period.
- E. **Labor Council.** (Harris.) Review of tentative plan for May Day activities. Discussion of expected support from member organizations: support in kind, cash, commitment for attendance.

**Motion: Bring to the Representative Council that SEA fund the San Diego-Imperial Valley Labor Council May Day event with sum of \$500.** [Motion: Harris; second: R. Farrell; AYE: 7, NAY 1 ; motion passes.]

**VII. Adjournment. 1:47PM.** [Motioned, seconded, passes.]