

CNTA REPRESENTATIVE COUNCIL MEETING MINUTES

January 25, 2011

CNTA 2nd Floor Training Center, 1189 Mountain Avenue

Minutes taken and prepared by Beverley Rouse, CNTA Executive Secretary

[Minutes are not official until approved at the next Rep Council.]

I. **CALL TO ORDER**—President Bill Fisher called the meeting to order at 4:00 P.M.

II. **APPROVAL OF MINUTES AND AGENDA**

A. **Ann Freeman moved to approve the agenda. Dan Tucker seconded. The motion passed.**

The president reminded reps that if they wish to add something to the agenda, they should ask a director to check with the president about adding it. A member can also ask the entire body to add an item to the agenda at the time the agenda is being approved.

B. **Ann Freeman moved to approve the minutes from November 16, 2010. Dan Tucker seconded. The motion passed.**

III. **REPORTS**

A. **President's Report**

1. Bill Fisher went to a governor's budget meeting. He learned that the governor hopes to get voters to approve extending the current taxes, which would otherwise expire this year. Cuts to K-12 education will amount to \$19 per child, or \$1 million, if the tax extension passes. If the tax extension doesn't pass, the cuts will be about \$349 per student, or \$18 million. The "jobs for education" money that the district received, about \$9 million, will be held until the end of the year and so that it can be used if it is needed to keep the district solvent if the tax extension doesn't pass. If the tax extension doesn't pass, members probably won't see that money. Our contract says that the money comes to members if the district isn't in a financial crisis that requires keeping the money to maintain district solvency. We have a budget review committee, which will watch to make sure the district won't overspend in order to have a crisis situation that will justify a claim to that \$9 million when it could have been avoided. A CTA budget program, along with our local experts, will analyze the district budget to see if it is spending appropriately in relation to past expenditures, trends, and current finances. This will help determine if the district is caring for the finances appropriately.

2. The district is now in Program Improvement, with more schools each year falling into Program Improvement. Different rules apply for schools and districts in PI.

B. **Vice President**—Anne Freeman has been working on building communication with the district, particularly Human Resources. She introduced Keith Barmann, the Grievance Committee Chair, who will be handling members' concerns. Members are asked to contact their directors first, and then contact Keith about contract violations. She has been researching the Ed Code in relation to our contract and bullying of teachers.

C. **State Council Reps**—Bill Fisher is on the CTA State Council Teacher Evaluation Committee. CTA will be working to make certain that test scores aren't the only way districts use to evaluate teachers. Rick Radcliffe is on the Reforming High Schools Committee. Kelly Fisher is on the Curriculum Committee.

IV. **OLD BUSINESS**

A. None.

V. **NEW BUSINESS**

A. **Teacher Evaluation Listening Campaign Plan**

1. A sub-committee of the CNTA board, composed of Paaru Kwiatkowski, Diane Lacayo, and Jerry Goar, planned and developed questions and a timeline for the listening sessions. Last year's listening sessions got a lot of people involved and resulted in a negotiated agreement that saved over 300 jobs. CNTA is hoping that this year's listening sessions will be just as useful. CNTA would like to know what teachers think a good evaluation process would be.
2. Joe Krause, CTA Support Staff, described some issues related to teacher evaluations. Because money from grants (about 20% of the budget) is not part of the base revenue money, it is considered temporary and teachers hired under that temporary money may be temporary and never become tenured. Some districts have been laying off teachers and rehiring them as temporaries, who don't have due process rights and can be let go with a minimum of reasons. Because CNUSD is now a PI (Program Improvement) district, it is under pressure and can compel CNTA to go back to the bargaining table. Around the country there is a push to make pay related to test scores and evaluations. Teachers need to make certain they are heard so that CNTA has that information when it bargains with the district. At the next Rep Council, reps will be trained to be good listeners. A rep expressed the need for an on-line opportunity to give their opinions. Principals will be asked by the district to allow some staff meeting time for the listening sessions. The district has told our CNTA president that the evaluation process should help teachers so they can be more effective in working with students. Teachers should be given a fair opportunity to improve, evidenced through a reasonable amount of district and site administration support, peer support, CNTA support, and a fair and pure due process. A member asked how the new contract, which allows evaluation every five years, will be impacted by this. The answer is that as long as the teacher is doing well, that part of the contract will remain in force, with evaluations every five years, but if a teacher is not doing well and needs help to be more effective, the teacher can be evaluated more often.

B. Memorandum of Understanding (MOU) Tentative Agreement (TA) on Site Contract Waiver Clarification

A site contract waiver allows a group of teachers at a site to choose to do something that violates the contract. They have to follow a timeline and vote overwhelmingly for it. The new MOU will clarify language (about who is affected by the changes and therefore can vote) and allow newly-identified PI sites to skip the timeline and begin the waiver proposal immediately if they wish. It allows a current plan to be continued with a 75% positive vote without additional paperwork.

Christi Johnson moved to approve the MOU as written and not send it on to the membership. Arlen Elvik seconded. The motion passed.

C. CBA (Collective Bargaining Agreement) Proofreading update

The contract is almost completely proofread and will soon be published.

D. CNUSD Program Improvement LEAP Plan

Program Improvement status doesn't mean the district can impose things on the teachers without bargaining. CNTA is looking for teachers who are passionate about English Language Learning so that the president can choose the best people to appoint to represent CNTA on the committee.

E. 2011 NEA (National Education Association) RA (Representative Assembly) Election

Those who want to go to the national RA can run to be state delegates or CNTA delegates. If CNTA can get more members elected to be state delegates, we can send more members without adding any costs to CNTA, so the president encouraged members to run as state delegates. Then CNTA will have a campaign to get our members elected as state delegates. Delegates go to meetings and caucuses dealing with NEA rules and national laws. It's a chance to see democracy in action and have an impact on NEA. **Anne Freeman moved to call the local NEA-RA Elections. Cheryl Wester seconded. The motion passed.** The board will set the timeline and decide how many people to send with CNTA money.

F. Grievance Committee Report

Anne Freeman reminded members to first contact their directors if they have issues or problems.

Then contract violations go to the Grievance Committee. Two grievances have been referred to our CTA attorney. Grievance committee members are being trained regularly.

G. Virtual High School Process

The district is investigating beginning a virtual high school based initially at JFK, with a possible stand-alone campus later. They are planning to begin using a “canned curriculum,” which can be modified in the future. CNTA board member Rick Radcliffe is on the committee working on the virtual high school, hoping to make it good enough to attract students from other high schools.

H. Support Services Rep Election Update

Some schools have run-off election materials in their packets. The support services members will decide how to elect their own reps, since they aren’t located at sites where they would have site reps. The Election Committee will work with JoAnn Ritchie, Support Services director, to implement this.

I. YRS and Traditional Calendar Committees

The district can set the student calendar, but CNTA can negotiate things that impact teachers. The committee members identify how the proposed calendar impacts teachers. Then they tell the executive board, which directs the bargaining team to bargain the impacts. The president proposed planning calendars several years in advance. Teachers are anxious to know the calendar dates as soon as possible. **John Davis moved to move the agenda. Rick Radcliffe seconded. The motion passed.**

J. Site Rep Trainings

Training for reps about transfers and reassignments is scheduled for **February 22 at 4:00.**

K. Other New Business—None.

VI. ADJOURNMENT—Anne Freeman moved to adjourn. Vince Flores seconded. The motion passed. The meeting adjourned at 5:40 P.M.

VII. BREAKOUT WITH DIRECTORS

Reps met for breakouts with the Elementary K-3, Elementary 4-6, Intermediate, High School, and Support Services directors.

Next Regularly Scheduled Rep Council: February 15, 2011