



# Rep Council Minutes

December 4, 2018

**Time:** 4:00pm - 6:00pm

**Location:** CTA Bldg (2490 Guerneville Rd)

**Facilitator:** Will Lyon

**Minute Taker:** Margie BradyLong

## **Board Members Present**

Kris Aekerman  
Kris Bertsch  
Rosalinda Brady  
Margie BradyLong  
Susan Fries

Kathryn Howell  
Tawni Johnson  
Ola King-Claye  
Tara Lyon

Will Lyon  
Kathy Shanklin  
~~Trish Terrell~~  
~~Rebecca Toek~~

## **Visitors**

## Call to Order @ 4:13 pm

35 minutes of breakout sessions

**Approval of Minutes for 11/6/2018** unable to approve because we were unable to distribute due to lack of internet availability

## Consent Items

**none**

## Discussion / Action Items started at 4:50

### **Contact, Grievance, and Concern Forms** 4:51-5:00

Discussion: Micah Carlin-Goldberg shared these forms on our website. We do not want to lose anything. Please use these so we have a permanent record. Under Concerns and Grievances tab there is a drop down. If you know which you need, use it, if you aren't sure, use the concern form. When you fill out the form, the program completes a digital form that looks like the old paper form, and it emails the form to the appropriate person, as well as back to you. There is an updated Grievance Procedure tab: step one is to discuss problem with your principal. There isn't a paper trail- but follow up with an email confirming the conversation, to create a paper trail. The concern form is quick and easy, and very effective. Please encourage members to utilize this. Asking questions is a good habit to build.

The district can read district email. Please only use personal email for union and private business.

### **Omar Medina**

Discussion: Omar Medina is our newest board member. He won by 318 votes. SRTA and CTA support got him over the line. SoCo Latino Democratic Club is changing their Christmas Party into a celebration party. Friday Dec 14 at Remi's at 5:30. SRTA is pitching in to celebrate our victory.

**Full Time President Referendum Vote** 5:00- 5:30

Discussion: Kris Bertch presented. It is coming time to decide if we are moving forward with a full time president. We want this resolved before the election process beings for our next term of President. The Exec Bd backs this referendum. We are a K-12, nearly 1000 member Union, and we deserve a FT President. Concerning money, this next year fees would go up \$1.75 a month, and then the following year another increase of \$2.75. All told, it is \$9 per month per member for a FT President to meet the needs of all our teachers, and be available to work with our district office to improve our working conditions. A vote for full time president shows the district our unity. The question is being asked about a full time negotiator. That is really a separate question. We need to support a healthy home/life balance for our president, so they are at their best to take care of us, without a nervous breakdown, and with a healthy home life. We need to support the position that will attract and retain the best we can, the way we want the district to take care of us. President is term limited to being elected to two consecutive terms- it is the only job we term out. They can return after a break in service.

A question was raised about the stipend for the President's' job. There are other Presidents who have no stipend but they have a larger expense account. The President is unable to have another job, or collect monies for various committees, as others do. The union reimburses the district for 100% of the president's salary. Our budget was based on a top of the scale president. Any extra funds collected are used for other items on our budget, such as renting the office.

This referendum moves forward to our membership if Rep Council approves it.

**Motion to approve referendum, to be brought to full membership for a vote as written.**

Motion by:	Kris Bertsch	Second by:	Nightsnow Vogt	Vote:	Nearly Unanimous- 1 abstention
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**SRTA Caucus Pilot Program** 5:30 - 5:35

Discussion: Exec Board agreed to pilot a caucus system, where a group of people who have a common interest can name themselves, appoint a chair, and a mission statement that is in line with SRTA's Vision and Goals, then it can be sanctioned by Exec Board. This is meant to give teachers another avenue to be active in the union. CTA has several caucuses: Women's Rights, BATS, Disability, Human Rights... These are meant to be inclusive. Start caucussing!

**Substitute shortage and trainings during the contract day** 5:35 - 5:47

Discussion: Mandatory or Optional Trainings? They have a hard time providing a clear answer to this question- it is a principal's' choice. Email your question to the principal. Follow up with an email to the principal making a paper trail of the decision. The district is doing trainings for worthwhile reasons. If they mandate you go, you need to go. They are allowed to direct your day. The sub problem is an issue. What they are asking us to do is to go to school- and wait until the sub actually shows before you head off to the training. This has not been clearly stated to all teachers. You can leave at the end of your day. You can turn in your transportation costs from the site to the training. Starting later is reasonable- you shouldn't be dinged for showing up late. Everyone should do this. We need to help them slow down and think about this.

You cannot be disciplined for not getting training that you are pulled from attending. Send an email documenting this to your principal stating what you missed out on and why, so if anything arises you are covered for missing training.

You have the right to take 10 personal days off a year for any reason.

## Standing Reports

**Negotiations** 5:47 - 6:15

Discussion: Negotiating tomorrow. SRTA presented our proposals, and they are posted on WeAreSRTA website. SRCS presented an evaluation proposal which changes the alternative evaluation that is in our contract to mostly the same language as the pilot we did (with focus on fewer standards), and changing evaluations for non-teachers to reflect their pertinent professional standards. They are proposing the five-year plan being made easier to get on, and repeatable. We are expecting their Article 6 proposals tomorrow. There will be a communication to let members know what they are proposing. CA average wage including benefits is \$83,000. We are at \$73,000. Come to the Forum Dec 11 to hear as much information as they can legally share. Please talk to people, distribute and hang flyers.

The calendar survey is out- please take it on line, and encourage others to take it. They will talk calendar tomorrow, and do not expect to resolve it. It will need to be ratified by our membership. Other districts are waiting on us to build calendars.

**Motion** to delay a calendar vote on a school calendar until we have a tentative agreement on salary and contract is ratified by the membership.

Motion by: Kris Bertsch      Second by: Howard Frazee      Vote: Failed

Discussion: Our calendar is the one pushing point we have to get them to the table. After we know number of PD days, it makes sense to make the calendar. We did this in 2011 and they imposed a calendar on us which caused lots of problems. They could pit parents against us. Intent to not take forward calendar unless the PD days are locked in. Our contract expires June 2020.

Meeting extended 10 minutes.

**Organizing** 6:15 - 6:18

Discussion: Sign folks up for Feb and March board meetings- we need rising action planned for the worst as we hope for the best. We need to not exhaust ourselves- we need different people at each meeting. A specific reason for going would help. Please sign up now so we are using our time to be prepared. More info is coming.

**High School Level Report**

Discussion: skipped

**Middle School Level Report**

Discussion: skipped

**Elementary Level Report**

Discussion: skipped

**Ethnic Studies Report**

Discussion: skipped

**Treasurer Report** 6:18-6:19

Discussion: Our choice to go with the \$188,000 income budget is right in line with the letter CTA sent us about the income they will be sending us.

**Communications Report** 6:19-6:20

Discussion: Team honored for 3 of 6 awards from CTA! Kudo's Micah and all.

Meeting Adjourned @ 6:20pm