

EB / RC Meeting Minutes

Date: Aug. 13, 2013

Location: 1412 Main Street

Delano, CA 93215

- 1) Call to Order: 3:54 PM
- 2) Minutes for 6/4/2013 meeting approved with modifications (Tom Clowers/Alex Day)
- 3) Agenda approved
- 4) Officer Reports:

President: Mark Kotch reported on the NEA-RA on June 28-July 7, 2013.

There will be Site Rep training planned after the elections.

Will demand to bargain for compensation for loss of prep time because of Common Core trainings.

The DUESTA EB signed off class size and evaluation MOUs – will need to be voted on by membership.

On 8/19/13, there will be a special Joint Committee meeting for retooling evaluations.

1st VP: Darrell Winger reported that there were grievance being written up about transfers from last spring.

On 9/10, all teachers should look for a supplemental pay warrant for \$550 (pre-tax) in response to the earlier grievance for over-enrollments and extra work creating curriculum.

Expect meetings with Mr. Bans and principals on every school site. Remind teachers to call for a rep, be respectful, do what they tell you to do, and we will grieve it later if need be.

2nd VP: Brad Cole said to please keep DUESTA informed of any members not getting e-mails.

New CTA cards are in, but all the movement/transfers have created a difficulty. He will be sorting this out and getting the new cards to the site reps to hand out on their campuses.

Treasurer: Lupe Salaz reported that we can't overspend on non-chargeables (the budget is set at 10% - which includes a 7% cushion), so flowers, etc. can only be sent to union members.

We are audited yearly, and last year's audit report was clean.

Budget Proposal for 9/13-8/14 approved.

Dues are set at \$17 per month.

Secretary: Sent flowers to Carrie Bradley from CAMS and Veta Rorhbach at Fremont.

Purchased a digital recorder for EB and EB/RC meetings.

Bargaining: (reported by Mark Kotch)

- Next meeting will be on August 19.
- PAR Panel change–Emily Basconcillo will take Sheila Davis's spot on Eval. Article Team.
- Continuing to push for 3% salary increase across the board, however, no more money has been offered by DO
- Over enrollment issues: \$550 per person (everyone in district)
- The next bargaining meetings will be held Aug. 19, 2013

5) Questions/Concerns:

- Kathy Layman asked for clarification on the class size MOU. For K-5, it will be \$21 per student per day. For 6-8, it will continue at \$7 per student per period.
- Diego Diaz asked why PE classes were still allowed to have an unlimited number of students.
- Beginning on 8/12, start counting any overages and keep track of them. Be sure to submit paperwork for overages every month.
- Questions were asked as to why some schools have larger supply budgets per teacher than others. Lupe Salaz commented that it is up to each school site to set the budget for supplies.
- Bob Williams said he had already been involved in 3 meetings on his campus. He said to be sure that members know to respond to e-mails professionally, and NOT during instructional time. Mr. Kotch added that only the DUESTA EB members could use the e-mail at anytime.

5) Site Reports:

Albany Park: No report.

Almond Tree: Rep not present.

Cecil Ave.: Emily Hester said an e-mail was sent out saying cleaning supplies were not allowed in classrooms, and that someone from the district had gone through some teachers' cabinets looking for them.

Del Vista: No report.

Fremont: Bob Williams reported that they have to walk students to the gates. Mr. Williams asked if a Conference Summary Sheet (CSS) is supposed to go into a teacher's file, and does the teacher have to sign it? Teachers at Fremont are being forced to sign to acknowledge they understood what was discussed. Mr. Kotch said he'd ask for clarification, but he thought the CTA said that a CSS should not go in teacher's file, that a CSS is supposed to be a "note" on an informal meeting. If the meeting is formal, then the teacher's signature is required, and it will go in their file. Mr. Williams and Joanne Turnipseed said the teachers have been asked to walk the students to the gates.

Harvest: No report.

La Vina: Alex Day said all was quiet. The new VP was working well and dealing with student issues.

Morningside: Laurie Distefano encouraged teachers to be involved with the School Site Councils to see where the school's money is going. Kathy Layman reported that all students were being walked to a central area and then excused.

Nueva Vista: There is no rep for this site.

Pioneer: The non-elected reps, Melissa Reyna and Diego Diaz, reported that the walk from the classrooms to the cafeteria is long. The time it takes to walk the students to the cafeteria is cutting into their 30 minute duty free lunch, and it is cutting into instructional minutes too. After the 3rd week of school, teachers and classrooms are still missing materials. Digeo Diaz asked why he wasn't allowed to be the PE Dept. Chair at Pioneer. He is being told that he must go to ATMS for department meetings.

All teachers are also being told that it is mandatory that they pick a project student. Any teachers not participating in the Back-to-School night must submit a letter for approval to the administration, which will then be sent home to parents. Mr. Winger said to comply, then he'd start the grievance process.

Princeton: Emily Basconcillo reported that the new principal is setting things up for the year and appears to be more organized. Some teachers are not thrilled with the changes. Mrs. Basconcillo also reported that the new VP, Joshua Herrera, is doing OK, that Safety Week is going well, and that the Common Core planning and implementation is hectic, but they are laying groundwork for the future.

Stan Edwards reported that HR is forcing people to get medical release forms for surgical procedures done over the summer break. Mr. Edwards said to tell teachers not to share what they are doing on their personal necessity leave, or it may be used against them. Mr. Winger will be filing a grievance about this situation.

Terrace: Sue Riley reported that the staff was told they couldn't be on campus before 7:30 or after 4:00. Why can't staff stay if the POWER program is running and classified staff can stay? Mr. Kotch said he'd ask for clarification and look into the matter.

The Principal told the teachers to choose a grade level meeting day, and that there would be a staff meeting on Wednesdays. The teachers were told this staff meeting is voluntary. Teachers are feeling bullied by the principal, and the Site Resource teacher was making inappropriate comments.

The principal was telling teachers which ELD levels they were to teach. Teachers were upset by this because they had set this up amongst themselves previously. However, it is the administrators' prerogative to assign students to classrooms.

At Large: Tom Clowers had nothing to report.

Minority at Large: No representative

6) Questions/Comments: None

7) Old Business:

- The fenced and graveled parking lot behind the DUESTA office is in process.
- A laptop for the Bargaining Team was approved.
- A second computer station for the DUESTA office was approved.

8) New Business:

- There will be Special Joint Committee meeting on 8/19 at 2:45 PM, probably at the DO.
- General Meeting will be held 9/3 at La Vina.

Next meeting will be held **September 10**, after contract hours at the **DUESTA office**.

8) Adjourn: 5:24 PM

Motioned: Tom Clowers

Seconded: Alex Day