



CNTA EXECUTIVE BOARD MEETING MINUTES
April 9, 2019, 9:00am

I. **CNTA MEETING CALLED TO ORDER at 9:00am**

Attendance:

Chris Rodriguez (President, Secondary Director)

Meg E'amato (Vice President)

Kristin Courter (Treasurer)

Vivian Ringen (Secretary)

Jerry Goar (Intermediate Director)

Jennifer Devries (Elementary 4-6 Director)

Angela Thomas (Special Ed & Support Services Director)

Marjorie Evans (CTA State Council)

Kristi Johnson (CTA State Council)

Loretta Arenas (CTA State Council)

Martha Santos (CTA State Council)

Ann Adler (Interim CTA Executive Director)

Joe Bartell (CTA District M Director)

Gail Billick (CTA District G Director)

Tonya Spencer (Negotiations Chair)

Absent:

Michelle Gardner (Elementary TK-3 Director, CTA State Council)

II. Approval of Minutes March 5th

Kristin moved to accept the agenda with additions. Meg seconded. Motion carried.

III. **REPORTS**

President

See printed report.



Vice President

See printed report.

Treasurer

See printed report.

Directors

Chris Rodriguez (Secondary Director)

Hearing a lot about graduation. Inequity of going to Citizen's Bank Arena due to time commitment for the teachers. District decided which schools have to go to Citizen's Bank. This causes teachers to have other duties other than attending graduation. Larger schools were chosen. Only teachers of seniors have to attend at some schools.

Jerry Goar (Intermediate Director)

No report.

Jennifer Devries (Elementary 4-6 Director)

Working on standards based report card. Asked to speak at rep council about the insurance survey.

Angela Thomas (Special Ed & Support Services Director)

At SPED Task Force the team discussed Benchmark Advanced meeting for universal access. This will be piloted for special ed., also Writing defensible IEPs was discussed. There were concerns about inclusion being pushed at a particular school. The district has not implemented a plan for that at this time. Question about the timeline for Student Success program. Half time SLPs are getting overloaded, only getting half salary/benefits, are having almost as many students as a fulltime. E-Board member mentioned that this might have been a board policy, and not in the contract.



State Council

Had elections: Toby Boyd (president), David Goldberg (vice president), Leslie Litman (secretary/treasurer). Survey coming out about the NEA endorsement for president, what direction, process, timeline. Marjorie talked about the bills that her committee opposed. Reminders to clean up your social media. Use the link. CTA dues are going up \$20. No CTA calendars. Make a push to send our teachers to the New Educator Conference. Student Support Services also took positions on bills. One issue is SLPs that take a day off get dinged for a sick day and still have to make up the days of service with students.

IV. NEW BUSINESS

A. Committee Updates

See reports.

B. Donations

Kiwanis has asked us to sponsor an ad for \$200 on their Bingo mat. They provide grants and scholarships for our teachers and students. Meg moved to use \$200 for the ad. Martha seconded. Motion carried.

C. Negotiations Update

Tonya Spencer (chair): team has met four times with the constituency chairs to discuss information from listening sessions. The survey and results have been dissected and planned. Article 9 miscellaneous provisions, workload language, and salary and benefits are our openers. Everything from the survey will be addressed in the negotiations meetings. How were the surveys verified? People could go on many times with made up numbers. The committee utilized the employee numbers to eliminate the fraud. Google doc had to be used, because VoteNow told us that they could not create the survey at the last minute. Questions will be tweaked next



year, whichever vendor can do this survey effectively will be chosen. Angela thanked the board for emails reminding members to fill out the survey. However, she had concerns with members being asked about their representation on the board as it did not pertain to negotiations. In addition Angela shared concerns about the questions that were asked and felt the framing of the question wasn't accurate. Angela also stated that she was concerned that the survey had been not given to the E-Board before it was sent out. The negotiations chair stated that the team wasn't approved by E-Board until very late in the year. She also stated that they were in a time crunch to get the survey out to members in timely manner, and also stated that past practice was to run it through the committee. The negotiations chair stated that Rep Council requested that the special education question was added to the survey. Martha stated that many teachers did not fill out the survey, because members had to give their employee number and feeling it wasn't anonymous. The negotiations chair stated that it was anonymous and that employee numbers were not put with members names when the team verified the entries.

D. Conference Requests

Kristin moved to deny the conference request. Jerry seconded. Motion carried. 1 abstention.

E. Surveys (Insurance & Principal's)

Insurance survey coming April 17-26 to gather information to tell the district.

Principal's survey: few people answering the survey. Do we really want to do one with all the other surveys we have asked our members to fill out so many? Is it worth the time and money? Member participation has been extremely low. Chris said we can do it or revisit it next year when we have fewer surveys and more interest based problem solving taking hold. Jerry feels it is important to gather the concerns and give it to the school board members if needed. Our members expect



us to listen. Chris will find out if CNUSD will pay for it. She will also bring last year's info on April 16 at a special E Board meeting before Rep Council.

F. Who Awards

Kristin moved to accept the cost of the WHO awards at \$525. Jennifer seconded. Motion carried.

G. CNTA Proposed Budget 2019-20

See pink sheet for the budget for next year. Make notes, questions.

H. Bylaws

Gayle Billick has stated that CNTA is in intervention due to our being out of compliance with CTA with our bylaws. Our last approved bylaws were approved in 2017. Went through the new template version that Gayle brought with her that would put us in compliance with CTA. Discussion about whether State Council members are on the E Board. It would need to be in our bylaws that it have "State Council/E Board member" for our State Council members to remain on the E Board. This rule may change when the Board of Directors meet next Monday. Our State Council members are voted at large. State Council should make reports at Rep Council giving information about legislation, elections, and current state affairs. In a normal bylaw revision, the bylaw committee is to be nominated by president, approved by E Board, no committee member from the E Board. After the committee has created the new bylaws, it comes to E Board for review, then it goes to CTA for approval. The bylaws are sent to the members. Then the bylaw committee presents the bylaws to Rep Council, after 30 days, there is a paper ballot vote by the Rep Council. New information about quorum; a quorum is a majority of reps that signed in to Rep Council for that meeting. Generally Special Ed teachers that are assigned to specific classroom, are represented by the director from their grade level; itinerant SpEd teachers are represented by the Support Services Director. Gayle could come back to present April 22 to a special rep council, if we send the bylaws to reps when E Board has approved them.

Discussion about the Public Relations Director to gather information to publish information to the membership. Committee chairs can be invited by the president to attend E-Board. Each category should have an equal representation. Every year the numbers of teachers, etc. would have to be looked at before the annual election. Each site rep should bring the current numbers of teachers per grade level. The standing rules will change the representation of each of the directorships; people elected will finish out their term even if the standing rules change. Since our latest approved bylaws from 2017, only the executive officers



having voting privileges. Once the bylaws are moved and approved by our executive officers, then they become our working bylaws to be approved by the rep council next month. All other representation stuff will be handled in standing rules by the E Board. Meg moved to approve the bylaws with the addition of the at-large position for ethnic minority. Kristin seconded. Motion carried. These bylaws will be sent out to the reps for final approval. The fall election will cover the secretary and at-large position.

I. Elections

Martha asked about the Ethnic Minority position that is no longer listed on the bylaws and has always been elected to give us the 3-1-G compliance. We have never had more than 2 Ethnic Minority seats on the E Board to fulfill the compliance with the district's demographic. Meg asked Martha to explain the history of the ethnic minority position. Martha answer included that sometimes people felt they were treated differently, ethnic minority teachers feel more comfortable being supported by someone like them. Elected officer at large position can be created to balance representation with qualifications in the standing rules.

J. PBIS Survey

Will the results of the survey be published/presented? Yes, at rep council.

V. **OLD BUSINESS**

A. Social Committee Update

Lorene's retirement party is running at budget.

Day of the Teacher/Retirement party. We are a little over budget. Kristi moved to use \$500 more for that party for gift cards and cover the cost of the retired teacher certificates. Loretta seconded. Friendly amendment: Jennifer moved to increase the



budget for the Day of the Teacher/Retirement Party to \$4700 to include \$500 in gift cards and 4 CTA-Retired certificates. Loretta seconded. Motion carried.

VI. **ADJOURNMENT**

Jerry moved to adjourn. Loretta seconded. Motion carried. Meeting ended at 1:37 P.M.

Please review the CNTA Proposed Budget and bring any suggestions for changes/adjustments for approval at our May 7th E Board meeting at 9am.