



**CNTA EXECUTIVE BOARD MEETING MINUTES
November 6, 2018**

I. CNTA MEETING CALLED TO ORDER at 9:13am

Attendance:

Chris Rodriguez (President, Secondary Director)

Meg E'amato (Vice President)

Kristin Courter (Treasurer)

Vivian Ringen (Secretary)

Jerry Goar (Intermediate Director)

Angela Thomas (Special Ed & Support Services Director)

Jennifer Devries (Elementary 4-6 Director)

Michelle Gardner (Elementary TK-3 Director, CTA State Council) Left at 1:45.

Marjorie Evans (CTA State Council)

Loretta Arenas (CTA State Council)

Martha Santos (CTA State Council)

Kristi Johnson (CTA State Council)

Ann Adler (interim CTA Executive Director)

Visitor:

Bill Freeman (CTA Director)

II. Approval of Minutes 10-2-18 and 10-23-18 and Agenda

Meg moved to approve the agenda with flexibility. Kristin seconded. Motion carried. Meg moved to approve the October 2 minutes with change to Kristin's name and disclaimer about State council members not voting. Jennifer seconded. Motion carried. Meg moved to approve the October 23 minutes with changes. Jerry seconded. Motion carried.

III. REPORTS

President



See Chris' report including schedule and expenses. She included the Instructional Framework team. Not equal numbers of teachers to admin. CTA invited school board members to a dinner in December. We may have to pay for the school board members. Any PAC members will be paid with PAC funds. Minutes from the HR meeting with color code to follow who is responsible for the item. These are E Board confidential.

Vice President

See Meg's report including schedule and expenses. Research on the costs of copiers and maintenance. Principals make the decision as to how the budget for copiers is spent. Draft of the equity in education board policy. Meg was appointed through CTA to the GLBT committee.

Treasurer

We are solvent. Have been working with the bank and current cards are based on personal credit for the credit card. One person is responsible for the credit cards. She is looking for a credit card that does not use a single guarantor for the cards, possible to use BBVA. Bill Freeman has information to get an account for this purpose. There needs to be a contract for all those holding a credit card that is a promise to only use the card for association business.

Directors

Michelle Gardner (Elementary TK-3 Director)

Spoke at rep council. Had C&I meeting. Issues about EL coverage; no bilingual aide. Standards based report cards, possible committee. Can't access the email.

Jennifer Devries (Elementary 4-6 Director)

Trying to decrease time for report cards. The district is looking at digital report cards that parents can opt in or the school can print it. It would be due two days before the trimester ends. After months of concerns at schools, the DO has a new vendor that has a machine similar to the Riso. Most schools have 3 machines of some sort. Jennifer is going to ask that all schools get a new machine out of LCAP funds depending on what the LCAP committee decides. DO not following the policy about the adoption for supplemental math materials. Benchmark issue that is not uniform by schools. Personnel issues dealing with discipline were handled through HR. Jerry made a motion to send a letter to the principals, cc the board and district, to have them cease and desist the piloting supplemental math adoption. President and



vice president will reach out to HR to get this to stop before the letter is drafted. Jennifer seconded. Motion carried. 1 abstention.

Jerry Goar (Intermediate Director)

Notes from last rep council. PLC training in Long Beach, teachers are having to drive there each day. Teachers are mandated even though it is outside of contract hours and those who cannot attend due to child drop-off/pick-up. Middle school teachers are being taken advantage of as far as duty at the academies. Special Ed teachers are requiring that Gen Ed teacher remain at the entire IEP. Administrator should be in charge of the schedule, not the Sp Ed teacher. Other teachers, not just PE teachers, should attend. Add this to next month's agenda for discussion.

Chris Rodriguez (Secondary Director)

No report.

Angela Thomas (Special Ed & Support Services Director)

We need more nurses. Counselors want more flexibility about non-duty days. Meeting on November 14. One-third of the APE teachers are on leave with expected make-ups when they come back. Possible solution for subs with PE credential that could be trained by APE for a lesson to appropriately service the children or hire from an outside agency. Problem with an SLP who is in need of support. HR is recruiting more SLPs. Some options would need negotiation. She had a listening session for her entire representative group. Long list of concerns. Trying to address the issues with life skills programs, no sub aides, no transition support, and teacher injuries. Some people have no supply budgets. Special Ed council will discontinue, but an alternative was decided at Special Ed Taskforce. Weekly update is coming out to all SpEd teachers.

State Council

Marjorie did some ILC work for CTA last week. We get two free magazines per year, hotel reservation site, and flat rate rental cars that we can add to our website.



Michelle asked about how many alternates we can have. We can have one alternate per representative, so 5. Guide for Prop 58. Resources available that we can post on the website, cta.org/prop58.

Loretta spoke about the NEA-RA, changing the hearing day. GOTV for the text bank. Cal-Osha liaison spoke about attacks on teachers. Oppose Prop 6. Two districts will be going on strike, UTLA and Oakland.

Kristi reported that her committee rejected a legal document that had to deal with non-full time employment.

Negotiations Team

Green sheet with the final documentation for the 0.97% addition to the salary schedule. There will be two deposits in November, one is the retro and the other is the monthly pay with the addition.

IV. **PICTURES**

Used for the website.

V. **NEW BUSINESS**

A. Catastrophic Leave Bank

Glen Gonsalves spoke about the need for the bank and for it to stay solvent. The state has been giving new contractual, job protected leaves. People should use all the available before putting in a request for Catastrophic Leave. Paid vs unpaid. We need to bring together a committee of 4 to look at the cases with further information. Criteria must be followed, regardless of the person. Days need to be paid back, one day per year. Read and discussed the chart, concerns, plan for moving forward to clarify the rules of the bank. Jennifer moved that the negotiations team meet with the district to create a side letter to clarify the written certification, exclusions, and severity of illness. Kristin seconded. Motion carried. Jennifer moved to approve the request form and the medical evaluation form with a complete doctor's note with the physician's RX number. Angela seconded. Motion carried. Kristin moved Marjorie be appointed to the catastrophic leave bank committee. Loretta seconded. Motion carried.



B. Committee Appointments

See the white sheet of committee appointments. With a chair in place, keep documentation of who shows up to the meetings. Then full committee can be placed and approved. Meg moved to approve Keith Barmann as Grievance chair. Kristin seconded. Discussion. Motion carried.

Jennifer moved to approve Vanessa Kung as the Human Rights chair. Kristin seconded. Motion carried.

Setting the chair, but not the formal team. Marjorie moved that Tonya be appointed as Negotiations chair. Jerry seconded. The team should not be on the E Board, as the E Board must approve the negotiated contract. We must look for people who are trained. 4 yes, 4 no, 2 abstentions. President votes in favor. Motion carried.

Meg moved to appoint Loretta Arenas as PAC chair. Kristin seconded. Motion carried.

Meg moved to approve Kristin Courter as Organizing chair and Jenny Gyford as tech sub committee. Michelle seconded. Motion carried.

Jerry moved that we approve all the remaining appointments as written with the change to Marjorie Evans as Catastrophic Leave. Meg seconded. Motion carried. 1 abstention.

Kristin moved to approve Jennifer Devries and Paaru Kwiatkowski as Insurance co-chairs. Meg seconded. 5 yes, 4 abstentions. Motion carried.

Marjorie will email the proposal for ILC/CNTA PD committee. She is looking for presenters to be brought in for PD, other than district PD offerings. Meg moved to create this committee including the support services as well as diverse grade levels. Martha seconded. Motion carried.

C. Conference Dates & Deadlines

See the Conference list with the deadlines for application. New form for request. Kristin moved to approve the conference request application form. Jennifer seconded.

Meg moved to deny the request for the kinder conference (Non- CTA). Jerry seconded. Motion carried.

D. Conferences/Reimbursements

Kristin went over the reimbursement form and rules. Mileage is typically calculated from your door.



E. CTA Uniserve

CTA is still collecting applications for this position. Reaching out to past applicants to find people with more experience. We need a committee to do interviews next month. Ann Adler will stay on until new person.

F. Advocacy Team

We are having a training on Thursday, November 15. It is open for the E Board. It is for being advocate at a progressive discipline meeting, one with CPS, etc. Any of our grievance committee members will also be trained. Email by Friday, if you want to attend.

G. CTA Trust/ Employee Contracts

See the trust information sheet. By withdrawing from the trust, we went through an audit, but another will be done. There will be more payments and penalties at that time.

Moved to Executive Session. 2:12. Moved out of Executive Session 2:35.

Marjorie moved to approve \$2000 for legal council to advise and clean up contracts for the CNTA employees to secure the interests of CNTA. Martha seconded. Motion carried. 1 abstention. Marjorie moved to create a policy that all employment and insurance contracts of the CNTA employees be approved by E Board before they are executed. Martha seconded. Motion carried.

H. Contributions

5 minutes

See Charitable donations sheet. Each membership into Kiwanis is \$650 per year. Hold off on the membership for the year. NCUEA will be held off. Michelle moved that we give \$50 to Wounded Warriors. Martha seconded. Motion carried.

I. Expenditures: Thanksgiving Feast/ Light Poles

5 minutes

Quote was higher than expected. Pies will be purchased from Costco.



Kristin moved that we deny replacing all of the light poles, and assess the urgency and revisit with 3 bids. Meg seconded. Motion carried.

J. Wellness Classes/Survive and Thrive

Meg talked about the purple sheet. Survive and Thrive is a weeklong sabbatical through CTA. Past practice is that the district pays for the cost to assist the teacher to get back to being an effective, motivated teacher. Member just went for a second time and paid the entire cost, Meg asked if we would consider reimbursing part of the cost. Kristin moved to help the member with the cost with \$1000. Jerry seconded. Pro/con debate. Motion failed. Michelle moved to give \$500, which is similar to a registration fee of a conference. Meg seconded. Pro/con debate. Motion failed. 1 abstention. Kristin moved to deny any reimbursement. Vivian seconded. Motion carried.

We have members feeling stressed, in crisis, and underappreciated. Wellness classes are available for district employees. Tracy Payne is willing to put together some of these for stress, etc. Where should we have it? When? Possibly regionally. Not a paid PD. Ask River Heights, Raney, and El Cerrito for availability of facilities. Tracy will set it up.

VI. **OLD BUSINESS**

A. NEA Grant Options

20 minutes

Ann spoke about the grant used for collaboration with the district and building structures for collaboration. This included Cal-Turn and CEC models. Pomona and Moreno Valley were our partners in this grant. We currently have \$108,000, minus the IBPS training coming up, that must be used by the end of June. Some of the money has been used for things that are not part of the collaborative movement. We could pay it back out of our general fund. A report must be sent by the end of December, and we need to decide, if we wish to continue with the grant. Chris reached out to the CEC for something that would deepen the collaboration, other than IBPS and IBB, to build a better foundation. Chris will forward this email with a proposal for training. Look into Arbinger training.

VII. **ADJOURNMENT**



Meg moved to adjourn. Jerry seconded. Motion carried. Meeting closed at 4:13. We will meet before rep council to approve the conference requests.

**** Our next CNTA Executive Board meeting is December 4, 2018**