



CNTA Representative Council Meeting Minutes January 23, 2018

I. MEETING CALLED TO ORDER @ 4:01 PM

II. AGENDA APPROVAL and APPROVAL OF MINUTES from 11/14/2017

Loretta Arenas motioned to approve the agenda with changes, seconded by Kristi Johnson. Motion Passed.

Ben Williams Motioned to approve the minutes from 11/14/2017, seconded by Heidi Sutton. Motion Passed.

III. NEW BUSINESS

a. CNTA/NEA-RA Upcoming Elections

- i. If you are interested in running for the state please submit your application by January 31st.
- ii. The Eboard also has allotted to pay for 4 members fully, and pay the difference for single occupancy.

b. Negotiations Timeline for '18 -'19 School Year

- i. Opening with our team on February 14th.
- ii. Bargaining Dates: February 20, March 8, 9, 22 & 23

c. Negotiations Survey Feedback/Participation

- i. The team has received the survey results, with 145 pages of comments.
- ii. If you'd still like to submit a paper copy you may stop by the office to do so.
- iii. Most comments involved insurance costs.

d. Benefits/Total Compensation Comparisons

- i. When looking at benefit money provided by the district we are the lowest, but our salaries are high. In total compensation we are 1 and 5 on the list.
 - ii. According to school services we fall a little bit lower around 6th place.
 - iii. Retirement is based on your salary.
 - iv. In the past the members would rather have their money put towards salary, but the pendulum is swinging. If you receive more insurance benefits it's pre-taxed, so you get more "bang for your buck".
 - v. Tomorrow we will have a forum with the insurance committee from 4-6PM at CNTA.
 - vi. School Board members will attend a meeting here Thursday from 4-6PM at CNTA.
 - vii. On February 5th additional School Board members will attend from 4-5PM at CNTA.
- e. Principal's Survey
- i. Time of year for our principal's survey. It will take place April 9-30th online through vote now.
 - ii. Paper copies are available for every survey if they'd like to come down to the office to get one.
- f. Secondary Math Survey
- i. Open from February 1-16th for grades 6 and up for people that are teaching math.
 - ii. This is an anonymous secured survey.
- g. PD/Equity Conference Feedback
- i. Our PDs during the winter break were very successful here at the Union.

- ii. The equity conference was a well attended event. There was some criticism about the platform used to create the signups; the feedback was given to the district.
- iii. Equity In-service days do not count towards your 3 days we are given each year.
- h. Site Rep of the Month Nominations/Voting/Awards
 - i. Members were given a few moments to vote and nominate colleagues.
 - ii. Member was acknowledged for their service to CNTA, Jerry Goar.
- i. Raffles

IV. OLD BUSINESS

- a. Janus Update
 - i. Court case that will change our nation to a right to work nation.
 - ii. We expect a decision to come down by early summer.
 - iii. We must maintain 51% membership to be able to bargain for our contract, or we will become an at will employee.
 - iv. Share the news with our fellow members.
 - v. Ben Williams motioned to develop a plan to make sure that we (rep council) have representation at each site to utilize their 10 minutes and have active participation at rep council meetings. Seconded by Amy Coriddi.
 - 1. Discussion occurred.
 - vi. Paru Kwiatkowski Proposed friendly amendment changed the word rep council to committee. Ben Williams accepted the amendment.
 - vii. Ben Williams moved to table the issue for further discussion seconded Mike Pate. Motion to table passed.

- b. Professional Development at CNTA
 - i. Please make sure you signed in and out of the CNTA trainings.
 - ii. Thursday, Feb. 15th is a training through CNTA from 3:30-6PM, one is a school site council also a retirement one will be offered.
- c. CNTA Website/Tour
 - i. Our website will be discussed at our February Rep. Council.

V. **REPORTS**

- a. President's Report
 - i. Upcoming events at CNTA were reiterated.
 - ii. Pack a Purse deadline is extended to April.
 - iii. Thanked members for attending the holiday social.
 - iv. Attended the governor's budget workshop. The projections are a COLA between 2.5-2.8 over the next 3 years, with allocations going to step and column & retirement. The May revise could possibly provide us with more money and possibly of more money later in the year.
 - v. Memorial Service for Barbara Gibson will be Saturday, February 10th at 12-2PM at CNTA opened to all members.
 - vi. Application for award for teaching excellence
- b. Vice President's Report
 - i. Will present at LCAP on Thursday
 - ii. C&I meeting on Friday
 - iii. Attended an insurance conference
 - iv. State Council was this weekend.
- c. Treasurer's Report
 - i. Completed the carpet and paint (except for a few touch ups).

- ii. Everything else is status quo
 - iii. Revision of our audit should be coming soon
 - iv. We are bringing in more money than we are spending.
- d. State Council Report
- i. Budget was discussed Brown's conservative nature
 - ii. LCFF is being fully funded 2 years early
 - iii. JANUS arguments will start in February
 - iv. Dashboard will now include school climate
 - v. Investigated policy on Title 9 complaints being used against teachers
 - vi. Social Media/Digital citizenship for students
 - vii. SB178 you do not need to provide your personal devices without a search warranty
 - viii. Check your Cal Strs account for retirement
 - ix. Teacher safety data is being collected by Michael Musser at britcartr8@gmail.com to make a study and present dealing with teachers and other people that work with students to share their stories.
 - x. Talked about State Wide communication award.
- e. Director's Reports
- i. Tk-3
 - 1. New enrollment, some schools are not being equitable
 - 2. Shared contract how do the spot go back after people have shifted.
 - 3. Kinder overlap
 - 4. Lesson can admin ask for lesson plans
 - ii. 4-6 (first 3 items were presented about the insurance conference)
 - 1. Health insurance conference info: When the average age is higher the premiums are higher. 2% for every year.
 - 2. SB562 Health care bill
 - 3. New legislation to battle the drug abuse overdose.
 - 4. Discussed why our cost increases each year.
 - 5. PBIS: subs are still interfering with their lunches

6. We are allowed to have a duty free lunch, no working lunches
7. Bad weather calls are inconsistent.
8. 504 and SST time cards are being sent back, because only IEPs are allowed for timecards.
9. 6th grade iReady is taking a long time and cannot be counted as a grade.

iii. Intermediate School

1. Question on who does duties
2. 10 minute meeting are not always occurring at staff meetings
3. TSA doing admin duties

iv. High School

1. Minimum days concerns
2. Site Waivers/office hours
3. Concerns about parents harassing teachers for the grades that they have given their students
4. What do we do if teachers were unable to complete their grades due to illness
5. Combining classes teaching 2 levels of classes at the same time
6. Thanked people for attending the trainings
7. Attended IBB training

v. Support Services/SPED

1. Discussed hard cap for SDC classes
2. RSP is being overloaded to other sites
3. SDC classes are not offered at all levels at the sites

*(Given after Breakout Session)

VI. ADJOURNMENT

**** Our next CNTA Rep. Council Meeting is February 20, 2018
Motion to adjourn at 6:15PM**