

Meeting of the Representative Council of Teachers Association of Lancaster

Tuesday, November 19, 2019

Call to order at 3:47 p.m. by Gina Whipple, TAL President

Motion to approve the agenda with flexibility moved by Ana Filomia (Sierra); second by Dwight Young (Miller).

Motion to approve minutes from October 29, 2019; moved by Valerie Puckett (AC); second by Cheryl St. George (Miller). All in favor.

Meeting Procedures - *use name tents if you have a comment – wait to be called on in order; if you don't have one, Kym will make a list and make sure you get one *if input is needed, president will ask; *when speaking, identify yourself (first and last name and site) for recording in minutes

DSLT – Kristi Hazard reported the first meeting she went to was a discussion about surveys that were done at the end of the year. The second meeting was about attendance. It was stated that students don't come to school Mondays and Fridays because teachers don't come to school on Mondays and Fridays. They said foster attendance was up but they didn't say how it was being done. It was also stated the students are being suspended for minor events. Gina has taken notes and issues will be further discussed at TALC.

Membership/CLB/Medigap - Current membership is 692 members; 14 non-members. Amy sent out a list of non-members to executive board members. No CLB or Medigap updates.

Treasurer's Report – Amy reports through Nov. 19, 2019, we have spent \$20, 848. 53.

Elections Report - Last month we talked about staggering executive board elections. Instead of electing all 4 offices, we would elect president and secretary in the next election cycle. The other 2 positions will remain for an extra year. This would be done to maintain stability within the Association. Gina opened up the floor for discussion. Dwight reviewed the discussion points. Brana Flynn (AC) said people at her site were generally in favor of the staggering of elections. Jeff Beckerman (NV) said it was a “good idea”. The election would be in January but the term begins in June. Charissa Welsh (AC) asked how long the term of each office is. Dwight moved we extend the terms of vice principal and treasurer for one year. President and Secretary elections will be held in January 2020 with newly elected officers serving a term of 2 years. The executive board term is July 1-June 30. Second by Cheryl St. George (Miller). All in favor, with one abstention (Ana Filomia Sierra).

Outreach and Member Engagement Report– Gina was going to attend New Teacher Weekend but is not going to go now. We will send notes and care packages for new people who are going. Kristi Hazard (Miller) asked for clarification on New Teacher Weekend. It is put on by CTA. It is Dec. 6-8 in San Diego.

Negotiations Report – Kym reported that we met with the district and went over the last articles 21-30 and appendices, as well as old language. Most old language was newly agreed upon, often in our favor. They did present the district with a counter-proposal. Bill reported the negotiations team is committed to getting a fair contract. The next negotiations meeting is December 12, 2019.

Grievance Report – Edith says there is nothing new to report. Gina reminded reps that if there is an issue, Bertha and Edith should be contacted before Gina. Bertha reminded reps to look in the contract before contacting them. Gina reminded reps that admin must be spoken to first and given a chance to address the concern.

TALC- Cheryl St. George (Miller) asked if a note to principal could be written asking all admin and to not be in assemblies. Someone needs to be available to staff. She also expressed concern that counselors have turned into one-on-one babysitters and are not meeting with small groups, groups, or classes. Brana Flynn (AC) asked for clarification on field trip attendance and what kind of homework kids who are left behind should do. She also expressed concern that students are also using drugs at school. Gina reiterated that she expressed to the district that deputies should be coming to the sites to talk to kids about what the consequences are of coming to school under the influence. This would also be valuable information for teachers to have. Bill explained that Gina asked the district to have deputies explain to us the consequences so that everyone will know. Ana Filomia (Sierra) asked about documents that Bart has promised. Gina reported that we have not received any response yet, except for on the speech language issue. Kristi Hazard (Miller) asked about principals responding to emails. She said even single questions emails are not being answered. Gina will follow up with Mike Davis. Brana Flynn (AC) explained that the document about homework for suspended students explicitly expresses who can request the work. Valerie Puckett said her homework is posted in Google Classroom and she can share that information with suspended students. That takes care of a teacher's obligation to provide homework and expend extra energy. Jeff Beckerman (NV) asked about equity issue with students who don't have a chromebook. Gina said free chromebooks are available to all students so that is not an obstacle. Gina also said technology needs to be dealt with upon writing of the suspension.

President's Report- *behavior committee update – Gina is meeting today with the people who signed up for this committee to discuss the beginning stages, but they are off to a good start. She will report back next meeting; *PERB update – Gina signed a settlement today to close out the PERB charge against the district for union interference. This issue started in September 2018. The district has been put on issue to stay out of union business. They don't have anything to say about union business, and don't have the right to restrict members' speech rights. Gina has been dealing with this for over a year; it is a win for us although it did not go to hearing. If the district does anything else again to interfere with union members' rights, Gina will immediately file on them. We are in a negotiations cycle and the district could be retaliatory. Gina explained that attorney fees from the district have been taken out of the general fund; that takes away from money that could go to us. Their interference is intended to weaken our Association. Depending on what our attorney says, we may have another charge pending against the district. We have to be vigilant and look out for our people, specifically in terms of representation. We need to deal with issues within TAL and not go to the district. It behooves us to stay united. Charissa Welsh (AC) asked for the definition of PERB. Gina explained what it means and how merit is defined in issues brought to PERB. Gina further explained that excellent rep notes were very useful in defending our case. Ana Filomia (Sierra)

asked for clarification about the context of the charge. Gina said it could be in any context. District tries to create division amongst members. Gina understands the complexities of being called in for a meeting and is not afraid to deal with admin and take the heat for members. *Conference update: the CTA Leadership Conference is this weekend in Las Vegas. Anna Hill, Tina Diaz, Bill Clark, and Gina are all going. New teachers will be attending a conference December 6-8, 2019. Gina has one more spot for the January 16, 2020 Issues conference. Jeff Beckerman (NV) might be interested. Text Gina if you are interested and she will make a waiting list. It is in Las Vegas, and the hotel and sub are paid for by CTA. Gina, Kym, and Wendy are attending.

Old Business - none

New Business - Gina reports that maybe reps would be interested in skipping the December rep council meeting. TALC will not be cancelled. She asked for rep feedback. That meeting is historically low in attendance due to everyone being so busy. Stipends would go out in the January 2020 meeting and TALC info would be sent to reps. Gina asked if anyone is opposed to skipping the December meeting. If something else comes up, that would be added to an email sent out to reps. Valerie Puckett (AC) motioned that we don't have a rep council meeting on December 17, 2020 with regular schedule resuming in January 2020; second by Cheryl St. George. All in favor.

Adjourn motioned by Dwight Young (Miller). Second by Ana Filomia (Sierra). All in favor. Adjourn at 4:42 p.m.

Next Executive Board Meeting is December 3, 2019

Next TALC is December 16, 2019

Next Rep Council Meeting is December 17, 2019

Members: Please visit CTA.org for scholarship opportunities.

Handouts: 11/19/19 agenda, draft of 10/29/19 rep council notes, 11/18/19 TALC notes