

Meeting of the Representative Council of Teachers Association of Lancaster

Tuesday, October 29, 2019

Call to order at 3:45 p.m. by Gina Whipple, TAL President

Motion to approve the agenda with flexibility moved by Dwight Young MI; seconded by Cheryl St. George MI.

Motion to approve minutes from September 24, 2019; moved by Cheryl St. George MI; seconded by Erica Bowen SD.

Jesse Aguilar- *CTA budget/survey: he is our CTA board member. Jesse and Gina explained some of the issues facing our unit and area. Gina asked reps to bring a device to take the survey. Time was given for reps and officers to take the survey. *Schools and Communities First – a petition was passed out to reps – the initiative measure is a tax reassessment (not a new tax), trying to reclaim some funds from Prop 13. It will not raise our property tax. Some businesses pay tax rate as if it were 1978; our taxes continue to go up. This is not a tax on individual homeowners. The intent of Prop 13 was that people wouldn't get priced out of their houses. Loopholes allowed large corporations to exploit the proposition. We are shouldering about 70% of tax burden vs. major corporations. Money will be put back into education, fire, hospitals, etc. If your property is zoned as agricultural, it is exempt. Companies had to exist in 1978 to have the lower taxes. This will be a boon for rural communities. They will have money infused into their schools, hospitals, fire depts., etc. It is structural; it fixes an existing tax structure and won't go away. Gina is asking all reps to get at least 9 signatures on the petition. She went over the important rules about collecting signatures. Jesse pointed out that the executed date should be the last date (or later) that signatures were gathered. The initiative needs 1.6 million signatures state-wide; CTA is trying to get 150,000 of those signatures. Gina also passed out an instruction sheet. Reps should return the petitions at the next rep council meeting on November 19.

Membership/CLB/Medigap - Amy reports that through the end of October, we have 693 members and 13 non-members. Reps should get the signature from new members and get the form back to Amy ASAP. Amy cannot control when CTA will generate membership cards and numbers. A list of non-members will be sent out and is public knowledge. This will help with internal operations and elections. *No CLB or Medigap to report.

Treasurer's Report – Amy reports that \$9,876.72 has been spent as of the end of October; that includes rent and the social gathering.

Elections – Cheryl reports that the new executive board will be elected this year.

Outreach and Member Engagement – *Vince's social event was on Oct. 17. Turnout was a little low but it was fun; *Lancaster Christmas parade – TAL will not be participating this year.

Negotiations – Kym reports that the team met with the district and went over a lot of language. They are happy with some of the results. They did not talk money this time. She asks reps to get people ready to go out. The district is hiring a new payroll director, which is expensive, while they are pleading poverty with us. We are concerned about class sizes. District gets \$4.6 million a year LCFF (fully-funded now) to get classes down to 24:1. The district is asking us to subsidize class size reduction on our backs. The only way we can get what we should get is to mobilize. Kym wants to know how much every single teacher spends in their classroom of their own money. We are being asked to do more and more and we deserve to be paid to reflect that work. We need to publicize the raises that district office staff have been given. Bill reports as long as there is a negotiated class size in the contract, they can get away with it. He believes the team will get a good contract for our members. They go back to the table November 14.

Grievance – Edith reports that if they are contacted about an issue, to please follow up with closure on how the issue ended up.

TALC- Issues from Oct. 14 TALC meeting were discussed.

President's Report- *Storm Lydon, former principal in Lancaster School District, passed away this past weekend. TAL would like to do something to honor him. *Congrats to Joanne Smith for winning a grant for arts and music from California Casualty for \$250 as well as a gift card. *Reps bring a device, win a gift card - CTA budget survey (see above); *No one calls any meetings – voluntary or otherwise – on P&C days. When admin does it, we are not happy, which means we also cannot break the contract; *PERB update – the hearing was cancelled yesterday. More money is being spent on attorneys rather than having the hearing. As soon as Gina knows more she will be in touch.; *School plans – Gina wants to make sure teachers have access to school plans. She believes a lot of things on the plans are not happening. She reached out to a few teachers to be sure. Teachers can ask to see the school plan. ; *Teachers should verify their retirement recipient designation through CTA; *Gina wants to appoint a retirement committee chair. A lot is happening with the windfall elimination provision progress. Text Gina if interested. *There have been many resignations since school has started this year. Majority are new teachers, some are veteran teachers. She says many who resign are surprised that they owe the district money because the July paycheck is paid in advance. If anyone resigns, district H.R. will not let them change their mind and stay. It should be considered and thought about carefully. If members have questions about resigning or retiring, they should contact Gina or payroll. It can affect a teacher's credential. Amy added the same thing happens with disability. Your daily rate and what you actually get paid are 2 different things. *Safety – this is still an issue and the district is still ignoring it. Gina talks at board meetings, with district people, and nothing is changing. She is currently working on a long-term plan to organize members around safety in a public way. She wants to bring in community, parents, teachers, and students to talk about their experiences with safety. If the district won't listen to members, maybe they will listen to kids. Board members say how upset they are, how awful it is, but they don't do anything about it. Gina has been working on this plan with Chris Brunette, our CTA rep, but he is leaving the area. Gina will be involved in hiring our new CTA rep. Soon, Gina will call a meeting soon and will invite parents and members to give information about their thoughts on district safety. If anyone is interested in school safety, including staff and student safety, to text/contact Gina. *Gina reminded reps that their role is to pass information to the members. Members should not be contacting her to answer questions that the rep could handle. The contract

is online and can be searched by keywords. Questions about special ed issues should go to Tina Diaz (805-795-1982).

Old Business -

New Business -. *Staggering executive board elections – election is coming up in January. We would like to stagger elections so all 4 positions are not coming up at once. We are looking for feedback and thoughts about doing 2 and 2. Dwight reports the only thing in the bylaws is the length of the term. Term starts July 1. We would have to amend the term. Gina’s idea is to run president and secretary this January only; this would allow for stability and continuity in the executive board. The terms for VP and treasurer would be extended by one year. We would have an election every year but it would only be for half the board. Motion by Dwight Young to extend the terms of the current VP and treasurer to the end of the 20/21 school year. President and Secretary elections would be held in January 2020. Newly elected officers would serve a term of 2 years. Second by Cheryl St. George. Discussion followed with questions and comments by reps. This issue will not be voted on yet; reps should facilitate discussions at sites about the idea.

Adjourn at 5:23 p.m.; moved by Dwight Young MI; seconded by Bill Clark AC.

Members: Please visit CTA.org for scholarships opportunities.

Next Executive Board Meeting is November 5, 2019

Next TALC is November 18, 2019

Next Rep Council Meeting is November 19, 2019

Handouts: 10/29/19 agenda, draft of 9/24/19 rep council notes, 10/14/19 TALC notes