

VTA Representative Council Meeting Agenda  
Date 09/18/07  
3:45 pm – 5:45 pm

Jepson Library

In attendance: Derenda Faias, Chris Minner, Mike Spezzi, Linda Phelan, Tammy Parker, Joanne Baker, Gary Masterson, John Gregg Gallagher, David Billings, JF Cacas, Denise Williams, Christine Williams, Teresa Cook, Daniel Rodriguez, Margret Sisson, Todd Blahuset, Bill Jacks, Suvi Smith, Dawn Kelly, Michael Turrini, Katherine Epstein, Allison Epperson, Julie Timmerman, Moira McSweeney, Sharon Riehl, Bob Blaine, Peggy Macaulay, Tracy Moss, Nancy Madonna, Ginny Miller, Corey Penrose, Ali Eeds

Members Absent: Larry Baker

**1. Approval/Corrections to the agenda** - none

**2. Approval/Corrections to the minutes** - none

**3. President's Report**—Terresa Cook, the new membership chairperson for 07-08, was introduced and distributed representative packets to meeting attendees. Included in this packet included:

**-Health care costs-** Estimates are coming out in the next few days, once open enrollment is done. Those estimates were sent out over district e-mail on 9-19 and, at this point, are:

*Subscriber + 1: the lowest, Kaiser (about \$380 per month) to the highest, Pers Care (about \$600 per month)*

*Subscriber + 2: the lowest, Kaiser (about \$610 per month) to the highest, Pers Care (about \$970 per month)*

**-VTA t-shirts** – We've run out of t-shirts for now but Brenda will be placing a new order on the 28<sup>th</sup>. Polo shirts might be ordered as well, given sufficient interest.

**-CTA budget survey** – The results of the survey were included in the information packet sent to the site representatives.

**-Site visit dates** – coming up, Brenda will email

**-Miller/Pelosi NCLB** – One of the most critical issues we must address is the proposed reauthorization of No Child Left behind. The proposed reauthorization will give districts the power to implement:

- Merit pay based upon standardized test scores
- Removing collective bargaining

Anyone and everyone reading these minutes is strongly encouraged to call their Member of Congress on the CTA Take-Action Hotline: 1-888-268-4334 and register their displeasure at the prospect of having schools transformed from into test-prep factories

**a. Report by memo (1 min)** – None, unless all of the things I mentioned in the presidents report are supposed to go here. Should I adjust this?

**b. Rep responsibilities (6 min)** – These packets were briefly reviewed.

#### **4. Bargaining Chair's Report (70 min)—**

##### ***The process:***

*1 - First, a sunshine statement is provided to the board. The chair goes before the board to say they want to open the bargaining agreement, as do the negotiators from the district.*

*2 –Then, the VTA surveys the membership to determine the main concerns for all unit members.*

*3 – Then, the results are compiled and reported to the Exec Board.*

*4 – The negotiating team then meets to prepare the proposal that's presented to the Exec Board.*

*5 - Ground rules are then set for bargaining before the process begins, consisting of proposals, discussion, and counter-proposals from both sides.*

*6 - Exec board is then updated.*

*7 -If a tentative agreement is reached, exec board then gives its thoughts as to the merits and weaknesses of the compromise reached.*

*8 -A general meeting is then called to discuss the proposal.*

*9 – The contract proposal is then presented to the membership for voting.*

***What the VTA is proposing:***

***Class size limits:***

- add language about how literacy coaches won't be counted in hiring ratios*
- K-3 classes have a hard cap of 20*
- 4-6 classes have a hard cap of 33*
- 7-12 teachers will have a total student load of no more than 177 for a six period day. This does include PE teachers, but it does not include music classes.*
- SDC classes will be no more the eight. That will class size.*
- RSP will be no more than twelve. That will class size.*

***Transfers and vacancies:***

In light of new education code language covering teacher transfers, the following procedure will be followed, and completed, by March 15<sup>th</sup> in order to keep the window for voluntary transfers open as long as possible. Ideally, there should be a small window for members who want first crack at the new jobs.

- Notification to qualified unit members on the do voluntary transfer list concerning the remaining positions, if any, shall occur by April 1*
- Principals shall complete their selections from the voluntary transfer list by April 15th*
- Members who want to transfer must complete the process by March 15th.*
- No outside applicants shall be selected to fill a vacancy if there is a qualified unit member applicant, between the start of school and April 15<sup>th</sup>.*

***Association rights:***

- In Charter Schools, all unit members still have the protection of the VTA.*
- Teachers can't be forced to go to a charter school.*
- If site administration wants to change the charter of the school, 75 percent of the site members must agree.*

**Health benefits:**

*-If teachers have served 24 years, once they've retired, they will receive, for eight years, 50 percent of the medical, vision, dental, and vision.*

*-If teachers have served for served 30 years, once they've retired, they will receive, for ten years, 50 percent of medical, dental, and vision.*

*-Teachers, once they've retired, may delay medical coverage for ten years, if they'd like.*

**Hours:**

*-Literacy coach – 6.5 hours duty day*

*-Educational specialist – 6.5 hours duty day*

*-Counselors – Head counselors become department chairs. Ratio the schedule on days, based on teacher salary schedule.*

*-Digital technology coordinator – 222 days*

*-Delete grants writer, library media coordinator*

*-Insert language into the contract ensuring that various little positions created in the district subject are negotiated by the VTA.*

**Work year:**

*-Add two days to the school year for new teachers*

*-Counselors psychologists – 195 days*

### ***Sub emergencies:***

Most of these procedures are already the standard practice at VUSD school sites, but these practices will be formalized by having them placed in the contract.

*-During substitute shortages, nurses and counselors may only sub for one hour per day and they will be compensated for one period per day.*

*-Only the personnel office may declare a sub emergency.*

*-When a sub emergency is called, teachers away on school businesses will be called back to the classroom.*

*-Administrator and non-instructional support staff may be assigned to cover classes.*

*-The entire staff shall be used for emergency subbing – these duties should not fall to the same people.*

*-If teachers are called back to cover classes during a sub emergency, they shall be paid an hour of prep time.*

*-Teachers may not take on two classes at one time.*

*-Selection of teachers to cover classes shall be done on a rotational basis.*

### ***Mutually agreed articles may also be opened – from the VTA:***

*-Leave of absences – people who leave for various conferences may be allowed to do so.*

*-When a psychologist leaves, the remaining staff member take on the departed staff members caseload and are often unable to adequately meet the students needs because of the sheer volume of students – language will be inserted into the contract to address this issue.*

### ***Wages:***

To address the systematic issues of behind VUSD salary shortcomings, a multi-year plan will be proposed during negotiation process for our proposed three year settlement.

## **YEAR ONE:**

- Increase by 300 dollars the difference between each step in steps 16-31.*
- Complete class six (steps 1-11) Complete the 75 unit column.*
- Increase cells in the following classes (after each of the major unit divides by the given percentage*
- COLA plus two percent – cola 4.5 percent, plus the two percent competitive adjustment.*
- Place nurses on the same salary schedule as teachers*
- Move counselors to the same salary schedule.*
- Add in the new job titles for recently created positions onto the appropriate pay scale.*
- Eliminate district service for psychologists and teachers to facilitate the hiring of experienced personnel. Initial placement + years in the district = new placement.*
- Increase the differences between each the salary steps by 300 dollars to encourage membership to seek more units.*
- 4.53—6.53 raise, depending on placement on the salary schedule.*
- Librarians, program specialists, counselors, digital technology coordinator, psychologists, get approximately a 1.1 percent raise. Begin step seven of the teacher salary schedule*
- Create elementary grade level department chairpersons.*
- Create educational specialists positions, including community day teachers, and elementary teachers doing intervention during their daily prep, secondary teachers doing assistance during prep time. These teachers will be paid at a 6/5ths rate.*
- School enhancement, writing plans and grants, WASC accreditation coordinators, grade level counselor will be placed on the digital tech salary schedule. They won't work the 220 day schedule, but they will be paid 120 percent – 6/5<sup>th</sup> pay.*
- 184 day school year with 6.5 hours per day of duty time.*

*-Add assist baseball coach, softball coach, and elementary student council advisor, girls athletic director.*

*-Delete middle school newspaper, and country high softball coach*

*-Make head counselors department chairs.*

*-Create elementary department chairs.*

## **YEAR TWO**

*-More money for the steps - three percent plus COLA*

*-More money for the educational competitive adjustment package, more money for more units.*

*-More money for masters and PhD people for an additional 100 dollars.*

*-Compress the salary schedule – decrease the number of years to obtain the maximum salaries*

*-Retirement bonus package, 10 years one hundred dollars for each year of service, twenty years, three hundred dollars per year of service, thirty years, five hundred dollars per year of district service.*

*-Increase the medical salary cap to four point five million dollars from 4.25 million dollars.*

*-Increase all items in the far right column of appendix A, section K*

*-Open four items each, unless mutually agreed.*

*-Windfall money – we have the right to negotiate for that money.*

## **YEAR THREE**

*-More money, compress the salary schedule further, ect.*

*-Educational adjustment*

*-COLA plus three percent*

*-Decrease the number of years to attain the maximum salary to 28 years*

*-Increase the medical cap to five million dollars*

*-Open up four articles*

***What is the motivation – how do we leverage this?***

This three year contract format, instead of the usual one year contract, was selected because the three years of tranquility resulting from the signing of this contract would cover both the next school board elections and the rest of John Aycock's tenure as superintendent – and neither would like to have the specter of labor unrest, and the inevitable labor actions, being detailed in the Reporter.

***What are the raises?***

4-10 percent, depending on where we are on the salary schedule. In order to fix the long-standing budget disparities, we're not going for a neat number across the board for every employee; the negotiating team is looking to offer the district an incentive to encourage teachers to seek out additional education. It's about fixing the salary schedule disparities by encouraging teachers to take more classes and earn more units.

Be sure to check [www.vacateachers.org](http://www.vacateachers.org) for the next bargaining update.

**5. Site Concerns**

***-Western Health being discontinued*** – people have to change away from Western health due to CALPERS discontinuing this service. The remaining choices are listed on the choices are listed on the Calpers website, which can be found at, [www.calpers.ca.gov](http://www.calpers.ca.gov).

***-Job shares*** – These issues are, mostly, site specific, so Brenda will call.

***-Negotiating team issues*** – Considering the movement of union officers into various administrative positions in recent years, the issue of negotiating team members was the next issue discussed.

This issue has already been addressed at [www.vacateachers.org](http://www.vacateachers.org):

*Also, I want to address the change in our bargaining team upfront. Ken Ratti, anticipating the possibility of making a move to administration, took himself out of VTA business on all levels in late April 2007. He has not been part of the bargaining team since then, and hence has not been part of any planning for the 07-08 proposal. The team chose Kent Puddy to fill the role of Bargaining Chair.*

Another member isn't going to be placed on the team because the proposal is done and the former negotiating team leader wasn't privy to his information before he was hired as an administrator. Both the president and our local CTA affiliate will be observing the negotiations process as well.

For many of the reps coming from schools that have been struck particularly hard by the practice of hiring VTA officers into administrative positions, this issues hasn't been sufficiently addressed – and an extremely passionate debate quickly ensued. Questions arising from this debate included the following:

-Should people applying for administrative positions be allowed to return to the bargaining team if they don't get the job?

-What's the best way to address the perception, held by SOME unit members, that negotiating team members are being removed from positions of considerable power in the association by the offer of comparatively lucrative administrative positions?

-Should site reps talk with the secondary directors, and use the language in the VTA bylaws covering the removal of negotiating team members, to remove team members?

-Should a new person be appointed to the negotiating team?

-Should an observer be appointed to the negotiating team?

-Most importantly, how can WE, as a union, address issues in a productive and positive fashion?

While the issues arising from this discussion weren't solved by the conclusion of this meeting, the discussion will be revisited in subsequent meetings and individually. As with any concerns or issues, if you would like to share your opinions, please don't hesitate to talk with a VTA representative or exec board member. A full list of these people can be found at the [www.vacateachers.org](http://www.vacateachers.org).

## **6. Officer/Committee Reports**

**a. Treasurer** – the treasury report is available for perusal.

**b. Grievance** – for the teachers unfairly released from their employment last year. The arbitration hearing is set for January, will it continue? This issue will addressed at the Exec board meeting

**c. State Council** - Larry and Brenda will be attending.

**d. Other**– Transfer committee, check the state language before we move forward on this issue.

**7. Old Business** - none

**8. New Business** -

**-403b information** – Due to changes with the tax code, the district send off letters to employees with 403b's, urging them to demonstrate caution when managing their accounts. Currently, the district is reviewing their list of companies offering 403b plans and seeing if they're compliant with the new tax code. The list of companies offering 403b's might shrink, considerably – but no one is quite sure yet.

Money already placed in 403b's is secure – but our ability to move the money from account to another might be curtailed.

Regardless, concerned employees are strongly encouraged to contact their personal financial advisors if they have further questions.

**9. Other** - NONE

**10. Raffle** – winner is Joanne Baker. She gets a gift certificate to a fine local eating establishment.

Respectfully submitted, Corey Penrose