

VTA Representative Council Meeting Minutes

Date 3/17/09

3:45 pm – 5:30 pm

Jepson Library

In attendance: Sylvia Aquino, Cathy Dacanay, Todd Blanset, Gary Masterson, Chris Lindberg, Joanne Baker, Tim Yearnshaw, Margaret Sisson, Nancy Hiestand, Tim Sisson, Nancy Burton, Patti Taylor, Tracy Moss, Lynne Grow, Moira McSweeney, Katherine Epstein, Linda Phelan, Sharon Riehl, Richard Tietze, Daniel Rodriguez, Bob Blaine, Ed Murphy, Gina Freese, Dawn Kelly, Tammy Parker, Allison Epperson, Julie Timmerman, Bill Jacks, Peggy Maccaulay, Ginny Miller, Kathleen Steiert, Carolyn Thomas, Brenda Hensley, Kent Puddy, Larry Baker, Corey Penrose, Derenda Faias, Terresa Cook

Members Absent: Mark Richardson, Ryan Price, Suvi Smith, Alyson Brauning, Nancy Burton, Gregg Gallagher, Ali Eeds, Tom Buck, John Namisnik

1. Approval/Corrections to the agenda – Membership requested some time and the order of the grievance and bargaining reports was changed.

2. Approval/Corrections to the minutes – Katherine Epstein did attend the last two rep council meetings.

3. President's Report – The president has been assisting the grievance and bargaining teams for most of the last month. Brenda also collected submitted hearing request forms.

Brenda then went on to discuss some of the nuisances of the state budget and the various propositions on the ballot for the special election. Most of the information in that report is formatted, in the president's report, to be posted on site bulletin boards.

Brenda emphasized the flexibility now available for school districts as a result of this new budget and how it will impact us during the current bargaining session before giving a summary of how and why the various propositions would affect public education in California.

Questions arising from this session included:

-Is there any flexibility with the new District Office building? – *Probably, but it's funded by local fees and not categorical funds.*

-Have the recipients of the final layoff notices been determined? – *No. The final deadline for those is May 15th.*

-Could a quick and simple summary of the various propositions be posted to vacateachers.org? – *Yes.*

4. Other Reports

a. Treasurer – The treasurer reviewed the budget and reported that we’re in good shape. He’s been receiving various items from our Pink Friday activities and, next month, the final treasurer’s report and proposed budget for next year will be available.

Motion to accept the report – seconded and approved.

b. Membership – The membership chairperson reported that she’d received a great deal of email asking who is or isn’t a full member during the first round of proposed layoffs. She’s also been communicating with CTA legal, regarding the membership list, and had updated membership card to distribute.

c. Grievance – The grievance chairperson reviewed the process of, and procedures behind, RIF notices. As of right now, we don’t know how many teachers are going to receive permanent layoff notices on May 15th. Some members, however, have received three pink slips because of various district office foul-ups. Some teachers, who are being reassigned, are receiving “green” slips.

Sylvia went on to discuss how people who recently received the preliminary notice need to be sure to request a preliminary hearing to challenge the validity of their layoffs. Pink slip recipients need to be sure to file the request for hearing from with the district office – and be sure to get a receipt.

When filing a request for a hearing from, pink slip recipients can express an interest in receiving an alternative education assignment – but this could, potentially, be a one-way ticket.

After this step is completed, the district will send out an accusation to the teachers who received RIF notices, who then must file a notice of defense form.

Questions arising from this session included:

- Do green slipped teachers need to request a hearing? – *No.*
- Are year-round teachers immune from the hearing deadlines? – *No*
- When are the hearings? – *April 16th and 17th.*
- Do teachers need to take a personal day to attend their hearing? – *No, it’s school business.*
- Should reps try to advocate for pink slipped teachers? – *No, because this process could turn ugly as two teachers might have to, in a sense, “fight it out” in order to keep a job.*
- Can the district issue more RIF notices? – *No, not until August.*

Sylvia then went on to discuss the involuntary transfer language and discussed how people who are being reassigned will go into a pool. These employees, then, will be able to take open positions they're qualified to teach. If a site has to bump a position, first, the site administrator must ask for volunteers, and then the least senior person at the site will be bumped into the involuntary transfer pool.

-Are there any deadlines for involuntary transfers? – *No*

-Will an 80% position with more years of district service have priority over an employee with less district service but a 100% position? – *No*

-Will the VTA be able to support teachers while they select jobs? – *Yes, there is a procedure to follow.*

-What if a teacher is misplaced but doesn't have a job available? – *They'll be placed somewhere, they're owed a job by the district.*

-Did CLAD come into play during this process? – *No, although we were led to believe it would.*

-Could we have more layoffs in August? – *Yes.*

d. Bargaining – The bargaining chair went on to discuss the specifics for the recent retirement incentive MOU. Kent discussed the specifics of the MOU, as outlined in the flier sent out to VTA unit members, then answered questions, which included:

-If you have 30 years of experience, but are under 55, will you still be eligible? – *Yes, the language is being adjusted to cover unit members in this position.*

-Will teachers receive the money right away? – *No, payments are deferred until January 2010.*

-Is this incentive a guarantee? – *No, the district will not lose money by offering this retirement incentive. If insufficient people sign up, then the incentive will be cancelled.*

-What if teachers sign up for the retirement incentive before it's cancelled? – *Then they paperwork will be returned and nothing will happen.*

-Is this the best deal we can land? *Yes. Some districts have done better, but this is the best we can get from the district.*

-Is this incentive dependent on the current negotiation? – *No.*

-Are administrators eligible for this incentive? – *No.*

-How many members are eligible? – *Over 230.*

-What's the deadline? – *April 23rd*.

Kent finished his presentation with a reminder to avoid giving credence to the various rumors regarding various issues.

e. State Council – Is going to happen this weekend. The CTA will be determining its position on a wide variety of issues, including the endorsements on the budget propositions for the upcoming election.

f. Action Team Report – The action team collected feedback on the Pink Friday labor action.

g CTA Staff Report- None

5. New Business-

a. NEA RA Local Elections— Brenda reviewed the teachers we'll be sending to the rep assembly in San Diego and motioned for a vote of approval.

Motion – send these people down – seconded – passed.

b. NEA RA State Elections— Site reps were then directed to run a site election to determine who would attend the NEA representative assembly. Once the vote is complete, return the results to Brenda.

c. VTA Elections— Candidates for the exec board must be declare their intention to run during the next rep council meeting. The election will be held on April 14th.

6. Site Concerns—

-Cooper had a concern about elementary prep time being cut and submitted a petition showing their opposition to any reductions in elementary prep time. The bargaining chair took the petition so it could be used during the current contact bargaining session.

7. Raffle —things were won

8. Adjournment —the meeting was adjourned at 5:38

Respectfully submitted, Corey Penrose