

Victor Elementary Teachers' Association  
Representative Council  
May 12, 2010  
Nisqualli Building  
(Pending Approval 6/8/10)

President Nancée Fine called the Rep. Council meeting to order at 4:17 PM.

**Minutes and Reports**

- Agenda for today's meeting was submitted by Nancée Fine. Bev Thomas moved to accept and Linda Smith seconded.
- Minutes for April 2010 meeting were submitted by Penny Edmiston. Debra Watson moved to accept the minutes and Penny D. Smith seconded; the minutes were unanimously approved with no corrections.
- President's Report was submitted by Nancée (green).
- Treasurer's Report was submitted by Linda Smith (white).
- High Desert Inland Employee/Employer Trust report was submitted by Nancée (green).
- Negotiations Report was submitted by Penny D. Smith (multi).

**Representative Training** - No training was given at this meeting.

**Site Reports**

- All Sites were present and gave reports. Nancée dismissed herself to attend and present a VESD scholarship, therefore Beth Fehrs, Vice President, facilitated Site Reports. Discussion items included:
  - **Dr. Gary Thomas, Candidate for County Superintendent** - flyer was distributed. Reps may share these with members but may not put in teachers' mailboxes.
  - **Dress Code** - Reps shared that their site may be considering a dress code for students as well as staff. Penny D. Smith cautioned that if a staff chooses to implement a dress code, this must be unanimously agreed and voted by all staff members. Even then, if challenged, the dress code could not likely be enforced. It is recommended that sites do not approve a dress code for their staffs, however professional dress, as stated in our agreement, is expected.
  - **Negotiations Suggestions/Concerns** - if furloughs are approved, they should be implemented ASAP. A concern was shared that several sites who had visits with Dr. Marsden heard that if the teachers made more cuts, 25 RIF'd teachers would be brought back. A recommendation was made to clarify language within the Agreement how Friday planning time is to be spent (see concern below).
  - **Friday Teacher Collaboration Time** - Reps shared that these meetings are more and more being used to complete principal and/or district activities and asked that language is included within the agreement to clarify how this time is to be spent. Penny D. Smith stated that the intent has always been to use this time for teachers to plan together, not for district or principal activities. Penny reminded Reps that when they hold the first meeting of the year, the staffs should discuss and determine how this time is to be used.
  - **Site Visits with Dr. Marsden** - Reps shared that conflicting information has been shared at these meetings and suggested a district-wide forum so all employees could hear the same message from the Cabinet and Dr. Marsden, as well as have the opportunity to voice concerns. It was stated that at the last stake holders' meeting employees were not given the chance to ask questions of cabinet, rather the meeting was held in a "top down" format.
  - **Special Education** - Reps wanted to know the procedure for choosing teachers to teach the Sp. Ed. Summer school classes. Starlett Hale explained that a lottery would be held among

those candidates who possess the Sp. Ed. Credentials. It was also announced that our district is in a position to "take back" some of the Special Ed. students that are being taught through county classes, however a requirement is in place that the county's teachers may need to accompany those students, per state ratios. Reps clarified when substitute teachers are provided for IEP's and SST's. Currently substitutes are provided to the regular classroom teacher, but not the RSP teacher, who must cancel services on that day to attend the meetings.

- **CTA Dues Increase** - Concerns were shared that this is not the time for CTA to increase dues - salaries are decreasing and more cuts are projected. Nancée explained the procedure that CTA uses to raise dues (an average of teachers' salaries over a 3-year period). She urged members to contact CTA to express their concerns. The CTA Treasurer is Gail Mendes and can be e-mailed at: [gmendes@cta.org](mailto:gmendes@cta.org)
- **CTA petitions for Corporations to Pay Fair Share** - Nancée had mentioned at the April meeting to send out these petitions, but was unable to; she stated she will work on doing so in May.

### Old Business

- **President Release Time** - Questions were raised concerning the cost stated by the district to continue releasing the VETA president from the classroom. Nancée said the district numbers were not accurate and would e-mail Reps with the correct figures. Currently, VETA pays 25% of salary and benefits, the district pays 75%, to have the Association President released from classroom duties. In exchange, Nancée has substitute obligations which also allow her to be at each site and meet with members. Steve Dinise reminded Reps that to ensure President release time, the members should consider fully funding. He calculated that this would be an approximate \$17/per month/per member increase in VETA dues. It was recommended to Nancée to educate members more specifically about her duties. Nancée explained that she details her activities in her monthly President's Report and would gladly answer additional questions or concerns, please e-mail her.
- **State Budget** - Nancée shared that the state's budget is still a mess with no "fix" anytime soon. She announced that the May Revise, after May 15<sup>th</sup> will give more information and the budget will then proceed to the legislature.
- **VETA Scholarships** - Linda Smith announced that 15 scholarships (among 13 schools) were awarded to graduating high school dependents of VETA members. They each received \$300 towards their college expenses. The recipients are invited to the June Rep. Council meeting.
- **RIF Updates** - Nancée announced that 10.4 jobs were reinstated which resulted in 11 people taken off the district RIF list.
- **VESD Board Election** - Nancée explained that there will be 4 positions to the VESD school board voted upon in the next election. Greg Galvez will be establishing an Election Committee that will interview candidates, per CTA guidelines, and share those interviews with members. Once the interviews are held, the committee can recommend candidates that would then be eligible for CTA funds to help in their campaign as well as VETA endorsement.
- **CTA/IFT Grants** - Nancée announced that these grants could provide up to \$5,000 and were sponsored by the Institute for Teachers. The money to fund these grants came from a \$20 CTA dues increase that allocates 50% to politics and 50% to the IFT for such grant programs. She urged members to apply.
- **CTA Dues** - Nancée reminded Reps that CTA will be raising their dues by \$18.00 per year (\$1.80 per month) for 2010/2011. Nancée explained the formula that CTA uses to determine an increase in dues (an average of teachers' salaries over a 3-year period). She stated that it is projected that CTA will decrease dues in subsequent years based upon this same formula. Additionally, the previous \$20 dues increase assessed a few years ago (mentioned above in "CTA/IFT Grants") is being considered to be allocated as \$15 for Advocacy and \$5 for Foundation. Members can express their ideas and/or

concerns by submitting responses to CTA online. She also invited members to attend the State Council meetings and address the Budget Committee to voice their concerns.

- **NEA Dues** - Nancée stated that it is likely that NEA will also raise their dues.
- **VETA Dues** - Nancée stated that the VETA portion of dues is NOT scheduled to increase.
- **Day of the Teacher** - Penny Edmiston distributed gift cards, on behalf of VETA, for Reps to share with members. Each gift card is worth \$10 to Jack in the Box.

### New Business

- **Installation of Officers** - Nancée introduced herself as President, Penny Edmiston as Secretary and Kent Berryman as Member at Large. She explained Kent's duties and the officers were installed.
- **VETA Survey** - Penny D. Smith distributed surveys for members to each Rep. and clarified the procedure:
  - 1 - Do not duplicate.
  - 2 - Have members sign the roster when they receive the survey (they do not need to sign when returning surveys).
  - 3 - Distribute the surveys at tomorrow's staff meeting.
  - 4 - Reps to read the top of the survey to members so they understand that this survey is **NOT** a vote.
  - 5 - Reps to collect the surveys by Friday, May 14 (members may return surveys to any Negotiation Team or Executive Board member).
  - 6 - TAC Reps to return completed surveys to the TAC meeting, May 18.
  - 7 - If members have any questions and/or concerns they should e-mail any Negotiation Team member.Additionally, Penny D. Smith explained that comments generated on the surveys do not guarantee the direction of the Negotiation Team; it is a "barometer" of members' opinions. The Negotiation Team considers input from the Executive Board, not collaboration with Management. She further explained that this survey was about the "gets" that could be negotiated on behalf of members to compensate for possible concessions that may be necessary. These "gets" do not cost the district money. She and Nancée gave further explanation regarding the survey questions about expansion of discipline duties and class size equity. Penny stated that additional surveys will be conducted during the Negotiation process and can be expected before the end of this school year. Nancée clarified that the decision to use Survey Monkey for future surveys will be determined if 50% plus 1 respondents on this survey are in favor of doing so.
- **Classified Rally** - Nancée shared that a rally will be held by CSEA members at 4:30 on May 14<sup>th</sup> at Apple Valley Middle School, she urged members to attend and show support.
- **David Sanchez, CTA President, High Desert Visit** - Nancée shared that she was able to accompany David Sanchez to 4 of our schools on May 5<sup>th</sup>. He was very impressed and immediately called NEA President, Dennis Van Roekel and urged him to schedule a visit ASAP!
- **Common Core Standards for ELA and Math** - Nancée urged Reps to encourage members to give input towards creating National Standards for ELA and Math. Members may contact: [www.corestandards.org](http://www.corestandards.org).
- **Unconscious Bias Training** - Melissa Timko-Miller shared that this workshop was attended by over 40 VESD teachers and was well received. Evaluations were all 4's and 5's. The presenters are willing to return and it is hoped that the training can be repeated and/or expanded.
- **Stress Workshops** - Melissa shared that the Women's Issues Coalition will be scheduling Stress workshops, perhaps in the fall.
- **We Honor Ours** - Nancée shared that this year's recipients of the WHO awards are Greg Galvez and Karen Bossi. They will receive their awards at Kinari's on May 22, 2010 at 12:00 PM. VETA pays for the recipient and their spouse to attend. Additional members are welcome, at their own expense.
- **Phone Bank** - Nancée and Bev Thomas reported that the last phone bank in support of Dr. Gary Thomas for county Superintendent was positive with 7 volunteers including members, administrators

and family. Within 3 hours over 500 phone calls were made. The next phone bank will be held from 5:30 - 8:30 on June 3rd at Kinari's restaurant and members are encouraged to participate.

- **KUDOS** - recent articles in CTA's "Educator" magazine as well as the "High Desert Insight" gave positive mention to the programs and activities of West Palms and Brentwood.
- **Raffle** - \$10.00 gift certificates were won by Angela Woodruff, Tonya Almeida and Rebecca Meyers.
- **5 / 10 Minute Meeting Items:**
  - Distribute VETA surveys at tomorrow's staff meeting, they should be returned by the 5/18 TAC meeting
  - Distribute Teacher appreciation gift cards to members
  - Members interested in being a liaison with a VESD board member should contact Nancée
  - Members interested in joining the School Board Election Committee should contact Greg Galvez
  - CTA dues to increase 2010/2011 by \$18.00
  - WHO Award recipients: Karen Bossi and Greg Galvez
  - Political information - non VESD e-mail address needed by Nancée
  - Continue to collect pink Yoplait lids and toiletries
- **Adjournment** - The meeting was adjourned at 6:15 PM.