

BTA Organizing/Rep Council Meeting April 1st, 2014

Organizing Committee

3:45 Call to order: Jeannine Kersavage

All in attendance were asked to sign in by site.

Negotiations: Dimitra Krick

On March 31st BTA negotiations met with D.O. and gave a proposal which was countered by the D.O.

We are asking for guidance from the members. The last proposal was that BTA wants a 4.5% raise on the pay scale retroactive to 07-01-2013. BTA would like to start negotiating for next year as soon as this year's contract is approved.

The district proposed \$654.00 per cell added to each step of the salary schedule to attract new teachers. They are proposing a Health and Welfare increase of \$10,200.00, only an increase of \$256.00. They would like to change the language regarding class size to "site average" as opposed to "district average", and add transitional Kindergarten to show compliance with state requirements. They must move towards class size reduction to obtain state funds.

The D.O. also wants to give teachers 14 paid hours for involuntary transfer moves, and nothing for voluntary moves.

The district has proposed increasing the minimum retirement service years from 5 to 10, requiring teachers to work more years before retiring from the district.

They would like to modify PAR (peer assistance review), and they would like to pay all teachers 35.00 per hour for extra duty, rather than per diem.

Other proposals were to eliminate all district chair positions, having all itinerants work an 8 hour day, excluding lunch, and constituting a longer work day for no additional money. They would also like to eliminate all stipends from contract. They want all Community Day School teachers to work an extra 8 hr. day (responsibility factor + hours).

Introduction of bargaining team: Elisa Gusdal

Elisa stated that the bargaining team agreed to accept no less than a 3% raise. Our last raise was the 2007/2008 school year. We went from having a pay scale that was average for surrounding districts to the bottom. The district has a 3.5% reserve as well as new monies received from the state.

The district received a QEIA waiver for Nicolet Middle School from the state. They got 2 million dollars which may be spent on teacher salaries. There were 9 new hires.

Administrative salaries are tied to member salaries. Elisa distributed information

Small group break-out meetings:

Facilitators wrote down member thoughts on the next steps.

Rep Council Meeting

Members present:

A. Van Tassel, B. Yang, B. Ward, D. Dezern, D. Krick, E. Castro, J. Lakin, J. Poulter, J. Kersavage, L. Sattler, L. Beasley, L. Miller, M. Pilgrim, M. O'Neill, M. Castorena, M. Tso, P. Utrapiramsuk, P. Valencia, R. Anderson, R. Robinson, R. Smith, S. Young, S. Dunham

1. Minutes: Jan Lakin

Leslie Sattler stated that a comma was missing after Sattler in the members present. Janelle Poulter said to change BSP to VSP. Ramona Anderson wants QEIA changed to QIEA. Scott Young moved to accept with amendments. Ligaya Beasley seconded. The motion carried.

2. Treasurer's report: Bee Yang

There is no treasurer's report, statement is not generated yet. Bee would like all reps to update their site teacher counts and e-mail to him.

3. Scholarships/Day of the Teacher: Jeannine Kersavage

Five students qualified. Information was distributed to them. The Freddie Hawley scholarship will be awarded to Christine Castro who is going to UC Berkley. Scott Young moved to approve, Dimitra seconded. The motion carried.

4. Rep Elections: Jeannine Kersavage

The Reps must be seated in May. New reps will not take over until the next school year. They will be invited to the May meeting.

5. Day of the Teacher: May 6th

Your site numbers determine the amount received. Ramona Anderson moved that we purchase \$10.00 gift cards from Wal Mart from BTA for members. Janelle seconded, and the motion carried.

Dimitra and Bee will purchase them. We will ask the business office to print out name labels for envelopes. We will call Wall Mart first to warn them. Reps will distribute at their sites.

❖ District Teacher of the Year is Julie Ramirez from Central.

6. Grievance: Alan Van Tassel

We will start doing a newsletter which will focus on one school site per month. Beginning next year reps will write the newsletter for their site.

7. New Business:

Ramona stated that a fire drill at Nicolet caused a lunch to be shortened by 5 minutes. Jeannine suggested that she talk to her principal about it.

Minerva wanted to know if a teacher could do anything about technology access at her site that is blocked by IT.

Scott got messages about inappropriate searches.

Jeannine suggested she could bring up in articulation some sites teachers would like to be able to access.

Scott also stated that his pay roll deposit did not post until midnight Saturday, instead of Friday.

Also, a member was not paid for moving. Jeannine stated she will talk to Mr. Guillen .

It was suggested that negotiators "buddy up" with board members and invite to negotiations.

Jan Lakin moved to adjourn

Meeting adjourned at 6:10 pm.