

Murrieta Teachers Association
Representative Council Meeting Minutes, November 5, 2009

- I. Call to order: 4:17 p.m. Raffle prizes distributed.
- II. Approval of Agenda. Unanimously approval.
- III. Call to approve October, 2009 meeting minutes. Moved by Rod and Julie seconded. Unanimously approved.
- IV. Executive Officer Reports
 - A. Middle School:
 1. Matt gave RTI contract language 8.10.2 to District and they will fix the error.
 2. PLC's are to be teacher directed not top down, so if are not doing this at your site, let Wayne Conklin know and he will let Guy Romero know to redirect the Principal and anyone else who needs this redirect. We teachers can start our own PLC with colleagues of our choice.
 - B. High School:
 1. At MVHS ABI slips for attendance directed to sign at first personal time moment...that has been changed...can do it on first available prep period unless it is at the end of the month, then must be done ASAP. Must turn in attendance per period per day to protect us from an AWOL student that gets hurt so we can't be sued. This is ed code so must follow this.
 2. 3 lead teachers at all 3 high school sites, regarding handling of chronic misbehaving students and there is a board policy about this.
 3. High sch 3/4 period prep time is longer than those without prep on 3 or 4th period, so will deal with this so it is fair.
 4. Cathleen Hansen from Avaxat wants help with chronically misbehaving kids.
 - C. Elementary:
 1. Still dealing with grievances regarding class size. Many concerns and many teachers teachers that won't be grieving, but are over on class count. Grievance will be denied, but still need to grieve so district has to deal with it.
 2. One elementary=Mails has teachers being directed to take lunch at 9:30 a.m. on early out days for Kindergarten teachers so they can do intervention after school.
 3. Contract language that says we have input into assessments and report cards. We are being directed how to do it instead of teachers having input.
 4. Chrissi Levin from Cole: Has a FastMath director at their site who is being directed to take care of any issues and she hasn't been trained and has no way to correct issues. No compensation and loads of work and stressed out due to time investment.
 5. Cathleen Hansen from Avaxat has the same issue at her site. Troubleshooter should be technology and site director should do training is Rod Amstutz idea. Rod also said no assessments that align with tests we give, so a grievance is coming based on this issue.
 - D. Treasurer:
 1. Budget line 577 release days 3,000 for it and have used last year 9,000 used, so needed to reallocate money from 572 to 577 to cover this. Membership is no longer paying for Pat and Oscars, so PAC money will pay for dinner so money covers release days.
 - E. Secretary:
 1. Organizational Committee: Want strong teacher(s) at each site to disseminate Union info and to go to sites and present PowerPoint to keep members informed so that members are

receiving their Union dues money worth. Will have the same importance as bargaining and other important committees. The role is important regarding organizing meetings, purpose etc.

F. Vice President: No report.

G. President:

1. Email that Chuck sent out last Friday, protocol that we can use assoc business email to all teachers as long as we cc the DSC. Email kicked back the email to Kelly and Wilson, so they were angry with Chuck but it was the email system, not Chuck.

Presently, legislature is trying to keep cuts away from education for this next year. Murrieta should be fine for this year and next. 2010-2011 is what we are all worried about due to the unknown of state budget and any cuts to come.

Expect RIF of 100, mostly elementary, temp tchers first to go, then teachers under 5 yrs seniority. Will see where retirement leaves us with numbers. DSC hopes to have 25 to 30 retirees, but have no idea right now how many will actually retire.

2. REEF planning mtg, Oct 28th info: Riverside employee/employer benefits=costs for new plans in Feb will let us know what the increase will be. Plans now are well balanced between earnings and cost. PPO=92%, HMO=98% HAS=78%. Two more mtg's will take place and will share that info as it becomes available.

H. Bargaining Chair:

1. AdHoc wrapped up for now...waiting for DSC presentation on budget that they will approve and then DSC will present it. Thank the AdHoc team. ☺

2. DSC was very upset over Chuck's email regarding district growth and surplus budget. We have no shortfall for 2009, 2010, 011 and no economic issues for next year, so we will not be opening it for bargaining. Must grieve class sizes because it will not be open for negotiation this year or next.

3. Contract review DSC said teachers were least impacted by cuts based on percentage. They were not counting site accounts etc, just jobs being kept. They say they are deficit spending and they are absolutely not. There will be proposals for cuts to teachers and salaries but we need to understand they have 25 million in reserve. Expect RIFs this year as a means of leverage, but no worries overall since they will need teachers just like this year. They will point at us as being the problem, but we just need to stay unified. DSC has sunshine us. Openers are salaries for 10/11 and teachers' hours and duties, class sizes, and benefits. Please review Board minutes page 5 or 6 and you will see the sunshine letter. Will be using survey monkey for a survey about what we want to see as our three openers in response to the DSC sunshine letter.

Will sunshine DSC back after survey results are received and 3 main issues voted on. District is worried about 2011/2012 since there will be more cuts then.

V. Committee Reports:

A. State Council:

1. Race to the Top: see the website for info on this funding. Teachers must negotiate with DSC before they can use performance to determine pay.

2. Jeanne Cusack asked about special ed test scores being tied to raises etc.

B. Grievance:

Team will meet to deal with language to review and present to members to support teachers. Child consistent misbehavior will be discussed. Class size will be addressed as will assessment concerns.

C. PAC:

Wants approval to host the school board for dinner. Motion by Kim, Chrissi seconds. No discussion. Unanimously approved.

- VI. Old Business:
 - 1. SERP=retirement, 50 or so teachers are looking into it. Waiting for final numbers. What is procedure for Principal replacement if retires? District conducts this hiring process. Could ask MTA for input, but do not have to.

- VII. New Business:
 - 1. Appointments to PAR Joint Committee=high school respondent and she was unanimously appointed by Rep Council.

- VIII. Miscellaneous:
 - 1. Keep records of any failing student to protect yourself if anything comes back

- VIII. Adjournment: Prizes awarded.
 - A. Next meeting December 10, 2009, 4:00 p.m., MTA Office.
 - B. Meeting adjourned at 5:50 p.m.