



Representative Council Minutes 2017-18

Date: August 28, 2017

Call to Order: 3:50pm

Adopt Agenda/Approve Minutes:

Jon Resendez made a motion to adopt the agenda. Haley Dawson 2nd. Motion approved unanimously. Donna O'Brian made a motion to approve the minutes. Nicole Vicioso 2nd. Motion approved unanimously.

I. Introduce Imelda Rios-Windley and Susan Hansberry, ITT office staff

II. Executive Director's Report

A. Sign contracts

B. Site Rep responsibilities-see page nine of the rep binder

C. Rep manual training- Lori Atkins clarified if a member go over the number of students enrollment. Kinder max is based on CA Ed.Code. Grades 1-3 has a max of 32 which is set based on IUSD's participation in a Grade Span Adjustment program. In grades 4-6 no limit, Grades 7-12: has a max student contact number but some are excluded based on what they teach (example: PE) See Contract section 10.4.

Members who are over enrolled, should speak with their site administrator to discuss ways to support them.

Other reminders for reps: Bring the binder to each meeting. If receiving district units, a rep must go online to fill out the district form for prior approval (even though that approval is not technically pre-approved). Agency fee payers have the right to representation and bargaining rights. Please post the Notification of Membership Options on your site's ITA bulletin board. Reps are encouraged to ask other members at their sites to help take on responsibilities. The more members that are involved the better.

A copy of the contract is available online through the IUSD website and the ITA site.

III. President's Report

A. Health benefits

1. When sick leave is used up, provide HR with a doctor's note within FIVE DAYS for differential pay for your own illness.

2. Teledoc: Save receipt/record/confirmation email to justify absence for illness. Members are encouraged to sign up for the service before needing to use them. Teledoc saves us money directly since IUSD pays for our health insurance on it's own. We are not in a large group with other organizations.

3. Disability Insurance through CTA's The Standard:

josh.hayes@standard.com 909-674-2962

4. Planning family growth? Get The Standard's disability insurance before pregnancy! This helps if differential pay is needed.

B. Student shadowing: completely voluntary, no compensation (not adjunct duty)

C. furniture/yoga ball replacement—Principals have money for this, not teachers.

D. Join your site's PTA/PTSA!

E. Site visits with Subway sandwiches- President Sorey wants to meet with members at each site. Reps should sign up for a date.

F. small group leaders meeting with Reps individually because Site Reps are the most important members of ITA! Reps are asked to diligently hold a monthly meeting IN PERSON. ITA is based on quality relationships between members.

G. Use your personal email, personal device, personal data or home wifi for all ITA and personal communications. Get all members to sign in to MailChimp <http://eepurl.com/bt7Lkv>

H. AB 1220: Bill requires 5 years probation before permanent status will be granted. CTA opposed it, and it's now back in committee. CTA is working for us.

I. TOY/EiT update. – President Sorey is seeking members who could serve on a committee. Contact her if interested. IUSD no longer wants to work with the Irvine Marriot, as they are no longer meeting our needs as a larger district. There are several ideas in place, including using a high school auditorium for a ceremony. Afterwards, sites would do something to honor their rep separately. To increase the amount of qualified IUSD teachers who are nominated for the county Teacher of the Year, sites should reconsider their EiT criteria and align it with the county criteria. This would allow the site EITs to also be considered for TOY.

J. Global Village Festival Saturday, 9/23 Seeking teachers to support ITA's booth! First attempt at broad community outreach. We want our logo out there and share all the great things ITA does for all of Irvine.

distributing flyers, shopping bags, "mood" pencils

K. New Teacher Welcome Event Monday, October 16 for teachers in their first two years at IUSD.- Reps should reach out personally to the new members at their sites. We are ITA. We want members to become the faces associated with our organization.

L. Pending Janus Supreme Court decision, loss of "fair share" fees

M. Some of what ITA does for everyone in addition to salary negotiations

improving Staff Development-small groups will seek feedback.

district surveys are now anonymous- no longer asks who you are. ITA has been working on this for 2 years. There were over 1400 responses this time!

improved dental and vision benefits- dependents can be added for vision at \$9.00 a month.

admin rating surveys- ITA created and President Sorey shares the data with IUSD. If many members at a site participate at the site, the district uses the data with administrators' bosses. Surveys are in the spring. This is good for positive and negative feedback.

paid day to prepare before the start of school- not "given" by the district. We bargained for this.

elementary release days no longer on site- ITA worked on this for over 1 year!

40+ members attended statewide conferences last year to improve skills and earn salary credit

represent teachers on joint district committees- We need more members in several committees: LCAP, SpEd, Political Action, Toy/EiT. Contact ITA office if interested. Reps should encourage site members to consider serving as well.

IV. Treasurer's Report- Nora Seager reported that site reps can spend \$3.00 per member for site meeting engagement. Money can be spent with incentives the rep

V. Joint Committee Reports

A. BMB (Sorey, Kearney)

1. Flexible Benefits account (Discovery Benefits)
2. Re-enroll for insurance year 1/1/18-12/31/18

B. Calendar (Sorey)

C. Catastrophic Leave (Sorey)

D. Finance (Seager)- Next meeting is September 18th

E. Irvine Education Employee Fund (Sorey)

F. PAR (Sorey)- Peer Assistance Review. Designed to help veteran teachers who have an unsatisfactory review. There are 4 teachers and 3 representatives.

G. Professional Growth (Perini)- Members are reminded to get prior approval for any course they want to take for salary credit. If the course is rejected, ask why. It may be as simple as getting a more detailed syllabus from the course instructor. If it is still rejected, the committee meets to discuss and has the authority to override the initial decline.

H. Safety (Seydewitz)

VI. ITA Committee Reports

A. Budget (Gorman)

B. Communications (Seydewitz)- Site reps were given a list of members are signed up in MailChimp. Please check it over for any changes in members. Can be sent via district mail to Kelli Seydewitz at Lakeside or given to the small group leader.

C. Community Outreach (Kearney)- ITA has Facebook and Twitter. Encourage members to join.

D. CTA

1. Human Rights (Valerie)
2. Women's Issues (Seydewitz)
3. Ethnic Issues (Pang)
4. LGBTQ (Sheridan)
5. State Council (Perini, Seydewitz, Valerie)

E. LCAP (Sorey)

1. new committee
2. seeking interested participants

F. Member Engagement (Lucas)

G. Member Events (Perini)

H. Member Info (Pang)

I. Negotiations (Kearney)

1. update
2. will be seeking to add to the team

J. PAC (Pang, Gong)- school board elections only. This committee helps determine candidates that ITA endorses. We need new members, especially women and republicans. Site reps should let their members know they are welcome to get involved.

K. Scholarship- money comes from the vendors that pay \$250.00 for the right to distribute flyers in member mailboxes.

L. School Board (Kearney)- First meeting is in September with Sharon Wallin

M. Special Ed- 1 TOSA will now be in charge of all outside IEPs and assessments from private schools. This committee helps make progress like this example. Seeking gen ed and special ed. teachers to serve. Reps should encourage members to join.

N. Vendor (Connerton)

VII. Old Business

VIII. New Business

A. Approval of 2017-18 budget- Nora Seager presented the proposed changes to the 2017-18 proposed budget. The Budget Committee made a motion to approve the proposed budget. Motion approved unanimously.

IX. Small Groups

- A. Elementary: Does your site provide a release day for elementary testing LPA?
- B. How long did your staff meeting last on the first day?
- C. Was your teacher prep day respected?
- D. Small group leader collect personal emails from Reps and gather info about when they can meet outside of school
- E. Meet with your site's new teachers. If you have only 1, offer to come to our New Teacher Welcome Event with the new teacher. If you have more than one, host them for lunch in your room so they can get to know each other and arrange to attend the New Teacher Welcome event together.

X. Pre-Adjourn Judy Richonne made a motion to adjourn the meeting Matt Perez 2nd. Motion approved unanimously. Meeting adjourned at

Upcoming Dates:

Exec Board	Monday, 9/11
Rep Council	Monday, 10/9
BMB	Friday, Sept. 1
Irvine Global Village	Saturday, 9/23
New Teacher Welcome Event	Monday, 10/16, 3-6 pm
State Council	Friday, 10/20—Sunday, 10/22