

**ADOPTED SSEA BOARD MEETING MINUTES**  
**November 12, 2009**

**Present:** Tom Roberts, Jeff VanAusdall, Debra Armstrong, Barbara Allpress, Doris Alexander, Sherrie Howard, Patricia Pocinich, Sharon Adkins, Cheryl Frank, Paralee Roberts, Barbara Streuber, Debbie Bayley, Clay Erro, Eric Levy, Victoria Rendes, Toni Wilbourn

Minutes were distributed and read.  
Debbie/Paralee moved to accept the minutes.  
Motion carried.

Treasurer's report was distributed and read.  
Eric/Jeff moved to accept the treasurer's report.  
Motion carried.

**Reports**

The district gave their sunshine proposal at the November 10<sup>th</sup> board meeting. Tom, Eric and the negotiating team will meet at the sites to give everyone an update and answer questions in person during lunch next week. Tom said we don't want to get into a philosophical discussion regarding negotiations. We need to stay with the business at hand while looking at the proposal from district.

Eric said the district want to negotiate for 2011, 20012 on benefits and salary. He is meeting with the district next week.

Eric met with Don Selke today for legal advice and said that they have too many openers. Compensation and benefits are two openers. The district has four openers. Don is going to get back to Eric on questions about the proposal. The team is willing to talk about Article 7 and catastrophic leave.

Compensation does not include the calendar. Eric was told by Don Selke that he has to talk about compensation 2010, 2011 even though it is illegal. Eric said after a discussion about Article 9 and Article 10 has concluded then the team might talk about 2010, 2011. Eric reported that the district is looking at seniority, credentials, CLAD certification, and using it for reduction of force. The district can use CLAD as a tie breaker. There is no precedence for skipping over people. Eric is going to everyone a list stating the determining factors. A long discussion followed.

Section 7 says the district can skip over people despite seniority if there is special training required. He referred to the Rippon case. Administrative law judge says you can use CLAD to skip over seniority. There is no definitive law on whether they can lay people off without CLAD certification. Our district has made an effort to offer CLAD to everyone. The district lawyer has use the Duax Case 4495, Duax vs. Kern community college as reference.

Reps need to tell everyone to make sure their credentials are up to date.

As part of the board policy the district in Oroville adopted a policy that if you have not taught in a specific subject area for the past 10 years, you are considered incompetent in that area and can be laid off.

Eric Don Selke who is a labor attorney has never seen a payroll deduction in the past 26 years. He also said he has only seen the state come in and take over in two schools in the past 26 years, Whitmore, and Cascade.

There are 2 counties that have agreed to take a salary reduction and teachers were laid off anyway. There is no guarantee that if you take a pay cut that you will save teaching jobs. Clay said the Chico district took a 1.7 million cut last year and now the district wants them to take another 3.77% cut this year.

California ranks number one of states in the worst financial situation in history. The educational system in California may not see a financial turn around until 2014.

There were several questions.

Eric explained that the calendar and compensation are different. A ½% of salary is equal to 1 less day of work.

He said that when you open an article in the contract you open the whole article.

Tom said that the meetings will give everyone an opportunity get answers to their questions. A flyer will be given to everyone about the meetings. You will get a list of priorities from the negotiating team. Input will be solicited from the association.

Debbie asked if ESP should go to the lunch meetings. Tom said there are too many differences in the contracts and do not need to attend.

Doris gave an ESP report. She is working with legalities for ESP. The contract says they can cut hours even if the employee doesn't agree to it. An employee can be offered less hours rather than be laid off.

Eric told Mr. Cloney that if ESP wanted a document from Art he needs to have it duplicated.

We would like to remind everyone that emails are not a secure source. Do not email anything that is considered private.

Eric said the law says you cannot talk about negotiations with the unit. You can only negotiate with the members who were elected by the association. It is considered an unfair labor for board members or district administrators to talk about negotiations with anyone other than the team.

If anyone attempts to negotiate with teachers it should be reported to the SSEA board.

Tom said we are in better shape than 85% of other school districts in the state. He asked why our dues went up and we are getting less representation from CTA. Charlene Brown is no longer our representative.

A discussion regarding cash flow followed.

### **Old Business**

We have site reps at all the schools; however Enterprise still needs another one.

### **CCC**

College Connection is now being administrated by the district. The bylaws are not reflective of reality.

**Other**

Everyone received a CLAD flyer about another class. They are trying to get a teacher preparation class at Enterprise since they have the most ESL students. Anderson will also be included.

Foothill has a catastrophic leave request an ESP unit member.

A discussion followed.

Sharon/Parlee moved to deny the request until we have enough information to make an informed decision.

Motion carried.

Meeting adjourned 5:27pm.