

TAWC - The Teachers Association of West Covina  
Representative Council Meeting  
November 26, 2018  
Coronado Alternative School - 3:15 p.m.

**MEMBERS PRESENT:**

|            |                     |                 |                         |
|------------|---------------------|-----------------|-------------------------|
| President: | <i>David Boege</i>  | Vice President: | <i>Jo Ann Van Eyk</i>   |
| Treasurer: | <i>Melina Mena</i>  | Secretary:      | <i>Mariah Cheng</i>     |
| Grievance: | <i>Susan Hunter</i> | CTA Rep:        | <i>Roberto Gallegos</i> |

Members at Large: *Ellen Bezaire, Kathleen Peña (Minority)*

**California:**

**Merced:** Mara Fuentes

**Monte Vista:** Martha Martinez

**Vine:** Jennifer Bocanegra

**Edgewood MS:** Roxanne Crawford

**Walnut Grove IS:** Vince Leighton, Jeni Leighton

**Edgewood HS:**

**Mt.Sac Academy:** Danny Colin

Guests: Dianna Chalberg, Maritza Reyes

**Cameron:** Ana Raymond

**Merlinda:** Carol Collins

**Orangewood:**

**Wescove:** Christina Lisberg

**Hollencrest:**

**Coronado HS:** Irvin Thomas

**WCHS:** Erin Reid

**I. Call to Order**

The *November 26, 2018* Representative Council meeting was called to order by President David Boege at 3:28 PM.

**II. Approval of Minutes** Irvin Thomas made a motion to approve the October 15, 2018 Rep Council meeting minutes and Carol Collins seconded. The minutes were passed as presented.

**III. President's Report**

A. Superintendent is not happy with election results.

1. Rose Lopez was elected. She thanks TAWC for their efforts to help her get elected. Francisco Gutierrez did a fantastic job for his age, but was not elected. Jessica Shewmaker was not re-elected. This is a wake-up call for the others when they're up for re-election.

B. PARS deadline is this Friday at 4pm (11/30/18).

1. It is advised you turn it in asap to ensure it gets to the proper department by the deadline. The board of education will look at the numbers at the next board meeting. If it goes through, those who submitted their paperwork are required to follow through with their departure of the district. However, if the board doesn't approve it, those who submitted paperwork are under no obligation to retire. The district cannot release available positions until after the end of the school year. Unless it's a critical need, district will not replace those teachers. They are looking to reduce our teaching staff.

C. Bells are being updated. Contact principal for when your site will be updated if you're curious. Sites will have updated phones too.

**IV. Treasurer's Report**

Melina Mena presented the October 2018 Treasurer's Report. Susan Hunter made a motion to approve the report and Irvin Thomas seconded. The report was accepted as presented.

## **VI. Committee Reports**

- A. Negotiations-we will be meeting as a team in January to get out a survey of what our unit members want us to reopen. We need to clean up Mt. Sac's schedule.
- B. Grievance-If you don't agree, you have to sign still, but mark the area stating you're attaching an addendum. This is only for a summative evaluation, not an observation. Administrators have 10 working days to debrief with you.
- C. Membership-Mariah and Jo Ann are still processing membership forms. CTA membership cards are ordered as we process them.

## **VII. CTA Updates (Roberto Gallegos)**

- A. Election Results are in. The fact that we were successful to get one of our candidates on the board shows how powerful our membership is.
- B. Know your rights! Mr. Gallegos distributed flyers about employee rights. These may not be in the contract but they are the law. Providing a room to express milk for nursing mothers, for example, needs to be provided in a clean, private space (no bathrooms!). Not all rights under the law have been captured by our contract. However, the law is the law.
- C. Scholarships: scholarships are available on CTA for employees of public schools and their children. Take advantage if you can.
- D. Current Membership: We have 437 members of the 446 teachers employed by West Covina.
- E. Member Engagement--we realize there is work to do to get 100% membership. Our base is elementary teachers, middle school is middle school, top tier is high school. Two things make up our organization: organizational capacity, strategic leverage (such as the community involvement).  
We need a work group to develop internal communications. If you're interested, submit your name to David Boege.

## **VIII. Site Concerns**

- A. Orangewood and Monte Vista: For Dual-Immersion teachers, sites have money to support those teachers. Ask for release planning time, conferences, etc... Sites have the funds for further support. David Boege said, there will be survey question coming out for negotiations.
- B. Walnut Grove
  - 1. Evaluation process: "she's not collaborating" "she's not part of the team" it's hearsay, non observed behavior is in observations. David Boege will meet with principal Rich Nabu.
  - 2. History books are destroyed and outdated; Williams Act form is filled out. One parent complained at the district, all brand new books for a different site. David Boege spoke with Dr. Duncan about textbooks. Gloria Duncan is looking into it and is slowly understanding the need. She's aware it's better to work with us than against us. Gloria Duncan was excited to get a workshop for secondary teachers to look at text books (sponsored by CTA). Self-contained 6th need to be included with the textbook adoption.
- C. General Concern
  - 1. Principals and Office Managers: who's responsible for what's in the office? Concern with how much the office manager needs to know about who/how to access the principal. Office managers now need to schedule appointments for anyone who needs to see the principal. Be polite, and just state it's a confidential/ personal matter. Principals will have one hour/day with closed doors to do principal office work.
  - 2. Every Office Manager and Admin went to training. Admin went into administration to be out with the kids. Office manager will deal with office day to day. Principals will be out of their offices 2x/week to be about the site.

3. Protocol to evacuate a class for a particular child needs to be written and enforced. Mike Seaman is working on a way to make classes safer. David Boege is working on getting a written protocol for this procedure.

**IX. New Business**

- A. Membership forms are still being collected. Please send them to Mariah @California ES asap. Please remind your new teachers to sign the bottom of the form as this will delay their processing.

**VIII. Adjournment**

The November 26, 2018 meeting adjourned at 4:36 PM. The next Rep Council meeting will be held on December 10, 2018 at El Torito.