

TAWC - The Teachers Association of West Covina

*Representative Council Meeting
November 27, 2017
Coronado Alternative School - 3:15 p.m.*

MEMBERS PRESENT:

David Boege (Vine); Melina Mena (WCHS); Mariah Cheng (California); Susan Hunter (Monte Vista); Ted Moser (WCHS); Ellen Bezaire (California); Kathleen Peña (Merlinda); Ana Raymond (Cameron); Kelli Blondi (Wescove); Katarina Garcia (WCHS); Karen Wirth (WCHS); Vince Leighton (WGIS); Jenni Leighton (WGIS); Karen Manus (Orangewood); David Godinez (HMS); Vanessa Obenhaus (Merlinda); Eileen Gonzalez (Vine); Carol Collins (Merlinda); David Medley (EHS); Roxanne Crawford (EMS); Veronica Perez (EMS)

I. Call to Order

The *November 27, 2017* Representative Council meeting was called to order by President David Boege at 3:20 PM.

II. Approval of Minutes

Kathleen Peña made a motion to approve the October 16, 2017 Rep Council meeting minutes and Eileen Gonzalez seconded. The minutes were passed as presented.

III. Guest Speaker: Joan Hamilton

- A. Hamilton is from a union family, and is in favor of collective bargaining, social security, health benefits, and minimum wage, hours controlled by a contract--all from a union that has worked hard for the benefit of its unit members.
- B. 1988 Strike: Administration and School Board were nonchalant about the teachers, didn't feel they had much strength. The state organizations helped TAWC go through a long process prior to striking. School Board ignored what was happening. Nearly every teacher went out on strike; School Board was shocked. This showed the strength and the will of the teachers.
- C. Students also benefit from the collective bargaining: 20 kids in a class versus 40 students. Teachers have more time to devote to the classroom. It makes a better experience for the classroom, the students, and the community. Know your contract; know what your responsibilities are.
- D. Before collective bargaining, she was with 35 kindergarteners, twice a day. Teachers were expected to make house calls at night, expected to attend every evening event, and stay the entire time of the end-of-the-year carnival. From the midwest, teachers lost their jobs when they got married, got pregnant, or didn't attend church.

III. President's Report

A. Superintendent

1. The superintendent is still not understanding why all the schools were not enjoying their leadership. He has given the administration permission to put pressure to teachers. He wants issues handled at the sites and doesn't want teachers showing up to the board meetings. Mike Seaman was shocked at what was going on with evaluations; so many sites are not following procedures. Mike Seaman did follow up; however, his hands are tied. It's a concern but the biggest concern is image.

B. Site Visits

1. We need to be very protective of one another; how we present ourselves. We need to follow protocol. If a teacher feels any type of intimidation, they need to see their site rep immediately. We will not stand for intimidation.
2. Principals have been told to push as hard as they can without teachers reporting to TAWC. It's okay to "think about it" and ask for clarification. Several teachers were called in about their conference schedule. Elementary schools were asked to turn in grades prior to the end of the trimester.
3. Self-Contained 6th grades are expected to teach middle school standards with elementary school tools in an elementary school setting.
4. Special Education: Mainstreamed students should be coming into the general education classes with support. Teachers need to be supported, not be drawn away from their general education students. The mainstreamed students need to be able to handle the work.
5. If you ever have a parent meeting that's going to be confrontational, stop it. Reschedule so you have a grade-level partner or other colleague present.
6. There is a gray area with insubordination. Choose your words and body language wisely. Do not sign anything you haven't read. Put it in writing; "this is my recollection of the oral conference". Keep your emotions out of it.

C. Member Engagement

D. Facebook Posting

1. No student should be friends with a teacher, especially a current student. Not recommended to have parents of students on your page as well.

IV. Treasurer's Report

Melina Mena, presented the October 2017 Treasurer's Report. Susan Hunter, made a motion to approve the report and Kathleen Peña seconded. The report was accepted as presented.

VI. Committee Reports

A. Organizing

1. Nothing at this time.

B. Negotiations

1. None at this time, Van Eyk absent from meeting.

C. Grievance

1. Nothing at this time.

VII. CTA Updates (Jackie Butler)

None at this time

VIII. Site Concerns

1. WGIS- A tenured teacher have to take some tests and has a self-contained and collaborative class. This teacher already has a clear credential. David will check with legal.
2. Merlinda- Principal didn't go to an observation; blamed the teacher.
3. WCHS-Tests from 9th grade teachers are being done; consultant takes notes during these tests. Notes are to be left with the teacher and are not to be evaluative in any way, and cannot go back to administration.

4. Merlinda: SDC and RSP are now SAI teachers with no job description. Mr. Bernard is getting his CBA certification on his own, and he'll most likely be transferred to secondary (which he doesn't want to do).

IX. New Business

VIII. Adjournment

The November 27, 2017 meeting adjourned at 4:28 PM. The next Rep Council meeting will be held December 11, 2017.