

A.L.E.A.  
Alta Loma Educator's Association  
Alta Loma School District, Alta Loma, California

Helene Kowal, Executive President  
Dan Wilt, Executive Vice President  
Peggy Swistock, Treasurer  
Julia Olsen, Secretary

[www.youralea.com](http://www.youralea.com)

**ALEA Representative Council Meeting Minutes**  
**October 12, 2017, 3:30 pm**  
**Hermosa Elementary**  
**Room 19**

In attendance: Helene Kowal, Dan Wilt, Peggy Swistock, Julia Olsen, Shari Cipres, Deanne Conroy, Linda Honaker, Dominic Spezialy, Jena Kerr, Michelle Zomer, Jamie Bonaldo, Stephanie Frye, Jenny Rice, Laura Stoddard, Debra Mansfield, Marina Smith, Karena Zubiata, Jacque Lavallee, Steve Reyes, Katherine Jackson

Meeting was called to order at 3:43 p.m. by President, Helene Kowal

Helene Kowal –

- Approval of September 21, 2017 minutes: Motion to approve: Stephanie Frye; 2<sup>nd</sup>: Jamie Bonaldo  
Motion passed

Peggy Swistock –

- Just received October dues check. Membership now settled. Budget coming..

Dom Spezialy –

- Negotiations – Reviewed T.A.
  - Auto-inflator for increase in medical.
  - 3% raise for all
  - SDC teachers to get teacher budget money allotment
  - Change contract language to eliminate 3 year experience requirement for Site Technology Leader (STL)
  - Delete contract language for sabbatical leave
- District items ALEA did not want to consider at this time:
  - On Wednesday planning time – have some available for In-Service
  - Flexibility for elementary duty scheduling to add after school duty. The number of duties/site would not be increased, just rearranged. Note: The Ed. Code guidelines for coverage is not more than 100:1
- ALEA items ALSD did not want to consider at this time
  - Have regular PE for primary grades
  - Dental insurance – increase dollar amount of allowed coverage and add coverage for mouth guards. (ALSD feel package is fair and adequate)
  - Planning (early release day) for Kindergarten
  - SDC teachers are working a lot of hours doing IEP prep work on his/her own time. Suggestion is to keep a time sheet for hours worked at home and receive hourly wage for time spent. Same concern for time spent by TOSAs and those on PBIS. (All staff work extra at times – ALSD feels this would over complicate things and is not a high concern.)

- Too many teaching days are spent at training at the district office, especially early in the year. ALSD heard the concern and is aware of ALEA concerns.
- Extra Duty page – allocates a set amount for each site. Sites would like flexibility as to how to spend these funds and perhaps carry over some money from one year to the next.
- Jr. High – need a more equitable split of students in classes; i.e., not all one level of students in a class.
- 6<sup>th</sup> Grade – have district busses available for camp, or at least rotate which schools get priority to schedule district busses.
- Roll Call vote to approve or reject the T.A. –
  - ALE – Yes, Banyan – Yes, Carnelian – Yes, D.C. – Yes, Hermosa – Yes, Jasper – Yes, Stork – Yes, V.G., - Yes, ALJH – Yes, VJH – Yes
- General Membership meeting to give information to all ALEA members will be Tuesday, October 17, 2017 at VJH, 2:45 pm and 3:15 pm
  - Voting will be Thursday, October 19, 2017 (If going to be out on Thursday, members may vote on Wednesday)
  - **Have ballots to school secretary by 9:00 a.m. on Friday, October 20, 2017**

Helene

- Linda Williams at V.G. is very ill and will be out an extended period of time. If you would like to donate sick days to her, please see your school secretary
- Handed out assorted information to all sites
  - Teacher guides/rights
  - Laws when a teacher has a violent student
  - Folders with information for new hires
- Conferences coming soon
  - Offer a conference to all
  - Try to conference during regular hours (do NOT stay extremely late!)
  - Ensure an administrator is on site when you are conferencing
  - Ask for an administrator to be present if necessary. Teachers may leave “when professional duties are finished.” If that time is before regular end of the day because you conferenced with parents early, please ensure you let the office know you are leaving as duties are completed for the day.

Bereavement Days

- Set by Ed. Code, not ALSD
- 3 days if within 200 miles, 5 days if further than 200 miles.
- Take within a “reasonable time frame”

Substitutes –

- Why so few? District is trying to balance number needed with those hired so people get days.

A huge THANK YOU to Lori Thompson, Director of Special Ed., for doing a great job getting students properly placed!!!

Next ALEA event: Thursday, December 7, 2017  
 Hermosa School  
 3:30 pm, Room 19

Meeting adjourned, 4:40 p.m.

Respectfully Submitted,  
 Julia Olsen, Secretary