



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

ALEA Representative Council Meeting Minutes

October 20, 2016, 3:30 pm

Hermosa Elementary

Room T9

In attendance: Helene Kowal, Dan Wilt, Peggy Swistock, Julia Olsen, Shari Cipres, Deanne Conroy, Kristina Hedlund, Linda Honaker, Dominic Spezialy, Michelle Zomer, Johanna Bailey, Stephanie Frye, Laura Stoddard, Kimberlynn Lavelle, Marina Smith, Karena Zubiarte, Jacque Lavallee, Steve Reyes, Katherine Jackson

Meeting was called to order at 3:39 p.m. by President, Helene Kowal

Helene Kowal –

- Approval of September 22, 2016 minutes: Motion to approve: Stephanie Frye; 2nd: Dan Wilt Motion passed

Peggy Swistock –

- Printed budget available for all to review. Ledger shows all checks for 2015-2016 and all checks written thus far for 2016-17.
- PAC fund balance is now \$4611.58, reflecting \$5,000 donation to support Measure H.
- New donation forms will be distributed to members after the November elections.
Stress importance of monthly contributions of \$5 or more to maintain this account so it is available to campaign for causes to help ALEA members.

Dominic Spezialy –

- Negotiations teams met.
 - Salary “Steps” were discussed. ALSD wants to raise steps at the bottom of the scale to entice good new teachers while ALEA wants to raise the higher end to reward existing employees. Possible options include changing the steps to three (3) year increments instead of five (5) and/or increasing the amount of the step at the upper end.
 - Raise negotiations are on hold until after the elections.
 - After school duty was discussed – ALEA contract specifies it is not to be

- mandatory. Sites must solve safety issues/student control some other way.
- Lack of busses – ALSD is aware of the problem; says drivers are needed and “there aren’t any” at this time. Hiring notice is posted.
 - Preppy K teachers – need to be added to contract language to ensure all are afforded the protection due ALEA members.
 - Speech and Language concerns – District proposed putting SLP’s on the management salary schedule, then pulled that offer back. More info later.
 - TOSA’s – No guarantee of return to site after one year; as per ALEA contract. Employees are guaranteed a position, but not a specific site.
 - Special Ed – Lauren Thompson is now Director of Special Ed.; she is effective and proactive. Discussed issue of short turn-around requested for long forms. She is investigating and will specify guidelines to allow time. She is in favor of IEP’s during the day, but that is not a directive at this time.
 - Jr. High RSP – Requested prep release days; Jr. High principals are working to accommodate this request.
 - Extra Curricular money – Each site now has \$10,000 for these assorted stipends. Proposed change: Delete “Chorus” since that is now a contracted employee and make a new title: Academic Enrichment” so sites have more leeway in using these funds.
 - Conferences – ALSD is proposing reducing conference days to 6 (1 less) for first trimester, or perhaps moving to early October and make them a progress report. This generated a lot of discussion. There will be NO CHANGE for 2016-17. More information to follow.

Helene Kowal

- Distributed folders to site reps with scholarships, bylaws and assorted information. Please share with staff.
- **Student transfers – if you have students that are not residents of ALSD, ensure transfer paperwork is completed! ALSD receives \$8,000/student from the other district when a student is released and all paperwork is completed.**
- Conferences – try to schedule them before the end of a normal day. If you must stay late, ensure a site administrator is on site.
- Banyan has a fifth grade teachers, Heather Ceballos, is in need of sick days. She has been with ALSD for two years and had just returned from maternity leave when her older child was diagnosed with leukemia. She must take the rest of the school year off to care for her. If you are able to donate time, please see your site’s secretary. Members can donate up to three (3) days.
- Encourage teachers to purchase supplemental insurance; one never knows when a crisis will hit! More information available at CTA.org. Helene will contact personnel or American Fidelity to see if staff meeting visits can be arranged to explain options so ALEA members can make informed decisions.

Site Concerns –

- Banyan - is an administrator required at a SST? Response – No; it can be the site SST designee.
- ALJH – Noted it has a student who has been identified as transgender. Staff and parents came to the agreement that, for PE, the student will dress in the nurse’s office.

Next ALEA meeting: **Hermosa School**
December 15, 3:30 p.m., Room 19

Meeting adjourned, 5:02 p.m.

Respectfully Submitted,
Julia Olsen, Secretary