

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**  
**March 15, 2018, 3:30 pm**  
**Hermosa Elementary**  
**Room 19**

In attendance: Helene Kowal, Dan Wilt, Peggy Swistock, Julia Olsen, Deanne Conroy, Kristina Hedlund, Linda Honaker, Dominic Spezialy, Jena Kerr, Jamie Bonaldo, Stephanie Frye, Jenny Rice, Laura Stoddard, Debra Mansfield, Marina Smith, Steve Reyes

Meeting was called to order at 3:42 p.m. by President, Helene Kowal

Helene Kowal –

- Approval of February 22, 2018 minutes: Motion to approve: Steve Reyes; 2<sup>nd</sup>: Dom Spezialy Motion passed
- Introduced CTA Representatives – Arleigh Kidd and Bill Hendrick
  - Mr. Arleigh and Mr. Kidd are interested in assisting our classified personnel to create a union. The benefit to employees is to have the ability to do collective bargaining and have a contract that would protect employees. The benefit to CTA is additional members to make the union have a bigger voice. The union would be to meet the needs of the group. If any classified members would like to meet with these gentlemen, please get them in contact with Mr. Arleigh. All contact will be off-site and will be **confidential**.
- Arleigh Kidd  
CTA Regional 3 Organizer  
(805)485-1706 office  
(805)428-3564 cell  
[akidd@cta.org](mailto:akidd@cta.org) email
- ALEA End of Year Celebration will be Friday, May 18, 3:00 p.m. – 6:00 p.m. to avoid conflict with Mother's Day weekend.

Peggy Swistock –

- Reported that the "random" Cashier's Check that arrived at Hermosa School with no reference as to purpose or from anyone known to ALEA is a fraud. She will turn it over to the bank.
- Health care rates will be increasing next year:
  - Blue Shield HMO will increase by 3.9%
  - Blue Shield PPO will increase by 9.9%
  - Kaiser will increase will be 1% to 3% - each school district is different and we have not heard our exact change yet.
  - Delta Dental – No change (ALSD covers in full)
- New online enrollment will be required by all employees covered by health care. This will be instead of a 1:1 audit. It is called "Benefit Focus" and appears to consolidate health records. There will likely be additional items an employee may purchase, if desired.

- Next A:LSD Health Committee meeting will be Tuesday, April 3, 2018

Helene Kowal –

- Handouts from CTA with information about candidate endorsements.

Helene - Introduced Susanna Salas, our CTA Representative, to address concerns and field questions

- Was asked about the status of the case before the US Supreme Court and union dues. Susanna stated a decision is expected anywhere from mid April to late June.
- Safety
  - In light of the information that suspensions and expulsions affect our Dashboard scores, must we keep students who are dangerous in our classrooms? She said if the courts deem the student safe, yes, we must have the student in class. She was then asked, "How can we protect ourselves as teachers?" Response: Ensure all is documented, make a police report if physical harm occurs. Talk to our area advocate in Sacramento so he/she can work to change policy. If no resolution and further problems, contact Susanna Salas. (See below)
  - Susanna mentioned Restorative Justice as a program to handle such problems. Staff explained ALSD has the PBIS system, but different sites are at different levels and there is no consistency of training or use of the program in ALSD.
  - A member stated that at a recent Site Council meeting, she heard there is a District Safety Plan. It states that administration is to inform teachers about any safety issues with students.

Susanna Salas  
Regional Uniserv Staff  
(909)476-2367 office  
(909)677-7504 cell  
[ssalas@cta.org](mailto:ssalas@cta.org) email

Site Concerns

- A site asked about staffing – stated projected class sizes for 2018-2109 are about 26 for K - #, and approximately 32/class for 4 – 6. (6<sup>th</sup> a bit lower) Response – These are projections and within contract limits.
- A site asked if a teacher could be forced to attend an IEP meeting at 4:00 p.m. (School ends at 2:30 p.m.) There has been more than two weeks notice, but the teacher immediately stated she has a conflict with childcare. Response: No, attendance cannot be mandated; timing is excessive. Teacher should write a statement with information to be presented at the meeting.

Next ALEA event: Thursday, April 19, 2018  
Hermosa School  
3:30 pm, Room 19

Meeting adjourned, 4:50 p.m.

Respectfully Submitted,  
Julia Olsen, Secretary