

**A.L.E.A.**  
**Alta Loma Educators' Association**  
Alta Loma School District, Alta Loma, California

Helene Kowal, Executive President  
Dan Wilt, Executive Vice President  
Peggy Swistock, Treasurer  
Shari Megowan, Secretary

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

**ALEA Representative Council Meeting Minutes**  
**August 30, 2018, 3:30pm**  
**Hermosa Elementary**  
**Room 19**

In attendance: Helene Kowal, Dan Wilt, Peggy Swistock, Shari Megowan, Heather Wade, Deanne Conroy, Kristina Hedlund, Linda Honaker, Michelle Sanford, Dominic Spezialy, Jena Kerr, Michelle Zomer, Jamie Bonaldo, Stephanie Frye, Jenny Rice, Laura Stoddard, Kathleen Minor, Dawn Zimmermann, Karena Zubiata, Michelle LaClaire, Jacque Lavalle, Steve Reyes

Meeting was called to order at 3:39 pm by President, Helene Kowal

Helene Kowal-

Approval of April 19, 2018 Minutes: Motion to approve, Steve Reyes; 2nd, Jamie Bonaldo -motion passed

A Register Report was distributed to all reps.

Helene introduced Dr. Steve Thomas to address questions and concerns:

Concern-Trainings (Mandated Reporter, Sexual Harassment, Suicide Awareness) take an extended amount of time. Though thought of as professional responsibilities/ duty, they will look into staff meeting time to accomplish in a timely manner. It was also noted that Jr. High coaches have 3 additional trainings and hours of CPR training also required.

Question/confusion concerning stipend pay sheets. When recording hours for a "flat rate" stipend, do you record hours that are during your professional day? There doesn't seem to be consistency among different stipend duties and how to record hours. Dr. Thomas will look into this.

Classroom student numbers are a concern. Some schools feel that their class size is always greater than district averages at their site. Dr. Thomas explained process timeline, and balance with budgeting for additional teachers. A concern was also that larger Kindergarten numbers in "non-Kinder" classrooms is a space issue.

Concern about proctor coverage for primary PM recess. Dr. Thomas explained that there is a district wide formula for funding proctor coverage and additional time comes out of the principals budget.

Concern-Transportation cost for "waiting" bus has increased to \$50/hr. Dr. Thomas explained that rates had not changed in the last 5 years, and the increase was needed to keep up with expenses. Dr. Thomas is going to check on minimum "wait" times so shuttling could be an option for saving money on trips with longer wait times. (Visser bus services are \$70/hr with minimum service times.) The question was asked if we are charging more for outside organizations using out district busses. Dr. Thomas mentioned that the district is always looking for ways to earn money.

Concern- It is our district's first year with Mod./Sev. Special Education classrooms, and current facilities are not conducive for needs (diapering/bathroom). Is this in consideration with Bond money? Are bathrooming duties in the aides' job description? -  
We are doing what can be done with what we have. Encouraged to continue working with Mrs.Thomson and Principal at the site.

Question - Why would a principal "work" with a parent for a special education student who would like to leave our district? It was brought up by others that a parent may be looking to have district pay for additional educational programs.

Classroom supply question- at one site, they started school with minimal supplies in hopes for donations. Dr. Thomas explained that classroom supplies could come from teacher supply budget, SAG monies, or Principal's budget.

Question about ½ time teacher (working with TAPs) pay when subbing for the other half of the day? For the additional substitute hours, they are paid long term sub rate (not from scale).

Has Jr. High half day sub time changed from 3.5 to 3.75hrs.? There does not seem to be a clean break for substitute report times. Dr. Thomas is going to look into the times in the AESOP system.

Thanked Dr. Thomas for attending.

Introductions of Representative Council for the new school year.

Helene passed out envelopes of information that can be shared and posted on your site's ALEA board.

Dom Spezialy shared that they would like to include a new teacher representative on the Negotiations Team. It would be beneficial for someone to join and learn the process before the current team gets ready to retire. The team usually meets 2-4 times in the fall. There is stipend pay for job.

In addition to salary and benefits, bring other ideas for negotiations to the next rep. council meeting.

School Board Election: The three women are up for reelection. There is an additional candidate but no information has been shared about her. The ALEA Rep. Council voted in favor of supporting our current board members for reelection.

Peggy Swistock reported that our political fund was depleted with the bond. It is an account with voluntary contributions. We need to look at sharing this opportunity with teachers again.

Additional site concerns:

Jr. High Zero period teachers and scheduling for a sub.- not a regular work day. Also a concern that PE teachers teaching elective classes create higher class size for afternoon PE teachers.

Revisit stipend pay for SST. One site is having some SST meetings during the school day.

Revisit encouraging IEP's during the school day.

We need to update PAR Panel since some members no longer teach in grade span they represent. Updated:

Jamle Bonaldo K  
Shari Megowan 1-3  
Dom Spezialy 4-6  
Kathy Jackson 7-8

Next ALEA Meeting: Thursday, September 20<sup>th</sup>, 2018  
Hermosa School, room 19, 3:30

Meeting adjourned, 5:00pm

Respectfully Submitted,  
Shari Megowan  
Secretary