

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

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ALEA Representative Council Meeting Minutes
September 21, 2017, 3:30 pm
Hermosa Elementary
Room T5

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

Meeting was called to order at 3:38 p.m. by President, Helene Kowal

Helene Kowal –

- Approval of August 24, 2017 minutes: Motion to approve: Jamie Bonaldo; 2nd: Michelle Zomer
Motion passed

Peggy Swistock –

- Still no budget numbers yet, but a listing of all checks for 2016-17 was distributed. Should have a budget at next meeting.

Dom Spezialy –

- Negotiations – first meeting was held. Teams heard the budget presentation from Steve Thomas. There is currently a large reserve – about 30%. Reasoning is “there will be a recession someday.”
- District items to negotiate/discuss:
 - 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
 - Remove sabbatical leave language from the contract (no longer used)
 - Personal necessity leave – about 10% are abusing this privilege. Advise staff not to abuse it or the district will change the policy. Stress to all (especially new staff) that sick leave is cheap (free!) insurance – use it wisely. If taking a personal day, please do not post your activity on social media, such as Facebook.
 - When going to training, be professional. It was noted that some individuals were heckling presenters; being abusive.
- ALEA items to negotiate/discuss:

- Salary increase
- Change contract language to eliminate 3 year experience requirement for Site Technology Leader (STL)
- Have regular PE for primary grades
- Dental insurance – increase dollar amount of allowed coverage and add coverage for mouth guards
- Planning (early release day) for Kindergarten
- SDC teachers now get teacher budget money allotment, a reduction from the old formula. To help compensate, SDC should get the \$200 combo bonus. Also, 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.
- Too many teaching days are spent at training at the district office, especially early in the year.
- PBIS – if you are being asked to spend a lot of outside time on PBIS, please send info to Dom. (Tasks asked to complete & number of hours worked.) He needs data to be able to discuss compensation or a better solution to get the program working smoothly if this is the district's desire.
- Supplies – District seemed surprised that sites are stating no budget money for necessary supplies such as paper towels, tape. Staff should be able to ask for and receive said items.
- TOSA's – asked to work beyond regular hours, especially over summer.
- 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.
- 6th Grade – have district busses available for camp, or at least rotate which schools get priority to schedule district busses.
- Site Concerns
 - Why are there 3 budget reps? Specifically why does K need a separate rep for 2 or 3 teachers? Response – Sites can split the \$600 for budget reps as it sees fit. Some sites have a primary and upper grade rep only. Others have a K, primary and upper grade rep.
 - Why do some schools have more principal budget than others? Response: Each site receives the same amount per child, so student population multiplied by a set dollar amount is the principal budget. Big hits to this budget are aides and proctors. Principals have discretion as to how to spend his/her funds.
 - Where is the bond money? Response: Bonds are sold over a period of time. The district does not receive all the money immediately. Priority projects right now are door security systems, expanding bandwidth and increasing technology. The promised Chromebooks are here and at the DSC. Waiting on increased bandwidth.
 - Combo classes – cannot meet the new language arts and math time requirements for number of minutes. Behavior problems are coming up as the teacher tries to get all the required instruction accomplished. ALSD states it would be a “One million dollar hit to the budget to hire teachers and eliminate combo classes.” **Note to all who take students from combo classes – if having these students puts you over the district limit, you should get overage money.**
 - Several sites noted there was a shortage of consumables, especially math. Contact your TAP and/or Melinda.
 - Upper grade SDC – no Chromebooks available and the math and LA curriculum requires same.
 - New students – has there been any change in the district policy of the teacher getting

