



# WDEA

WINDSOR DISTRICT EDUCATORS ASSOCIATION

## PENDING UPON APPROVAL

### Minutes to Rep Council Meeting on 3/10/14

3:45pm - Roundtable Pizza, 8499 Old Redwood Hwy Windsor, CA

Site Reps in attendance: Kathy Angell, Heidi Michels, Patti Dearth, Wendy Katz, Amy Talley, Deb Olcott, Laura Gonzalez, Marilyn Deis, Shannon Johnson, Valerie Pustorino, Nico Saldana, Dianna Dresser

Meeting called to order at 3:57pm

#### Old Business:

- I. **Approval of minutes for February 3, 2014: Minutes were approved**
- II. **Adjustments to the agenda were made: Member survey results removed and we will discuss calendar**
- III. **Treasurer's Report:**

Acct Balance(2/3/2014)		\$23,022.18
<b>Income: Dues 1/17/14</b>		\$ 2,425.00
<b>Expenses</b>		
Round Table	\$52.65	
Phone/Office	\$126.62	
Negotiation Lunch	\$179.20	
<b>Total Expenses</b>	<b>\$358.47</b>	
Acct Balance(3/10/2014)		\$25,088.72

- IV. **President's Report:** The last salary raise was in the 2007 school year. IBB wants to bargain what is fair for both sides. The members' survey indicated that the members are in favor of a raise. The Negotiation meeting was cancelled today because the 2<sup>nd</sup> Interim Report was not ready to discuss the numbers. The district has budgeted for classes to return to contractual language. With this the district has not approved any new FTE positions. All the MOUs will expire at the end of this year. If we do not agree upon anything, we go back to contract. We will be teaching 185 days(180 student days & 5 work/in-service days) next year from 178 days from this year.
- V. Members agreed to have Sophie Imbuelten from California Causality speak on disability insurance and procedures at this time. The members that have disability insurance provide the better protection for all members. There are 2 phases. **Phase I:** If you are out more than 7 working days, you can make a claim. After 7 sick days, while you are getting sick pay, you can get \$25./day, tax free. This plan will also co-ordinate with Workers' Comp. to make sure your total pay does not go below 75% of your income. This will last until your sick leave is exhausted. **Phase II:** Happens after you have exhausted your sick time. You will not fall below 75% of your pay check and the money is tax free regardless of Workingman's Comp. and sub differential pay. This disability pay will last for 2 years. So if you have 1 year of sick time, you will be covered for 3 years of salary. This will help, if district puts you in sub differential where sub pay is deducted from your salary. This plan also dovetails into STRS, if you are permanently disabled, this can follow you into retirement pay. It was also questioned the problems of when a member lose all their sick leave, they have also lost their paid medical benefits through the district. Then their medical cost increase because they must go to Cobra in which they are paying 100% of the medical insurance costs.

- VI. Jeff continued with the President's Report: He is proposing that we follow suit as SR City School teachers did where about 100 teachers went to the Board to ask for the raise. Not all teachers spoke, but they stood to support what Jeff was saying.

**New Business:**

- I. **Negotiations Update** (Patti): The team finds it frustrating when the DO does not have the numbers and that is why today's Negotiation Meeting was cancelled. April 3 is the next Negotiation meeting where the team will try negotiating for salary increases.
- II. **School Calendar:** Two options were presented to the Board. The calendar that was approved is not synched with SR City Schools calendar because we would lose more ADA. The DO will pay more in Spec. Ed. bussing cost but make it up in ADA. Next year Spring Break will line up with Easter. The school year will start Aug. 13, 2014 and ends the end of May. Aug. 11 & 12 are work days.
- III. **Exec. Board Elections:** Jeff is not running for President next year. Nominations will happen next month for President, Vice-President, Treasurer, and Secretary. It is suggested that any person who is interested to look at the job description on the website: <http://www.mywdea.com/bylaws.html>
- They can also discuss their interest with anyone on the Exec. Board. CTA offers trainings for these positions to help anyone who is interested.
- IV. Laura announced that CTA just opened an Ethnic Minority position. This is paid position by CTA.
- V. **Site Concerns:** A classroom teacher computer is not in the contract. It needs to be added.

Motion to adjourn at 5:17 pm

**Agenda Item for April 14, 2014**

- Mandatory disability insurance for all members
- Exec Board nominations