

## Rep Council Meeting Minutes for September 26th

Standard disability presentation (Sophie): Offer a plan for teachers to protect their paycheck as teachers get no state disability. Open enrollment only every three years (October 2nd). Pre-existing conditions will be covered (work at least 10 days after effective policy start date) and no medical screening. 10% of VTA member body must sign-up for all to get the special offers (life, disability). Make a time (lunch or after staff meeting) to have reps come out to talk to staff.

Webinar: October 19th Tracy to send out mass email to all CTA members advising them that site rep will send out appointment date/time. Monthly payment is on sliding scale and payroll deducted: newer teachers, who make less, pay less. No dread decision (don't have to pick your disaster for coverage).

California Casualty (Tami): Been with CTA since 1951. Uni/que offerings for Auto and Home coverage, including accident coverage for pets while in car, waiving deductible for injuries to your car at school, coverage for your supplies in your classroom, etc.

Collaboration for Site Concerns (5 minutes): Callison: "Book Club" by administrator, WCW: teachers moved off the "no-evaluation for 5 years" skip list, Alamo: too many interruptions (rallies, etc.), Fairmont: academic conferencing 3:00-6:00 - teachers were paid, but didn't want to be there the entire time. Used to be during the school day previously. Only mandated to stay after your duty day for adjunct, staff meetings and that is 1.5 hours max unpaid. Markham: 15 min IPE supervision

VTA Goals: "Powerful, high member participation at all school sites to protect quality public education for all students." **Moved and adopted by Rep Council**

Site 1:1 Visits: 25%, review goals next rep council meeting, 1:1 conversation starters (Can you read the bargaining update and get back to me to see if you have questions?). Fair Share issues "cheat sheet" available? **Alyson has one in her classroom and can send it out.**

Membership Engagement: Can apply for membership engagement (site) \$, must complete the Google form with specifics on spending plan

Equity: Largest issue on plate is transgender students. Need to come up with a standardized plan with protocol. So many new interactions/situations, so much confidentiality - teachers need preparation. Need for continuity and that every site administrator/school personnel is legally following same procedure.

Treasurer Report:

Evaluations: **Must have been notified by September 14th. Should have conferenced with administrator and mutually agreed upon goals by September 28th.** Observations are known one time; other can be drive-by. If your evaluation is negative, admin has to offer suggestions/support on how to fix those issues and they are supposed to come back and observe you again (within a reasonable amount of time) to see if there has been any improvement. Complete evaluation process has to be done by 30 days before the last day of school.

Bargaining: Nothing big as of yet - a few tentative agreements.

Grievance: Needs to be open communication with admin and if no resolution there, then involve VTA.  
Confidentiality and spreading gossip - if it's not constructive nor nice, keep it to yourself.

CTA cards: Send any missing or wrong site in your stack, let Tracy know.