

San Bernardino County Coalition Presidents' Meeting

January 27, 2011

Districts Present: Adelanto, Apple Valley, Barstow, Colton, Etiwanda, Fontana, Ontario-Montclair, Upland, Redlands, San Bernardino City, San Bernardino County, and Yucaipa

Chapter Reports:

Health Benefits

District	Employer Contribution	Cash Out Option	Health Savings Account Option
Adelanto	\$6,500 - \$6,700.00	No	No
Apple Valley	\$12,750.00	No	No
Barstow	Fully Funded for next 18 months (due to Federal Jobs Money)	Yes	Yes
Colton	Benefits Fully Funded	No	No
Etiwanda	\$7,750.00	Yes	Yes
Fontana	\$11,000.00	No	No
Ontario-Montclair	\$6,350.00 for individual \$6,800.00 for 2 party \$7,340.00 for family	Yes	No
Upland	Fully Funded for Kaiser plan only	No	No
Redlands	\$10,640.00	No	No
San Bernardino City	Pays fully for one Health Net Plan	No	No
San Bernardino County	Fully Funded *expecting a 12% increase	No	Unknown
Yucaipa	\$9,997 *Just recently joined the JPA- Veba	No	No

Federal Jobs \$- Where has it gone?

Adelanto: Jobs money currently in holding. The District is offering union an invitation to discussion its use.

Apple Valley: Jobs money being used to fill Temporary Positions

Barstow: Jobs Money went to fully funding Health Benefits for the next 18 months and brought back the majority of 09-10 RIFs.

Colton: Jobs money being used to offset deficit- the union is currently filing a complaint to the Federal Government.

Etiwanda: Jobs Money in holding position until Tax Extension is determined. If Tax Initiative passes, then the money will go towards PARS/Buyout Payments.

Fontana: Jobs Money in holding

Ontario-Montclair: Jobs Money in holding- to be used for benefits (has not been done yet)

Upland: Jobs Money being used to pay for PARS.

Redlands: Some Jobs Money was spent on hiring teachers and some was used for Master Teachers to be out of the classroom to assist others.

San Bernardino City: ½ of the Jobs Money spent on bringing back 47 Rf'd teachers and ½ being saved.

San Bernardino County: Jobs Money in holding.

Yucaipa: Jobs Money has continued Categorical Positions from previous ARRA funds.

Local Union President Release Time Information

District	# of Members	President Release Time	How the Release is Funded	Local's Monthly Dues	Misc. Information
Adelanto	325	M.O.U. for 1 day a week in addition to 30 days a year release	District funds	\$12.70	N/A
Apple Valley	600	50%	½ paid by district ½ of Pres. Salary paid by local.	\$15.00	N/A
Barstow	226	10 days divided by entire Exec Board	District funds	\$5.00	N/A
Colton	1,200	100%	½ paid by district ½ of Pres. Salary paid by local.	\$21.00	*District also gives 25 free Assoc. days and 15 more days of the union paying for sub coverage
Etiwanda	600	12 days divided by entire Exec Board	District funds	\$5.00	* ETA typically goes over and ESD has not previously charged.
Fontana	1,900	100%	District fully funds	\$17.20	* Local owns their own building and has 2 full time office staff with hourly pay & benefits * District also gives Assoc. an additional 80 hours and more time can be purchased for the VP
Ontario-Montclair		100%	District fully funds	\$16	* Local owns their own building and has a full time office manager with hourly pay & benefits
Upland	515	50%	½ paid by district ½ of Pres. Salary paid by local.	Unsure	* Local leases an office and has an office staff person.

District	# of Members	President Release Time	How the Release is Funded	Local's Monthly Dues	Misc. Information
Redlands	975	100%	District Pays 100% of Release Time	Approx. \$22.00 It is exactly 0.55% of Step1/Col 1 on Salary Scale	* District also gives an additional 80 free Association days. * There is a full time office manager.
San Bernardino City	2,950	100%	½ paid by district ½ of avg. teacher salary paid by local.	Approx. \$21.00	* Local has an office with 3 staff members receiving salary and benefits. * District also gives Assoc, an additional 100 days.
San Bernardino County	500	50%	District Fully Funds	\$6.00	Additional Release time adds up to traditionally a 80% President Release. County provides year round long term sub that accompanies President
Yucaipa	417	100% **	** District funds, except for 93 days- which the Local pays	Approx. \$20.00	* Local leases a building and pays an office staff person \$16.75 p/hr.

Possible Concessions/Restoration, 10-11 RIFs/Misc Info:

Adelanto: 5 furlough days given in 09-10, with an additional 1% salary reduction- no restoration at this time. 10-11 RIFs are a possibility, but not verified at this time.

Apple Valley: No discussion of concessions and/or restoration. 10-11 RIFs are a possibility, but not verified at this time.

Barstow: No longer in Class Size Reduction. Kindergarten is currently between 35-40 Students in full-day classrooms. Union working on getting Kinder classes back to 30:1 (The High School Senior Class Teachers are offering to take 40:1 in their classes to alleviate the numbers in Kinder).

Colton: Nothing taken, Nothing given. Looking at possibly 400+ RIFs for 10-11.

Etiwanda: 5.5 Furlough days (equates to 2.97% salary reduction)- Currently not restored. The 12 RIFs from 09-10 were given Temporary Contracts in 10-11. No RIF hearings for 10-11.

Fontana: 5 Furlough days for 10-11 only (as of today, negotiations have not begun). President unsure of RIFs in 10-11 due to the uncertainty of the 5 furlough days.

Ontario-Montclair: Gave back 2 "Buy Back" Days- looking at possibly getting those days back in 11-12. No RIFs in 11-12.

Redlands: The 5 furlough days in 10-11 will be reduced to 2 furlough days in 11-12. RIFs are still unknown for 10-11, as the district's budget has not yet been adopted.

San Bernardino City: Continuation of 3 days of No “Buy Back Days” and the 1.93% salary reduction (for a total of 3 years). Nothing being brought back at this time. 10-11 RIFs expected.

San Bernardino County: Depending on what district the county teacher was or is currently assigned to, dictated the amount of furlough days taken. Restoration will be dependent on the local district in which they work. County teachers are feeling a pinch due to district “take-backs” and less initial referrals overall.

Upland: 2 furlough days were given for 10-11. Union agreed to 5 furlough days with contingency language, which has brought the furlough days back to 2. RIFs for 10-11 are still unknown, but CSR has gone to 24:1.

Yucaipa: District closing 2 elementary schools. District is also opening a “dependent” charter school (so these charter school teachers will still be under the local, state and national union membership). The district has decided that those teachers selected to work in the “dependent” charter school will be exempt from the 10-11 RIF process, which now leads to many legal questions. The district does plan on RIF’ing in 10-11, but specific numbers have not been shared. Negotiations are leading towards Kinder going to 30:1. The SERP (retirement incentive) has 35 participants. There are currently still 20 teachers on the 39 month rehire list from previous years of RIFs.

Meeting Presentations

First Presentation: Group Legal Service (GLS) attorneys

Joe Colton & MaryAnn Reinhold (GLS attorneys) came to discuss frequently asked questions and President concerns.

Topics Discussed:

- * Emergency Referrals are viewed as breaking the law, etc. It is the suggestion of the attorneys that the President not get any specifics from the employee, due to the fact that the union President does NOT have confidentiality privileges and could be subpoenaed to testify. The same goes for Site Reps, so you want to make sure your teachers are aware of this before the issue is further discussed. It is appropriate for the teacher to express the need of an attorney due to an emergency situation and for the president to immediately refer them to the primary contact staff person (in Etiwanda- that would be Susana Salas). CTA staff persons are known as the “Gate Keepers” to any legal referral. Please remind teachers that GLS attorneys and services are only for CTA members (agency fee payors cannot benefit from this service).
- * The Membership Chair (in ETA- the Executive Board Secretary) has the crucial role of notifying AFP’s of their status. It is recommended that a log be kept of notification emails, letters, phone calls, etc.) It is also very important to remember that there may be “24 month/39 month rehire list” teachers that will need to know of their membership status and that it is recommended they keep their CTA membership active, even though they are not currently in the classroom (this membership is a Tier 3 membership, which is a fraction of the cost of an active membership).
- * It is common for a District to notify the local president that a teaching member has been placed on Administrative Leave. There are times when the member that was removed from the classroom does not contact union representation. It is good practice to write a letter to the member that has NOT made contact, letting him/her know that the union is aware of their administrative leave and would like to offer assistance if needed (then leave contact info for primary contact staff- Susana Salas).
- * It is important to educate teachers on “personal time” troubles (such as domestic violence, DUI, etc.). Even though these incidents may have occurred “off hours”, the sentencing outcomes could interfere with your California Teaching Credential. For example, a teacher was pulled over on a Saturday night with her family and one of her daughter’s friends and taken in for a DUI. The teacher hires a defense attorney and that attorney feels they are successful in pleading down to a “Child Endangerment Misdemeanor”. The teacher has not contacted a CTA GLS attorney and feels a misdemeanor is acceptable. A few months later, the teacher is stripped of their teaching credential, as a “Child

Endangerment” Misdemeanor is an immediate loss of your credential. So again, educate teachers of these pitfalls and when in doubt- get in contact with a GLS attorney.

- * If a member does not agree with a GLS decision to not take a case- they can appeal to APLES
- * Anytime a teacher is named in a lawsuit (even if the district is providing representation per government code) it is prudent to contact a CTA Staff Person (Susana Salas) so a proper trail has been made.
- * EEL Insurance (which members have as part of their dues) is the Educator’s Legal Insurance. In order to start this insurance process- you must fill out a claim form (which CTA has).
- * According to Ed Code 4409, there are different RIF requirements for Categorically Funded Positions.

Second Presentation: The County Superintendent of Schools

Tim Alejandro – the Chief Business Officer

Budget Information

- * Tim just left a BASC (sp?) conference. This group consists of county CBO’s from all over California and meets to discuss the state’s budget and how that impacts the requirements given to districts for the budgets they are required to submit. The common message from this group should be out in approximately 2 weeks (possibly 2nd week in Feb. 2011)
- * The State of California is currently in a \$26B deficit. Governor Brown has proposed that \$12.5B be saved in expenditure cuts and the remaining deficit be made up in revenue. Of the \$12B in Revenue- Governor Brown has proposed \$8B be made through the Special Election in January- where he would like to see the Current Tax Increases (personal, income and vehicle) be continued for another five years.
- * Two of the 3 tax incentives would not go towards education, but would be entered into a special fund to help assist the transition of programs from the state to the local government.
- * If the Tax Extension doesn’t pass- Proposition 98 funding will be reduced by \$2B in 11-12.
- * The Governor is proposing to extend Categorical Flexibility for another 2 years. Tim has also investigated the 175 school day waiver to see if that is also going to be extended (since it was not in writing in the proposed budget). Tim was told that even though the 175 days is silent at this time, it is going to be extended for 2 years (until 2014-2015).
- * Schools Services is recommending that COLA remain at zero (even though it currently reads at 1.47%). They pointed out that even if the tax extension passes, there will still be a \$19 per student reduction in revenue (due to COLA and the deficit factor).
- * The county is strongly recommending that districts submit their budgets as if the tax extension did not pass. This would mean the district would submit their budget and their multi-year projections with a Negative \$349.00 per student (the \$19 loss due to COLA and the deficit factor plus the \$330.00 loss due to the failure of the extending the tax initiative).
- * Interest Rates are currently 1% or lower and has forced all CBO’s to be even more conservative.
- * ARRA Funds must be spent by the end of 2011 and the Federal Jobs Money must be spent by the end of 2012.

* Deferrals are killing school districts because districts are only receiving anywhere from 20% to 80% of the CASH actually owed them. This means that the district must have enough CASH to cover operating costs, until the next deferment payment is sent from the state. Tim stated that there will be an additional \$10B in deferments for 11-12. CASH is big issue right now and weekly CASH reports are being sent to San Bernardino County districts in order to keep them abreast of their individual weekly cash flows. It is believed that districts should be able to get loans to help with cash flow (these loans will need to be paid back with interest, depending on the loan). The VAS Newsletter is a communication discussing the Budget and its implications on county districts and it will be up on the County Superintendent of School 's website by 2/10/11.

* Tim will be meeting with District CBO's from all over the county to go over county recommendations and requirements on Friday, January 28, 2011.

Barbara Alejandro- Administrative Assistant to Dr. Gary Thomas

* Dr. Thomas' State of Education Address is going to be held in San Bernardino on February 9, 2011 at 3:30PM.

* The anti-thesis movie to "Waiting for Superman" is "Race to Nowhere". The County office is working on booking a viewing of the "Race to Nowhere". They are currently looking at holding the event at Los Osos High School or Chaffey High School. This viewing will be open to ALL teachers in San Bernardino county and teacher attendance is encouraged.

* Dr. Thomas was asked to discuss the vision of 2020 with all Superintendents in the county. The information was collected and given back to the newly elected County officials. It is the hope of Barbara to receive a rough draft back from the officials for review and comment.

* "Common Message Fingertip Cards"- the county is working on talking point cards, discussing loses in education at a state level and also at a county level. It is the belief of the county that a strong and consistent common message will be greatly beneficial in making the public aware of the severity of cuts in education.

Meeting Adjourned