



GARDEN GROVE EDUCATION ASSOCIATION

REPRESENTATIVE COUNCIL

AGENDA



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REGULAR MEETING: **3:30 PM- Tuesday, February 23, 2010**  
**Garden Grove Community Center**

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DETERMINATION OF QUORUM

- I. CALL TO ORDER / ADOPTION OF AGENDA
- II. APPROVAL OF MINUTES
- III. GUEST SPEAKERS

- A. Healthy Families Program- Maria Wahab
- B. First Financial Credit Union-Paula Carroll
- C. CTA Board Director- Jim Rogers

- IV. PRESIDENT’S REPORT
- V. TREASURER’S REPORT
- VI. EXECUTIVE DIRECTOR’S REPORT

- VII. NETWORKING GROUPS
  - A. NEA RA Candidate Speeches
  - B. Preparation for March 4<sup>th</sup> Demonstration

- VIII. REPORTS
  - A. Leadership
  - B. Membership
  - C. Negotiations
  - D. Segments
  - E. Committees

- IX. NEW BUSINESS
  - A. First Reading of the 2010-2011 Bargaining Proposals
- X. OTHER

- XI. ANNOUNCEMENTS
  - A. Dealing with Difficult Behaviors-Mitchell Elementary Feb 25<sup>th</sup> 3:30 pm
  - B. GGUSD School Board Meeting - March 2<sup>nd</sup> District Office 7:00 p.m.
  - C. Segment Meetings- March 9<sup>th</sup> 3:30 p.m. (Elementary @ Mitchell, High School & Intermediate @ GGEA office)
  - D. GGUSD School Board Meeting- March 16<sup>th</sup> District Office 7:00 p.m.
  - E. Rep Council- March 23<sup>rd</sup> GG Community Center 3:30 p.m.
  - F. Child Protective Services for Mandated Reporters – March 30<sup>th</sup> Community Center 3:30 p.m.

XII. ADJOURNMENT

**\*\*TAKE THE TIME AND GET INFORMED-THEN SHARE THE INFO\*\***

**T.E.A.M. GGEA- Together Everyone Achieves More**



## President's Report 2/23/10



**Conferences-** There are still 8 spots available for the Good Teaching Conference. Contact the office as soon as possible if you are interested. The Urban Issues Conference in San Jose is this weekend. Have a safe trip to all the participants. Our very own Eric Padget is the chair of the Organizing Committee, so I am sure it will be a great conference.

**Job Share Meeting-** Judy presented with Joli Armitage, Assist. Superintendent of Personnel, regarding Job Shares to all current and interested teachers. This will continue to be a joint effort in the future to maintain consistent communication throughout the process. **The PowerPoint presentation and Dissolving Job Shares FAQ have been posted on the GGEA website under the "Member Resources" tab.**

The District will also be allowing Job Share partners to "trade" partners; thereby allowing one partner to get out of a job share and the other partner to stay in. GGEA will be hosting a networking meeting for all teachers interested in forming a Job Share and for those that wish to trade out. **This networking meeting will be on Monday, March 1<sup>st</sup> in the GGEA Office at 3:30 pm.**

**CA Legislative Representatives Interviews-** Unless a candidate is receiving a friendly recommendation based on his voting record, CTA invites all candidates to participate in an endorsement process. Local interview panels meet with the candidate to discuss educational issues. This information is used to recommend or not recommend endorsement of these candidates for both state and federal positions. Ultimately, State Council debates the issue and votes on the position taken. This process mirrors what GGEA does here at the local level with GGUSD School Board candidates. I will be participating on an interview panel for Lou Correa and Jose Solario, while one and possibly two GGEA BOD members will participate on an interview panel for Van Tran.

**Orange Service Center-** I attended the Orange Service Center's Presidents Summit. It is a great chance to interact with fellow Orange County presidents and receive key updates. I also attended the coordinated bargaining session with Bargaining Team members Dave Brewer, Armon Akerboom, and Lucy Farmer.

**Legislative Contact Training-** As part of its lobbying system, CTA has legislative contacts throughout the state who are given the responsibility of maintaining relationships with legislators and keeping them informed of CTA's position and rationale on current legislation. This is one way that CTA lobbies for legislation that supports public education. Eric Padget and I attended the CTA provided training to give us additional resources in fulfilling this vital role.

**Meetings with District Personnel-** Judy and I continue our weekly Contract Maintenance meetings with Joli Armitage. We both met with Gabriela Mafi and Kelly McAmis, 7-12 Instruction, to discuss AERIES Gradebook and the Parent Portal component. **There will be an optional meeting on March 29<sup>th</sup>, 3:15 pm, at Hare, for all interested 7-12 teachers to discuss and give input.** I also continue to meet weekly with Superintendent Laura Schwalm.

**School Board Meetings-** We have had good GGEA attendance at both February GGSUD School Board Meetings (2/12 and 2/16), including open sessions on the District budget and the possible modernization bond. The open session on the budget definitely painted a clear picture of the effects that these drastic budget cuts have had on GGUSD. **Rumors from this meeting and from other districts continue to float around.** Please refer to any GGEA communications to keep updated during these uncertain times. At the February 16<sup>th</sup> meeting, there were two school nurses who spoke very eloquently to the School Board about their responsibilities and tasks performed.

**Board of Directors Meetings-** We had our two scheduled BOD meetings in the month of February, plus an additional special session to discuss the tentative agreement that was reached. We will continue to meet the 1<sup>st</sup> and 3<sup>rd</sup> Tuesday of each month.



## President's Report 2/23/10 (cont.)



### March 4<sup>th</sup>- Statewide Day of Action

A separate flier is being passed out to each member regarding this activity. This is an important call to action. March 4<sup>th</sup> will be a statewide, collaborative effort of all education groups, including the California Teachers Association, the California School Employees Association, the Association of California School Administrators, the Parent Teacher Association, and the California School Board Association. This covers everybody involved in the education process, from Superintendents down to parents. GGUSD School Board Trustees, Superintendent Scwalm, and District administrators have all been invited to join us. **I urge everybody to participate in this demonstration. We need to get the message out that public education funding has been cut more than enough!** As detailed in the March 4<sup>th</sup> flier, the demonstration will last from 3:30- 5:30 pm at the intersection of Beach Blvd. and Trask Ave. This is a chance to show statewide the support that exists for public education and the work that we do. Here are a few statewide facts to help motivate you:

- Sacramento legislators have cut \$17 billion from education funding over the last two years, and more funding cuts are proposed
- Public education funding represented 60% of the cuts last year, despite only being about 40% of the total state budget
- Over 16,000 educators and education support professionals were laid off last year
- California spends \$2,400 less per student than the national average and ranks 46<sup>th</sup> in per pupil spending
- Art, music, PE, career technical education, and summer school have been slashed or eliminated
- Class sizes statewide continue to soar, making it impossible to meet the individual needs of all our students
- College student enrollment fees have been increased over 30%, meaning fewer students can attend college
- Public education is the best investment for California's future

### GGUSD Modernization Bond

The consulting firm that the District is using to investigate the potential passage of a modernization bond recommended moving forward with putting a bond on the ballot. Survey results came back strongly enough for this recommendation. If passed, a modernization bond would help renovate our schools that are severely aging. Most GGUSD schools are well over the requirement of at least 25 years old. The bond, with matching state funds, could create classrooms that allow us to teach our students more effectively. The GGUSD School Board will vote in March as to proceed, or not to proceed, with the bond initiative. **If they do decide to proceed, GGEA's aid will be integral in helping to get the initiative passed.** Please be prepared to help in any way possible to get this needed funding that will strongly benefit our students and they way we service them. As a quick side note, passage of the bond does not guarantee that all classrooms will have air conditioning. There are certain requirements that are a higher priority, such as seismic and Americans with Disabilities Act codes. It is hoped that all classrooms will be fitted with air conditioning, but this may not be the reality.

### Negotiations Timeline

*The following timeline will be followed for GGEA/GGUSD Negotiations:*

- Ratification Vote of 2009-2010 Tentative Agreement- February 22<sup>nd</sup> – 26<sup>th</sup>
- Ratification Vote Results- March 1<sup>st</sup>
- First Reading of 2010-2011 Bargaining Proposals- February 23<sup>rd</sup> (Rep Council)
- 2010- 2011 Contract Survey- March 1<sup>st</sup> – 12<sup>th</sup>
- Second Reading of 2010-2011 Bargaining Proposals- March 23<sup>rd</sup> (Rep Council)
- Sunshine Bargaining Proposals to the GGUSD School Board- April 6<sup>th</sup>
- Begin Negotiations Process for 2010-2011- May 5<sup>th</sup>

**T.E.A.M. GGEA, now more than ever!!!**

# March 4<sup>th</sup> - Statewide Day of Action

**When:** March 4, 2010 from 3:30- 5:30 pm

**Where:** Beach Blvd. and Trask Ave.

(One block south of the 22 Freeway on Beach Blvd.)

**What:** Urgent statewide day of action for students and California's future. **Join us and wear blue!**

**Who:** GGEA, CSEA, GGPPS, ACSA, PTO/PTA, CSBA

**Why:** *We need your help in an effort to speak out about the adverse effects cuts are having on our students, schools and communities. No more cuts!*

- Public schools have had \$17 billion in cuts the last two years, with another \$2.5 billion proposed for 2010-2011.
- Public education represented 60% of the total state budget cuts, despite being only about 40% of the overall budget.
- We have taken more than our fair share. We cannot solve this budget crisis on the backs of our students!

**Join us and stand up for our students and the educational opportunities that they deserve!  
California's future is at stake!**





**GARDEN GROVE EDUCATION ASSOCIATION  
2010-2011 BARGAINING PROPOSALS**



The Garden Grove Education Association (GGEA) is the exclusive representative for all full time teachers, nurses, and librarians in the Garden Grove Unified School District (GGUSD).

*GGEA surveyed bargaining unit members and prepared the 2010-11 Bargaining proposals for the 2010-11 Contract. The proposals are presented in good faith and reflect the bargaining priorities of the bargaining unit members.*

The Association proposes to continue all terms and conditions of the 2009-10 Contract and Addendums with the following changes:

**Article 1: Agreement**

- The Agreement shall remain in full force and effect from September 1, 2010 through August 31, 2011

**Article 4: Hours of Employment**

- Reevaluate the existing Contract language and establish school calendars for 2010-11 and 2011-2012
- Where class sizes have been or will be temporarily increased due to budget constraints, explore ways to provide additional prep time
- Explore and implement ways to decrease excessive workload (prioritize, stream-line procedures, etc.) across grades K-12
- Establish policy and guidelines for AERIES Gradebook, Parent Portal, Credit Recovery, On-line Classes, etc.

**Article 6: Safety**

- The District shall provide a safe, positive, and healthy work environment for all employees, including improved disaster preparedness and compliance

**Article 7: Evaluation Procedures**

- Place restrictions on administrator's ability to alter grade level placement at the elementary schools dependent on the analysis of district-wide data

**Article 10: Transfer Procedures**

- Clearly delineate the transfer process within the GGEA/GGUSD contract
- Include appropriate teachers (grade level, department, etc.) on interview panels for open teaching positions at school sites

**Article 12: Wages**

- Maintain the current salary schedule including step and column
- Explore, and possibly implement, an early retirement incentive program

# GGEA Contract Survey 2010-2011

## 1. Demographic Information

Thank you for taking the time to complete this survey. Be sure to take the survey in its entirety. Demographic information is totally anonymous and completely optional. It will only be used to disaggregate the survey results.

### 1. What is your current assignment?

- |   |                                       |   |
|---|---------------------------------------|---|
| <input type="radio"/> Pre-School          | <input type="radio"/> High-School     | <input type="radio"/> Librarian/Media Center Specialist |
| <input type="radio"/> Elementary- Primary | <input type="radio"/> Continuation    | <input type="radio"/> Teacher on Special Assignment     |
| <input type="radio"/> Elementary- Upper   | <input type="radio"/> Adult Education | <input type="radio"/> Other                             |
| <input type="radio"/> Intermediate        | <input type="radio"/> Nurse           |   |

### 2. What subject do you teach? (Check all that apply)

- |   |   |                                    |
|---|---|------------------------------------|
| <input type="checkbox"/> Multiple Subjects (Elementary) | <input type="checkbox"/> Social Studies     | <input type="checkbox"/> Electives |
| <input type="checkbox"/> English Language Arts          | <input type="checkbox"/> Science            | <input type="checkbox"/> Fine Arts |
| <input type="checkbox"/> English Language Development   | <input type="checkbox"/> Physical Education | <input type="checkbox"/> Music     |
| <input type="checkbox"/> Mathematics                    | <input type="checkbox"/> Special Education  | <input type="checkbox"/> Other     |

### 3. How many years of teaching experience, including this year, do you currently have?

- |                               |   |
|-------------------------------|---|
| <input type="checkbox"/> 1-3  | <input type="checkbox"/> 13-20            |
| <input type="checkbox"/> 4-12 | <input type="checkbox"/> More than twenty |

## 2. High School Prep Period

### 4. If needed as cost-saving measures, would you prefer to temporarily teach during your prep period next year or take additional Budget Cut Days?

- |  |
|--|
| <input type="checkbox"/> Temporarily teach during my prep period |
| <input type="checkbox"/> Take additional Budget Cut Days         |

## 3. Miscellaneous

Many school districts have already or soon will be implementing Budget Cut Days (furlough days) as a cost-saving measure. For the purposes of this survey, a Budget Cut Day is one less day worked and the corresponding reduction in total salary. A straight salary reduction would be a reduction in salary with the same days worked. GGEA will do everything possible to avoid salary reductions in any form, but may be unable to do so because of the continued cuts to public education funding at the state level.

## GGEA Contract Survey 2010-2011

5. Are you willing to accept larger class sizes to prevent deeper salary reductions?

No

Yes

6. If salary reductions are needed, would you prefer Budget Cut Days (less pay with less days worked) or a straight salary reduction (less pay with the same days worked)?

Budget Cut Days

Straight Salary Reduction

7. If we are forced to implement Budget Cut Days, would you prefer to have them on student days or non-student days (prep days)?

Student Day

Non-Student Day (prep day)

## 4. Calendar

In the last few years, we have established the practice of placing Spring Break at the end of the 7-12 3rd quarter. This was also a good break for elementary teachers as parent conferences are over and it splits the remainder of the year fairly evenly. For the 2010-2011 school year, the current placement of Spring Break will coincide with Easter. These questions will be used to help determine the calendar for 2010-2012.

8. In future years, would you prefer to continue the practice of placing Spring Break in mid-April, or attach it to Easter, no matter how early or late Easter falls?

mid-April

attached to Easter

9. Would you be in favor of starting the work year the Thursday and Friday before Labor Day weekend? Students would start the Tuesday after Labor Day, and the additional days would be used as additional floating holidays throughout the year for days like the Wednesday before Thanksgiving.

Yes

No

# GGEA Contract Survey 2010-2011

10. Which date would you prefer to use as our one floating holiday?

Wednesday before Thanksgiving

Good Friday

Friday after Veteran's Day

Friday before Presidents Day

11. As of now, next year we will be starting school late because Labor Day does not fall until the 6th of September, 2009. A later start date also means a later end date. For years that have a late labor day date, would you prefer to start school one week earlier and end the school year one week earlier?

Yes

No

## 5. Conclusion

You are almost there! Please provide any additional feedback you might have on this page. Once again, thank you for taking the time to provide us with this critical data. The GGEA Board of Directors will use this information along with input from Rep Council to develop the Bargaining Goals and Proposals for the 2010-2011 school year.

12. Other Comments

February 23, 2010

Dear GGEA Site Reps,

We come bearing gifts!

- The blue bracelets go to all of your GGEA members at your school as a way to show solidarity among members. Make sure they wear them on T.E.A.M. Tuesdays!
- The blue invitations are for your classified workers, counselors, psychologists, speech pathologists, and administrators, inviting them to join us in wearing blue on Tuesdays.

If you need any more of either, please contact the GGEA office at (714) 638-7480.

Thank you,

The GGEA Organizing Committee



February 23, 2010

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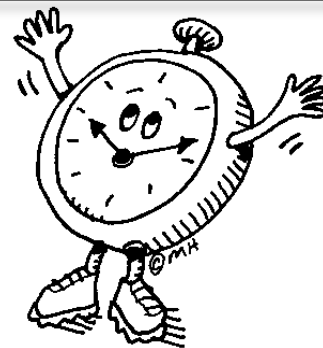
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Thank you,

The GGEA Organizing Committee



**It's time for a  
Ten minute  
GGEA meeting!**

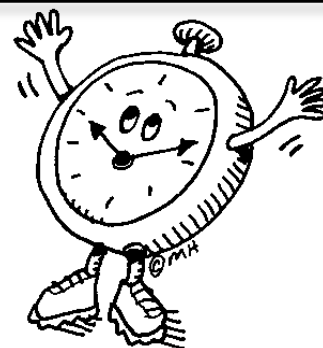


**Date: \_\_\_\_\_ Time: \_\_\_\_\_**

**Location: \_\_\_\_\_**

**Topics to be covered: Modernization  
bond; Wear Blue!; March 4<sup>th</sup> - Statewide  
Demonstration; Job Share Meeting**

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