

## AEOTE Association Membership Meeting

### MINUTES

9/18/08

Jeff Bellaire opened the meeting at 5:25.

Theo introduced Roger Urroz who is interning with her.

#### **CTA Attorney presentation**

Theo introduced Ballenger Kemp, Staff Council to CTA. He came at our request to speak about the “bilingual preferred” condition. Referring to Ed. Code 45400-45403, this Ed. Code states that any school that has 15% or more non-English speakers must have at least one person in the office, whose main responsibility is communication with the public, to speak the language of that non-English group. Mr. Kemp tells us that this has been in the Ed. Code for 30 years. Since all of the HUSD school sites are over that percentage, for most of the last 30 years, HUSD has been out of compliance. The Principal and part time employees do not count. The district is not required to hire new people but they can hold a position vacant until a bilingual person can be hired. This is going to impact our ability to transfer to positions at other school sites.

#### **Election of Vice President of AEOTE Executive Board**

Lisa Thierry has been nominated for the position. Jeff called for nominations from the floor. There were none. Lisa Thierry was elected unanimously.

#### **Reverse Dues Check-Off**

Kathleen Telles, State Representative to CTA. CTA asks members each year to make a voluntary contribution of \$20 to help fund CTA advocacy, to support the CTA Foundation and to support scholarship and grant programs. Members automatically are enrolled and their money is allocated \$10 to support CTA advocacy and \$10 to the CTA Foundation for Teaching and Learning. Members can change the allocation of these dues or ask for a refund. (Form was provided.) You can go to the CTA website or send in the form if you want to make these changes.

#### **Grievance Report**

We have settled a grievance re: substitutes who have been working longer than 6 months in the same position. These persons were made permanent employees and were given retroactive pay.

We have another grievance that we expect to settle soon over retaliation for union activity.

#### **School Board Election**

ACSA is hosting a Candidate’s Night, Monday 9/22 at 6:00. Centennial Hall.

HEA is endorsing

Conrad Hake

Rick Bartholomew

Sarah Gonzales

Dianne McDermott

#### **Overtime**

We have members with massive hours of comp time that we are trying to get paid down to 100 hours. We are also working on a settlement for vacation payoffs for people with large vacation balances as well.

Jeff repeated that AEOTE members are not to work overtime unless a PAF has been filed for the time. But, if you are asked to work overtime you must put the time on your time card.

**Zangle (New Student System)**

Alana Dias is working with us to get some overtime pay for school site people who are working to update and “clean up” information that will be converted to the new Zangle system. We will keep you informed.

**Bargaining Report**

Management still wants to take away our “Day of Mourning”. They also want to take our “just cause” for involuntary transfer and change it to “for the good of the district.”

We still are working on equalizing the work hours for school site staff, stipends for educational degrees and the “work load” issue.

With the State Budget mess, we are in for a hard time bargaining anything that has a cost involved.

*Minutes submitted by Wendy Sagi*