



HUMAN RESOURCES COUNCIL

Tuesday, September 29, 2020

12:30PM - 1:00PM | *New Member Orientation*

1:00PM - 4:00PM | *All Members*

[Via WebEx](#)

CINDY FRAZEE, COUNCIL PRESIDENT

AGENDA

1. New Member Orientation

- a. The group introduced themselves and David R. shared the main areas of focus of the HR Council: 1) To receive updates from Laura P. and respond to her so she can be better equipped to make decisions that will positively impact students (Laura later reinforced how much she appreciates getting the requested feedback, which can make a tremendous difference when working with legislators and other lobbyists) ; and 2) Attend meetings and participate by getting input from the region represented, as well as taking back important information discussed at HR Council meetings.
- b. Cindy F. echoed his summary, and added that we will be holding short, informational meetings every other week virtually to discuss current issues, and encouraged all to participate. Nicole encouraged each representative to assist with a “support system” for their region, via regular meetings or a network to get help from one another when dealing with similar challenges. Laura P. shared how important the regular “update” meetings, which are informal, yet informative.
- c. Kristy T. gave some housekeeping information regarding the HR Council Google Drive folder. It is named HUMAN RESOURCES COUNCIL (as shared Google Drive)

2. Welcome & Introductions

- a. Cindy F. introduced herself and shared how much she loves serving on the HR Council, then announced we will be holding informational meetings every other week beginning very soon.
- b. Participants introduced themselves and shared the region they represent

3. Council Business

- a. Note Taker Assignment - *Joan Zappettini and Philip Pierschbacher*
- b. Approval of Minutes - *Cindy Frazee* - Cindy F. had to check off (negotiations) before reviewing this item
- c. Council President Report - *Cindy Frazee* - Cindy F. shared how challenging HR is during these times. She cited an example: the “Interactive Process”, which is more challenging (and necessary) than ever before, especially as we try to get employees all back to work safely. It is so vital that we are here to support employees, as we all support our children

- d. 2020-21 Meetings - Cindy Frazee -
- e. Council Bylaws - Cindy Frazee - Cindy F. It is important to have history and longevity along with new members. We have created new positions which allows us to continue as members once they term out. Within our council there are all of us, council reps, past president and president. should we have a president elect? Dave R. - A little more background...years ago..six months of president elect. Sometimes life happens to all of us. The six month time does not train you for everything you need to know. We are the only council that plans two conferences = huge amount of work, working with attorneys, and ACSA. Joan shared the importance of having continuity and thought it was a great consideration. Discussion on past bylaws that included a Council President Elect position (although not currently in place) and consideration as to if we want to revive. David R. - this group can approve this process as noted in the bylaws. Motion to adopt the bylaw in reference to the Council President Elect position. Nicole G = first, Heather W= 2nd Vote passed unanimously.
- f. Council Purpose & Goals - Cindy Frazee - David Robertson - David R. shared there is great flexibility in what this group can do. He gave examples of past work that has been done in the past. He added that we bring in people from the outside all the time in order to address timely issues. Meetings are for PD for us, as well as taking care of routine business. If there are major issues that need to be addressed, this group can choose to tackle them together. Laura shared that all councils need to submit goals for the year. Laura added that the *Personnel Institute* and *Negotiators' Symposium* are two conferences we put on (two goals). The following notes are discussion on thoughts for goals.
- i. Dylan F. threw out an issue his district is dealing with - his employees do not match his clientele. He is drafting language for his district on inclusive hiring practices. Laura P. shared some of the other organizations that are tackling this issue. Nicole G. chimed in that topic is very timely, and is it worthwhile to create some type of blog to discuss them. Heather W. shared there is a "recorded" session in this year's Personnel Institute. Kirk S. added that AASPA has wonderful resources they provide on this topic.
 - ii. David R. brought up the topic of SEL (social-emotional learning) with our students, and the importance of having SEL with our adults, which will also impact the SEL of our students.
 - iii. Nicole G. brought up the topic of wellbeing, as COVID is emotionally taxing on everyone, and then you add in fires and the political scene. Ramiro R. shared some of the ideas from his district that lighten the mood / create ties (i.e., games and storytelling through video). Heidi O. expressed interest in how to do this in an entire district.
 - iv. Heidi O. added that we need to be a partner with CASBO (and other organizations) to maximize PD for classified management.
 - v. Joan Z. felt she detected a theme in this conversation - Relationships - Perhaps the HR Council can create a "toolbox" of items that could support the mental health of their employees, as COVID does not seem to be going away any time soon. Ramiro R. voiced agreement, as our greatest resource is our human resource. David G. agreed and mentioned that the ACSA website has become so robust in the last year, that simply guiding people to the resources there might be a great draw for others to join ACSA.
 - vi. David G. added that Governor Newsom adds legislation and many times our policies and procedures are behind, which creates additional liability.
 - vii. Jonathon B. mentioned doing some "micro-days" where we would invite legislators to regular meetings in order to have conversations with lots of participants and possibly affect their actions. Laura P shared we could use the ongoing meetings OR the mid-year meeting to do that.
 - viii. David R - will talk with Cindy and Laura - to put some things together (about goals) and get it out to the council to weigh in.

4. Council Reports

a. Region Reports

- i. R1 - Meagan HS - 8 counties that are now in the orange. Most districts are open or will open next week to full instruction, 5 days a week on reduced days. CTA is advocating for pay if any work is required of teachers to facilitate work to 10-14 day isolation/quarantine students. Lack of substitutes to cover absences is a struggle. We have been seeing teachers disenrolling from CTA because they do not feel CTA is bargaining on their behalf. In general they want their students back.
- ii. R2 - Joan Z. - Hybrids; Negotiations; Testing; Interactive Process (20% are asking; 5% qualify); Child Care; Extra leave over and above; many are dealing with classified staff simply leaving; Collen S. shared the "colors" are leading to openings by different districts and leaves are a challenge for opening; Joan's district is following the "most" restrictive directions
- iii. R3 - Donald O. - County went from purple to red today; CSEA has been a great partner; teachers not so much - hard to get them to agree to anything and are throwing up roadblocks; Cohorts
- iv. R4 - Nicole G - Her district in purple range. There are other districts in different colors. Most districts in R4 are all in DL right now. Challenging negotiations - did not want to work...everything in DL. Had picketing. Really rough. Still perplexed as how we come back due to child care.
- v. R5 - No Report (absent)
- vi. R6 - Aileen P - in full remote for the most part. Echo what everyone has been saying. 65 interactive meetings. Looking for a way not to get out. Negotiations with teachers union - invited non-union teachers to tell their stories. It was powerful to have the union hear from other teachers.
- vii. R7 - David G - Five counties, with lots of variety in district sizes. Lots of waivers being approved. Cohorts are happening; MOUs with bargaining groups are in play. AB 685 - Employees want hazard pay during this time (hazardous working conditions); Expansion of Workers Compensation rights
- viii. R8 - Jonathan B - three districts received waivers. We are all in the red. Most are working on MOU's to re-engage targeted groups. Concerns with substitute coverage. Putting together learning pods for students. We have not started talking about testing. Live in a neighborhood where one out of every 5 tests are a false positive or a false negative. A Lot of our people are nervous about giving the disease to people or taking it home to their families.
- ix. R9 - No Report (absent)
- x. R10 - Heidi O - Echoing everything that everyone in this room has said. Looking like they will be going back into purple. Our board is divided, our staff is divided. Tough time to be in our roles. Multiple interactive meetings. We are back to the table on Friday with classified...to look at re-opening. Challenging. Can we make
- xi. R11 - Philip P - Some counties in PURPLE, some in RED, so all of the above. In TCSD, both classified and certificated groups are very accommodating and we have had lots of "informal" negotiations altogether. One other item (an example of what David G. shared earlier) → New Title IX regulations went into effect over a month ago!
- xii. R12 - Ramiro R - Same as everyone has shared. We have brought back sports in the form of conditioning. We are paying some of our stipends. CSEA is very easy to work with...not so much with the teacher's union. We are focusing on mental health/wellness services for our staff.
- xiii. R13 - Maria EP - Shared differences between public and private waivers; cohorts - high schools are struggling with them; notification expectations vs. privacy issues; unique to

her district is employee attendance incentives - really positive participation and support (\$250 / month for perfect attendance)

- xiv. R14 - Dylan F. - Anticipating getting into red. A few districts have successfully navigated MOU's - leading the way. Echo - CSEA has been great with one exception...at impasse on "suspend articles of the contract" in certain circumstances. One County took it all the way and suspended everything...refused to meet with them. CSEA is going after all districts. They are saying that they will not 610 anything without the removal of language.
 - xv. R15 - Linda DLT - Linda deferred to Darvin J. - He shared Region 15 has been experiencing much of the same, thought childcare has been a big issue. They are negotiating "learning pods" but it is not easy. Another challenging topic is attendance / recordkeeping that teachers are having to keep up to date. Teachers are really struggling with it, and the district is working with auditors to simplify. Linda DLT chimed in that student testing is a great challenge, but CTA is
 - xvi. R16 - MariaS. - Still doing online remote learning, sideletter with UTLA (union) goes through December 31, 2020. Teachers have an option to go in to work (virtual) or work from home. Finalizing Norm numbers due to the Superintendent not wanting to displace K-3 teachers due to loss of enrollment. Looking into a hybrid model, early discussions on that. Providing virtual afterschool enrichment type and ELA/MATH programs to students. Just to name a few things happening in our district.
 - xvii. R 17 - Leisa W. - Shared her county remains in red and schools have started to return, at least in the elementary level. Secondary is a whole different matter. Teaching simultaneously, in real time and virtually, is challenging. Getting the public to understand that school will not look like it did a year ago when we return; substitutes are a major issue
 - xviii. R18 - Candice O - Crazy ride. Still doing remote learning. Distributing food still. Kind of slowing down now. A lot of discipline issues (adults) due to "everyone doing what they want to do". We are going to bring back a SPED classroom. Echoing everything that everyone else has said.
 - xix. R19 - Kirk S. - Began with common sense should rule the day; Negotiations and meeting the needs of all; Just went from purple to red. Senate bill 820 - Huge concern for teachers union..."if others don't have to come back, why do we". Echo everyone else.
- b. Negotiators Symposium - *Melanie Jones, Don Ogden, & Darvin Jackson* - All is well! (Darvin was experiencing technical issues . . .)
 - c. AASPA - *David Robertson* - David shared the AASPA virtual conference is October 13 - 16 and is all virtual. It is not too late to sign up. A new feature this year is a \$20 Grub Hub meal ticket that comes with registration so you can enjoy lunch with friends

5. Personnel Institute Update - Heather Williams & Nicole Glentzer

- a. The Institute opened up two days early for recorded sessions
- b. Heather W. reminded all to sign up to introduce guest speakers → When we host, we can refer the presenter to answer questions. If there are problems, email Nicole G. or Heather W., who will assist
- c. Heather W. shared she is not sure if we are doing evaluations; more information to come
- d. Reminded to commit to gift cards (your region will reimburse you). Kristy T. shared the links a couple of different times in the Chat

6. Legislative Update

a. Governmental Relations - *Laura Preston, ACSA Governmental Relations*

- i. RICA - We see RICA as an obstacle. Test is outdated and irrelevant. This year - three bills to address. RICA Bill - The community was unwilling to negotiate with us. Cost pressures were a factor. We are contemplating our next steps.
- ii. SB 1159 - Push at the end to put more employees in the presumption category. Bad news - COVID is covered under WC. We were hopeful that the Feds would take this on. Supreme court designee is taking center stage...so not hopeful that there will be an extension of CARES/FFCRA
- iii. SPED - There are currently class action lawsuits in both CA and NY - failure to provide FAPE. They are working with attorneys to put a cap on attorney's fees around this/COVID - stay tuned
- iv. Attendance Accounting - Laura asked for input from members. The Dept. of Ed is difficult to work with; CTA is actually assisting with this one. The HR Council is so good at giving input, Laura's colleagues want information from the group. David R. noted that LA Unified has made a statement they will not comply. The sense is something is going to change with it. We will be audited in May - How will that look? Laura R. shared one of her colleagues is working with auditors. Ramiro R. shared his district has simplified everything through AERIES, which has made a difference. His auditor felt that solution would work well. David R. shared the elementary grades were a problem in his district, since they do not use AERIES gradebook. David R. went on to share one of his greatest frustrations is the disconnect between universities related to TPA's in math or language arts. Doug G. shared that is more of a reflection of accreditation, and funding has been cut to the point it is also a struggle for universities.
- v. Probationary Teachers - It is a hard "no" on extending the probationary period for teachers. Teachers' unions think it is our problem and we have to deal with it.
- vi. Hazard Pay Issue - What is going to happen when our employees are getting "hazard pay" to come to school and they are not working?

b. Legislative Policy Committee - *Maria Elena Plaza*

- i. Nothing new to report - The purpose of the LPC is to provide guidance to "Leg Action Committees". Laura shared the platform is being worked on, but they will need to know the priorities we want them to be proactive with. A major challenge is lobbying from your house. It was quite difficult this year, and the Assembly and the Senate are still fighting.
- ii. Donald O. shared a common theme is getting people back to work and is there anything other help we can get / expect. Laura P. responded with the challenge it is to do that, as the Governor will not move against the Unions. Grass roots efforts might be mildly effective, but short of that, it is a really tough issue to move on.

7. CTC Update - *Doug Gephart & David Simmons* - Doug G - Commended everyone on the work that we are doing in relation to COVID issues. All doing a phenomenal job and thank you on the part of the community. Kudos to Turlock for getting stage 5 Induction Program approved.

- a. RICA - The commission could take more of a role in supporting stakeholders in getting rid of the RICA. They have chosen to let that go. The commission has been silent on whether or not to get rid of RICA. Caseload of teachers who have been disciplined being considered is a net 2. After a teacher goes through the process they can still appeal to an administrative law judge. Many appeals in the shoot.
- b. Micro-credentialing - Many states are allowing this to add to the credential, but CTC is not going to pursue this.

- c. Special Education - New authorizations will allow teachers to teach a broader scope of kids. Current teachers are grandfathered. New teachers have more hoops to jump through (more PD, etc) to expand their scope...not everything has been defined.
- d. Virtual World - All of the Student Teachers in the system are doing so virtually. If you hire them next year you may have a "cohort" of teachers who have never had experience with classroom management, and a host of other valuable experiences. They will need quality coaching / mentoring to fill in these gaps. When you then look at "non-reelection" of probationary teachers, it could be an issue, and CTA has no interest in extending the probationary period. This means it will be on the Districts' shoulders to bear. Heather shared it is already an issue, for those teachers hired last year and are now teaching in a much different way.

8. Actions & Takeaways - No information

9. Q&A

- a. Candidates - David G. asked if ACSA is supporting any legislation / candidates this year.
 - i. Laura P. shared that AB 15 is one example.
 - ii. Another bill is AB 5, which has tons of misinformation going around. They are working on getting clarification on the bill.
 - iii. Prop 22 looks like it will pass.

10. Adjourn - 3:55 pm