

# HUMAN RESOURCES COUNCIL MINUTES

TUESDAY, OCTOBER 1, 2019 10:00AM – 11:00AM: NEW HRC

MEMBERS 11:00AM – 4:30PM: ALL HRC MEMBERS

HILTON, LONG BEACH 701  
WEST OCEAN BOULEVARD  
LONG BEACH, CA 90831

## 1. New Member Orientation (Cindy Frazee)

## 2. Welcome and Introductions (Everyone)

## 3. Team Building Exercise (Everyone)

- a. Groups of two introduced each other, sharing professional information and at least one interesting fact about each other

## 4. Lunch

## 5. Council Business

- a. Note Taker Assignment (Cindy Frazee) → Joan Zappettini and Philip Pierschbacher
- b. Approval of Minutes (Cindy Frazee) → Minutes approved
- c. Council President Report (Cindy Frazee)
  - i. Cindy reviewed some of the opportunities and challenges we all face in personnel, and how critical personnel is to a school district.
  - ii. All expense claim forms should be sent to Kristy Tchamourian. Kristy's email is ktchamourian@acsa.org
  - iii. Heather Williams → Keeper of the "gift cards"
- d. Activity Design (Everyone)

## 6. Council Reports

- a. Region Reports (Everyone) → Cindy asked participants to get into groups of 4-5 to discuss hot topics, challenges and possible solutions in each region
  - i. Trend for request for music therapist
  - ii. Lack of subs and shortage in classified and also turnover rate is high - bus drivers, food service, SPED aides
    - 1. Contract out for subs/paras
    - 2. Use certificated subs to fill SPED aides
    - 3. Offering current staff overtime to take on open positions re: SPED aide during the day, custodian at night
    - 4. Lack of certificated subs

- iii. Teacher shortage
  - 1. Partner with neighboring universities for recruiting - grow from within
  - 2. For those getting a dual credential, Twin Rivers is paying SPED candidates during their first 8 weeks to do student teaching in a “general education” setting in order to help them progress towards a credential
  - 3. Stipend for SPED teachers
- iv. Workers Comp claims
- v. Transportation → Driver shortages
  - 1. Using “Zoom” to transport students from home to school and back
- vi. Aggressiveness of CSEA and turnover in representatives (lots of backbiting, infighting, and grouping around various issues)
- vii. Mandated trainings are increasing (# of complaints from staff increasing, also)
- viii. New requirement for TK and K (and Doug Gephardt shared preschool legislation is coming in the next few years, which will impact districts tremendously)
- ix. Effects of AB 5
- x. Declining enrollment
- xi. Parental leave (financial impact, loss of instruction, teacher compensation issues)
  - 1. Paying “credentialed” teachers “daily rate of pay” vs. regular sub rate
- xii. Out of state credentialing issues (especially in Arizona, who can revoke their credential if the State is not notified by a certain date by the teacher leaving)
- xiii. AB 218 → Laura shared that even though they have worked the bill hard this year (and have given the Governor an “out” if he wants to take it in the form of the creation of a fund that “everyone” pays into and victims could appeal for a settlement through this fund), victories have been few and far between → In its current form, cost projections exceed \$33 billion, which could dramatically impact districts’ abilities to get insurance (*picture no one having auto insurance, and that every day you don’t get in an accident is a good day*)

~~b. Preparing for CTC (Everyone)~~

c. Negotiators Symposium (Cindy Frazee)

- i. Three chairs this year → Darwin Jackson, Don Ogden, and Nicole Glentzer
- ii. The group broke into three groups to discuss hot topics related to negotiations, a theme that Margaret can take back and use, and ideas for keynote speakers.
- iii. Presentation Ideas:
  - 1. Legal / Practitioner partnership - How it all works
  - 2. How to get “negotiable” business done away from the table
  - 3. Navigating (negotiating) through a crisis (for example, communities who dealt with fires → Paradise, for example, made promises that could not follow through with)
  - 4. The Good, the Bad, and the Ugly - Contract Language
  - 5. Leave Language Updates (one of the most impactful)
  - 6. How to build relationships in (and out) of negotiations
  - 7. How to communicate progress “to the outside world” during negotiations

8. Negotiating when budgets are tight
9. Self Care
10. Special Education
11. Negotiations to attract and retain employees
12. Joint presentation - How to communicate budget within negotiations (School Services presentation?) - Both LCFF and Basic Aid
13. The power of telling your story
14. Negotiations Q&A session (attendees can bring their tough questions)
15. Anything that promotes audience participation (i.e., getting into small groups, etc.)

iv. Themes:

1. 2020 Vision
2. Telling your story

v. Keynotes:

1. Kevin Bracy (Face/host/facilitator for the National Society of Leadership and Success → Helps people discover and achieve their goals and serves as a powerful force of good in the greater community by encouraging and organizing action to better the world)
2. Mike Robbins (As an expert in teamwork, leadership, and emotional intelligence, Mike delivers keynotes and seminars around the world that empower people, leaders, and teams to engage in their work, collaborate, and perform at their best)
3. Pedro Noguera
4. Anthony Mohammad (Currently serves as the CEO of New Frontier 21 Consulting, a company dedicated to providing cutting-edge professional development to schools all over the world. He served as a practitioner for nearly twenty years)
5. Remi Adeleke (Known for Transformers: The Last Knight (2017), 6 Underground (2019) and Transformed: A Navy SEALs Unlikely Journey.
6. Kindra Hall (Helps individuals and companies capture attention, close more sales and blow up their brands through the fine art of strategic storytelling. Each presentation is a meta-learning experience with powerful research, engaging storytelling, and actionable strategies for measurable results)
7. Leon Logothetis (The Kindness Diaries)

d. AASPA (David Robertson)

- i. David is now the AASPA rep for ACSA, and is on the Board of Directors → One of his goals is to further develop ACSA's relationship with AASPA. He is looking forward to having California's perspective nationally, and to also represent the HR council nationally
- ii. David encouraged everyone to join
- iii. AASPA does webinars - free if you are a member - and they also have smaller conferences (for example, a two-day conference in San Diego at the end of January)

- That one is a “boot camp” targeted for those new to personnel)
- iv. Certification - Human Capital Leader in Education Certification (handouts were sent around the room)

## 7. Administrator Credential Program (Doug Gephardt)

- a. Preliminary Credential requirements have changed greatly
  - i. Administrative performance; assess what they know; evaluation study on cutoff
  - ii. Assessment is in transition from old to new standards
  - iii. They have discovered that they don't have enough data
    - 1. Lower the standard to get data
      - a. Discovered that more minorities do not make the higher cutpoint
      - b. Have a cut point that is more forgiving
      - c. Will look at data...especially in the area of data around minorities
- iv. Discussion then centered around other challenges with the process, as it is:
  - 1. It is definitely geared toward site administrators
  - 2. It may impact the number of qualified administrators in the future, when there is already a shortage
  - 3. There is also possible “cultural bias” involved, which may impact the number of qualified minority candidates
  - 4. Eliminating the current assessment option could further exacerbate the problem
- v. Doug reminded everyone that our legislature wants California to have the highest standards in the nation, and that is not likely to change anytime in the future
  - 1. Their concern is not that we have enough candidates to fill openings, but that even in a shortage, those candidates that make it through will be highly-qualified
  - 2. Most of those on the Commission do not have experience with K-12, as they are university folks, yet they are in charge of coming up with the program/ determining accreditation/etc.
- b. Clear Administrative Program - Margaret passed out and reviewed a three-page set of handouts related to ACSA's offering (“Clear Administrative Credential Program”)

## 8. CTC Update (Doug Gephardt)

- a. Performing Arts - The commission is working on a PA credential
  - i. Teacher will need to meet certain criteria to teach PA.
  - ii. When new credential comes out, current English teachers are grandfathered in
  - iii. New English teacher will only be able to teach PA specifically to their credential
- b. Technology - Commission is working on a Tech Credential
- c. Literacy - Not RICA (RICA is a close cousin), but the CTC is talking about content specifications and TPA's related to literacy and what they would have to do to change that. However, there are already discussions regarding the merit of RICA. There are conversations that something needs to be done about the RICA. If eliminate RICA, then it changes the issue involving minority students. The commission is going to do a three hour study session



on literacy and the best approach to assessing the ability to teach reading. If we can align what we are trying to accomplish with RICA and what is already happening in universities (TPE's and TPA's) that would resolve some of these conversations.

- i. Dave shared he feels it is ideal that all stakeholders come together to work on solutions to give CTC members something to hang their hat on. Barring that, they will simply accept staff recommendations.
- d. Teacher under contract who wants to leave and go to another district. CTC will not suspend the credential of a teacher who walks out on a contract. The group concurred that we will continue to report.

#### 9. Personnel Institute Update (Melanie Jones/Heather Williams)

- a. Melanie shared there a record number of attendees this year (292)
- b. There are still a number of sessions that need facilitating; there are forms facilitators will need to complete, and there are directions for facilitators to follow → Heather shared the forms need to be submitted to personnel at the ACSA registration desk when completed
- c. \$100 gift cards from each region
- d. DWK partnered with us again this year
- e. Consider presenting at the Negotiators Conference
- f. Keynote Speaker - Barry Knight

#### 10. Legislative Update

##### a. Governmental Relations (Laura Preston)

- i. Laura passed out her updated list of bills ACSA is monitoring or working on → 1,328 bills have gone to the Governor this year (646 signed; 19 vetoed)
  1. AB 418 - Reintroduction of original bill - Would establish confidential privilege between a union representative and represented employee (could literally shut down investigations if passed) - **Had the bill pulled so it is not moving forward to the Governor until next year (more work to be done)**
  2. AB 1066 - Would have expanded unemployment insurance for striking workers → **Got the bill pulled so it is not moving forward to Governor**
  3. AB 1184 - Requires school district to maintain emails for two years - **Expect Governor to Veto**
  4. AB 500 - Six weeks of paid disability leave, *and then* an employee's sick leave would kick in
  5. AB 493 - Use resources developed by CDE to train certificated employees in 7-12 on school site and community resources for LGBTQ students - **Going to the Governor**
  6. AB 1214 - Requires school district to offer CPR training every 2 years - **Going to the Governor**
  7. SB 428 - Requires the CDE to identify mental and behavioral health training programs for LEAs to use to train classified and certificated employees who have direct contact with pupils. Requires by 1/1/23 for LEAs to certify CDE that at least 10% of staff at each school site, or 2 certificated and 2 classified

at each school site, whichever is greater, have obtained the training - **Going to the Governor**

8. SB 223 - Allows board to authorize medical marijuana to be dispensed by a parent or guardian on school campus - **Going to the Governor**
9. SB 328 - Requires middle and high schools to begin no earlier than 8:30 am  
→ **Looks like the Governor is going to sign this legislation**
10. SB 478 - Replaces one member of the public serving of the CTC with a public school HR administrator - **Signed by the Governor. Becomes law on 1.1.20. Sponsored by ACSA**
11. AB 1219 - Requires the CTC to administer a State Assignment Accountability System to provide LEAs with a system for teacher assignment monitoring - **Going to the Governor**
12. AB 1353 - Six months probation for all classified employees - **Going to the Governor**

b. Legislative Policy Committee (Cindy Frazee)

**11. Adjourned**