Rep Council Minutes December 9, 2025

I. Call to Order

A. Mandy De Groote called the meeting to order at 4:30 pm (food was late).

II. Minutes and Agenda

A. The minutes and agenda stand as distributed.

III. Bargaining Update - Andi Suter - 25 mins

A. Bargaining is going back and forth with class size. District has not made much movement. Caseloads, the district has made some movement but not willing to codify the language. Bargaining proposed multi-prep stipend.
B. Will sign 3 MOUs tomorrow on Home Hospital, Traveling out of state for services and assessment, and Student Support Service Evaluation.
C. Mandy explained that the District has not moved on class size and very little on caseloads. Eboard voted to take next steps and bargaining will possibly declare impasse depending on what happens in the bargaining meeting tomorrow.

IV. CTA Update - Frank Oppedisano - 15 mins

A. Frank explained the impasse process. This process is governed by the EERA and a set of rules and laws. PERB oversees collective bargaining for the state.
    a. When declaring impasse, whatever the last proposal was for both sides, is the baseline for starting negotiations.
    b. Once approved, PERB will assign a mediator and will come up with negotiating dates. Mediators interested only in settling the disagreement.
    c. If no agreement is reached, then we move into fact finding and each side selects a representative and a mutual agreed upon arbitrator. The arbitrator looks for ability to pay, and comparables from surrounding districts.
    d. After fact finding, we have ten days to come to an agreement. If no movement, the fact findings are made public and people can make comments on it.

V. President's Report - Mandy De Groote - 15 min

A. HR Updates -
    a. FSA: SVEA has requested another open enrollment due to SVUSD miscommunication.
    b. WVPP: We continue to push for an active Workplace Violence Plan from SVUSD.
    c. LCAP: SVEA has shared that both bargaining unit and teacher input has been lacking and that SUP Advisory Council is not collaborative.

d. SVPSA: SVUSD has been cherry-picking from both contracts, current evals are on hold for Psychs, SLPS, and Mental Health Counselors.
e. SVEA wants to dedicate time to merge both contracts.
f. DIAPERING: SVEA has taken a stance on - NO Diapering at all! Aides only.
g. CALENDARS: Approved by the board with no consultation by SVEA since the previous draft.
h. ADDRESSING: GATE, PE, Music, ELOP
i. Gates/Los Alisos DLI merge - SVUSD informed SVEA on Monday afternoon at 1:45 p.m. of a newly developing plan to merge Gates Elementary and Los Alisos Intermediate into a single TK–8 Dual Immersion school, with TK–3 housed at Gates and grades 4–8 at Los Alisos. At this early stage, details are still emerging; however, SVEA recognizes that this constitutes a significant change in working conditions made without input from the educators directly impacted at Gates and Los Alisos, as well as those at Serrano and La Paz who will absorb additional non-DLI students from Los Alisos. This merge will be presented at the December board meeting on Thursday night. SVEA will continue to update you as information becomes available. District has no timeline for implementation.

B. Grievances / PERB -
   a. Music PLC grievance approved with a revision.
   b. Walk-throughs grievance was denied because Crystal has the right to direct employees. Since this has been denied, secondary has been included in walk-throughs. Will take this to arbitration. Mandy has asked reps to print out the grievance from and talk to principles if they think the contract is being violated. Please hold 10 minutes!
   c. District has until December 15th to respond to the mandated training violation.
C. Prop 55 Extension - Signature Gathering at Site Visits - Mandy explained the process. Please bring signatures back to the SVEA office ASAP. SVEA will be going to some school sites.
D. Benefits Council - in process of choosing another enroller.
E. Elementary Report Card Survey Results - Please review the survey. Aeries does not import correctly. Asking the district to open language on this.
F. LCAP - we need a stronger voice and the district needs to differentiate information.
G. Teacher of the Year - Committee: to meet first week in January (only two schools didn't submit). Need volunteers to read through applications. Debby A, Tracy Higgins, Ashley Smalls, Stephanie Jones volunteered.
H. Celebrations - Jen Smith for having 100% site membership. Wendi Genstead 100% site membership, THHS only has two non members. The prize is a sweatshirt!

VI. Vice President's Report - Beth Anderson - 10 minutes

A. Please be ready to have a rapid communication plan for impasse. Best practice is text message, not email.
B. Plan to have face to face meetings with members about all the information if we go to impasse.
C. Everyone should have magnets and posters that say I support SVEA Bargaining. Please have teachers put it up!
D. Will be giving strategy and talking points at the January rep council meeting. Please go to PTA meetings to get more parent involvement.

E. Please wear SVEA t-shirts and buttons. Might consider leaving t-shirts or buttons in the classroom.

VII. Treasurer's Report - Toni Fields - 5 mins

A. Toni Fields shared that the Profit and Loss and Budget to Actual sheets are balanced. SVEA has used 19.1% of the budget for the fiscal year. Toni received the accountant 's review report and we are in compliance.

VIII. Other - *5 mins*

A. Please wear black SVEA shirt in January.
B. Elementary and Itinerant school teachers - bowling night is on 1/14.
C. Mandy reviewed classroom suspensions.

IX. Adjourn - 6:06 pm : Next Rep Council: January 19th.

Members not in attendance: Joyanne Goodfellow, Lisa Maguire, Maryann Marheim, Melinda Sicard

Respectfully submitted by,
Erin Maguire

Next Rep Council Meeting is

SADDLEBACK VALLEY EDUCATORS ASSOCIATION

Rep Council Meeting

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