

BVEA Minutes and Agenda for 8/22/23

Present: Jeanné Gardner (President/BBMS), Susan Maya-Mueller (VP/BLES), David Courtney (Negotiator #2/BBHS), David Bumstead (Treasurer/BBHS), Amber Courtney (Secretary/BLES), Lisa Hill (Membership/BLES), Rebecca Emig (Social Chair/BBHS), Shannon Garland (Site Rep/BLES), Catherine Williams (Site Rep/BBHS), Trisha Carrasquillo (Site Rep/FV), Amanda Kreuz (Site Rep/NSES), Kelley Schetter (Site Rep/BBMS).

ABSENT: Alison McPherson (Negotiator #1/BBMS, Sharon Meagher (Site Rep/NSES).

Meeting called to order at 5:31 PM. Susan motions to approve minutes from [May](#); Trisha seconds.

President's Report (Jeanné Gardner):

1. **Negotiations Update:** See <https://www.bearvalleyeducationassociation.com/>, President's Corner on the homepage, for posted copies of my email updates.
 - a. [RE: Schedule C Changes/Vote \(August 2023\)](#)
 - i. [TA for Schedule C Language Updates \(8/8/23\)](#)
 1. Approved by membership on 8/11/23 with approx 83% of ballots cast voting in favor of stipends and adopted language.
 2. Pending board approval on September 6th
 - b. We will be sun-shining two articles from the contract, as well as Salary (including Schedule C) and Health and Welfare in September.
 - i. [2023-2026 BVEA Contract Final \(Revised 22-23\)](#)
 1. We could not agree on any changes to language in the main contract last year.
 2. The contract was fully opened and many changes were made in 2021-22.
 - c. Recent MOUs
 - i. [187 day Teacher Work Year Calendar MOU for 23-24 \(October 3, 2022\)](#)
 1. Approved by membership in the Calendar vote
 - ii. [186 Day Teacher Work Year Calendar MOU for 24-25 \(May 17, 2023\)](#)
 1. Approved by membership in the Calendar vote
 - iii. [Resident Subs MOU 23-24 \(June 24, 2023\)](#)
 - iv. The district did not approve a 23-24 extension of the MOU for the \$60 per hour rate for period coverage. How often are teachers being asked to cover? Should we have a form? We need data. We need to add language to contract for Elementary to "period coverage" language, because it WILL come up. New PD rate \$47.78; this will be in place for period coverage, not the previous MOU rate of \$60.
 1. Per Diem rate is to be used for required PD and other things. See <https://www.bearvalleyeducationassociation.com/salary-info> for more information.
 - d. RE: SPED Language/Class Sizes/Collaborative Model
 - i. I have an email in to Lucinda Newton following up on whether or not we will have the manual done soon and if there will be any kind of training on the Collaborative model this year. This may need to be revisited during contract negotiations.
 - e. Calendar Negotiations
 - i. [REVISED BVUSD 2023-24 Teacher Work Year Calendar](#)
 1. April 1st now has an S for snow day.

2. Back-to-back late starts in Oct/Nov for MS/HS did not change.
3. Emergency day issues were not addressed with any changes.
 - a. Heard from the district today about the waiver we applied for from the state for 2022-23. Takes up to 6 months to get approval. We are waiting.
- ii. 24-25 calendar was board approved on 5/17/23
 1. [BVUSD 2024-25 Teacher Work Year Calendar](#)
 2. "S" days will appear as "E" (emergency) days from 24-25 forward.
 3. Remember that the two week Oct break/5 day Thanksgiving break is back for 24-25.
- f. Effects of the Bell Schedule Changes
 - i. We shifted the start and end times of the MS 10 minutes earlier and we are ending the HS 10 minutes earlier (due to shortened lunch back to 30 min); This has given more time for transportation to make it to the elementary bus stops on time in the mornings and afternoons. Bus routes have also been recalculated for 23-24.
 1. We are still having issues with late buses at the elementary sites, particularly in the morning, but the district is blaming the construction throughout the valley.
 - a. They asked us to give them a month and that month is up on Friday. I will be discussing with Waner on Monday.
 2. Per many teachers, late buses in the morning are keeping kids from classes, particularly at North Shore. Some are missing up to an hour of instruction per week.
 3. Please let me know if your site is still having issues with late buses in the afternoon, in particular, how late and how often, etc. Should we have a form? We need data. Susan will make a form and monitor it to keep track and record to show constantly late buses.
 - a. District WAS paying per diem rate to elementary teachers going over on bus duty for anything over 5 minutes the last half of 22-23.
 - i. I will be meeting with Lisa Waner next week and will discuss this again for 23-24.
 - ii. Patricia Salas (our CTA staff person) says there should be no question. If teachers are doing the work, they should be getting paid.
 - ii. Changes to duty day?
 1. BLES: 8:00-3:40 (same as last year)
 2. NSES: 7:50-3:30 (10 minutes later on each end)
 3. BBMS: 7:40-3:10 (5 minutes earlier on each end)
 4. BBHS/CT: 7:20-2:50 (shortened by 10 mins at the end due to change in lunch time)
2. Conferences and Training
 - a. Susan and I attended the UCLA Summer Intensive Institute, taking four full days of intensive negotiations training, which will be helping to shape our negotiations practices this year. We hope to attend again and take more members next summer.
 - b. Four of us will be attending the SGSCC Fall Conference in September for continuing education in union issues.
 - c. Alison and I are attending the JPA Insurance conference in November (the district is sponsoring us).
 - d. We would like all cabinet members and site reps to participate in a CTA Site Rep training with CTA Staff this year. More information to come.

3. Bylaws

- a. We adopted [modified bylaws](#) last year, but they need to now be approved by CTA.
 - i. Changes are struck through and/or in red.
- b. I am working with Greg Abt, our district O rep, on this process.

4. New Cabinet Members and Site Reps

- a. [General Membership Copy of BVEA Cabinet/Site Rep Directory 2023-24](#)
- b. Special thank you to everyone who decided to return for this year!
- c. Welcome to our new and returning union volunteers:
 - i. Congratulations to Susan Maya-Mueller, returning as Vice-President!
 - ii. Thank you for stepping up as site reps: Kelley Schetter at BBMS, as well as Amanda Kreuz and Sharon Meagher-Bennett at NSES!

Friendly reminder: If you are having a difficult time or an issue at your site, please make an appointment to meet with your principal and start there. Certificated teachers can ask for a site rep or other union representative to attend any kind of meeting with them for support. Once you meet with your rep, if your principal still is not being responsive, then bring your concerns to me. If you have concerns that are sensitive, please email them to Jeanné Gardner at BVEAPresident@gmail.com.

Vice President's Report (Susan Maya-Mueller): Focus on Organizing and supporting Rebecca with Member Engagement.

- a. Organizing Goal #1: Moving all union communication to personal email
- b. Big Bear Teacher Outings (members and non-members invited): Saturday, 10/21 to the Getty; we pay for ourselves, but carpool and spend time together!

Insurance Report (Alison McPherson): No report at this time.

Political Action Report (David Courtney): No report at this time.

Secretary/Election Chair Report (Amber Courtney): Issues with last two elections/Election Buddy follow-up/new elections will be sent to personal emails only. Please make sure you have shared your personal email with Lisa Hill to be included in the next election.

Membership Report (Lisa Hill): 127 certificated employees; 16 non-members; 9 admin. Total of 102 members, 98 full time and 4 part time (86.4% participation). **Please welcome Arlene Faudoa, Wanda Phillips, Tatiana Alonso, Ashley Garza, Wyatt Armbruster, Kylie Puckett, McKenzie Tardibuono and Debbie Castaneda to the union!** Also, please encourage all new teachers/certificated employees and current non-members to join. We have 7 new teachers who are not members currently! Also, please make sure to send your personal email address to lisa_hill@bearvalleyusd.org, if she contacts you for your information.

Treasurer's Report (David Bumstead):

- 98 full time dues payers, 4 part time dues payers.
- We had **\$58,810.02** in savings and **\$14,448.39** in checking as of **July 2023**.
- Our proposed 2023-24 budget is [here](#). This is a paper document that will be put in members boxes by site reps for a yes/no approval vote and will happen this week. We moved \$1000 in consultation fees and \$700 in meeting fees to conferences due to increased costs in this area.
- Due to changes in our cabinet, Marjie Perkins (former Vice President) is being removed as a check signer; Susan Maya-Mueller (our new Vice President) and David Courtney (Negotiator #2) are being added. David Bumstead (Treasurer) and Jeanné Gardner (President) are continuing in their roles and will be also continuing as check signers. Two check signers are required on all checks. As soon as a

signed copy of these minutes are delivered to the bank and new signature cards are docu-signed, the changes will go into effect.

- David Bumstead will reach out to a member whose child was enrolled at CT last year and did not get to apply due to an oversight. If the student applies now and shows proof of enrollment, we will honor and retroactively consider their application for scholarship.

Social Chair/Webmaster Report (Rebecca Emig):

- **BVEA End of the Year Party at Shay Meadows Ranch was a huge success! Mark your Calendars now for May 29th, 2024...**
- Member Engagement Grant update
 - Rebecca is submitting the grant application this week.
 - We are hoping to host an event on Thursday, September 28th from 5-7pm at Nottinghams for all members to welcome our new teachers and get to know each other better! **More information to follow.**
- BVEA Website updates in progress; Cabinet members, please submit your photos!
- For all of the information that used to be linked at the bottom of the notes each quarter, please see:
 - **BVEA Website** <https://www.bearvalleyeducationassociation.com/> **OR**
 - <https://sites.google.com/view/bearvalleyedassoc/home>

Site Reports:

NSES (Meagher-Bennett/Kreuz): Staff Changes: We welcomed several new staff members this school year: In addition to our new Principal, Lora Mancuso, we also welcomed Wyatt Armbruster who is teaching a self contained 5th grade class, Elizabeth Nilsson who is teaching 4th, and Meaghan Bankston (from BBMS) who is teaching 1st grade. Kim Strategier and Kristen Lowry both moved to 2nd grade. Sharon Meagher and Amanda Kreuz moved to 4th grade. We have said goodbye to Charlie as our custodian (retired) and have welcomed Rob as our new custodian.

Upcoming Aug/Sept Events:

- 8/23 - Picture Day
- 8/23 - 1st Quarter ELAC/DELAC Meeting
- 8/28 - Enrichment and Intervention and GATE will begin
- 8/31 - Rubber Ducky Race
- 9/8 - Date with Dad 5:30 to 7:30
- 9/11 - 9/11 Ceremony
- 9/25 - 9/29 - Fall Book Fair

Concerns:

-There are not enough noon duty aides - several physical incidents with students the first few weeks of school.
There are only 2 teachers assigned to after school parent pick up duty; last year there were 3-4
-Buses arriving late to school

BLES (Garland): School Clubs have started: 100 Mile Club with our Fall Fun Run. We are fundraising with charms to help with our end of the year run.

-Booster Colorful Run this Thursday, Aug. 22.

-Enrichment and Intervention on Tuesdays and Wednesdays with no buses. This might keep numbers lower than usual. (Jeanné will be discussing this issue with Dr. Waner in the hopes of getting buses put back into place districtwide for afterschool programs)

-Working out the kinks in our daily schedule. We started a play first lunch which has been interesting figuring out how to move the children to and from the lunch area and playground.

- Coffee with the principal starts next week where Leigh Anne invites parents to come chat in the morning and gives them school updates (once per month).
- PE minutes, having teachers meet the requirements to fulfill PE requirements.

Concerns: No concerns at this time

FVES (Carrasquillo):

- Back to school night was on Aug. 3rd, we had a small turnout.
- Boosters are planning a Science day at Fallsview that will be put on by a parent that is an actual scientist. We did this 2 years ago and it was amazing!
- *The storm impacted Seven Oaks greatly; one of our families lives out that way, but thankfully they evacuated.

DO/DW (Carrasquillo): Nothing from the DO or DW.

Concerns: No SPED aide (medical issues), FVES feels that they are being forgotten and students need accommodations and help. Trying to meet all the needs of students with IEPs.

BBMS/BVVA (Schetter):

- BBMS had a great start to the 23-24 school year. We welcomed Chrissy Cox as our new Assistant Principal, Bill Hildebrandt joined our 7th grade team and Wanda Phillips is now teaching 8th grade math.
- New paraprofessionals join our staff and our incoming sixth graders have made their positive presence loud and clear!
 - We said good-bye to Sylvia Isom and have had Alley Orchard (our librarian) filling in as the Principal's Secretary.
 - Back to School Night second week; decent turnout.
 - Our WEB Leaders and ASB students have had great success welcoming the new 6th graders with the welcome orientation and BBQ, 6th grade dance, and lunch activities. After reviewing the Youth Truth Survey taken in the spring, BBMS will be focusing on "mutual respect". The ASB students have planned a Barbie themed "Welcome Back Dance" this Friday and all students are eligible with the exception of suspensions. We began our Barbie themed spirit week and the students' creative sides are blossoming.
 - Cross country has been practicing daily and has their first home meet on Thursday by Snow Summit. Over 70 students are participating, so Coach Nettlebeck would be proud.
 - Wrestling is getting ready to begin the first week of September. Coach Radman spoke to all PE students last Friday hoping to spark some interest.
 - Our schoolwide "no technology start bell to end bell" (phones, earbuds and smart watches) and "no gum start bell to end bell" rules are in place. Students are, for the most part, doing their best to follow the rules and not give in to temptation (still a work in progress, but going surprisingly well).

Concerns: No concerns at this time.

BBHS/CT (Williams):

- Fall sports are in full swing!
- Picture Day is Thursday, August 24.
- Homecoming Assembly - Thursday, August 31st
- Homecoming Halftime/Crowning of Hoco Queen - Saturday, September 2nd during Varsity Football Game.
- Homecoming Dance - Saturday, September 2nd from 8-11pm (tickets are \$45 with ASB and \$50 without an ASB card this week. They will go up \$5 next week and are \$60 at the door).
- 9/11 Ceremony - Monday, September 11th at 7:30am
- Thunderball - Wednesday, September 27th at 7:00pm. (1st Lt. Jared Landaker Fundraiser)
- Back to School Night last week; not a great turnout, it was okay.

Concerns: None at this time

OTHER: Next Cabinet meeting scheduled for **Tuesday, September 26th at 5:30pm on Google Meets.**

Kelley motions to adjourn the meeting; Shannon seconds. Meeting adjourned at 6:50 PM.