

BVEA Minutes and Agenda for 9/26/23

Present: Jeanné Gardner (President/BBMS), Susan Maya-Mueller (VP/BLES), Alison McPherson (Negotiator #1/BBMS), 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), .

ABSENT: Sharon Meagher (Site Rep/NSES), Kelley Schetter (Site Rep/BBMS).

Meeting called to order at 5:32 PM. Susan motions to approve minutes from [August](#); Lisa 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.
 - 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. Approved by the board on September 6th.
 - b. [SUNSHINE for 23-24](#)
 - i. [2023-2026 BVEA Contract Final \(Revised 22-23\)](#)
 1. Surveying members will begin soon.
 2. Listening tours/ 1 on 1's this fall; **general membership meeting date 10/17.**
 3. First official negotiations on Wednesday, November 15th.
 - a. Starting with contract language in November/December.
 - b. Working on Financial Impacts in January/February.
 - c. Finishing with 25-26 Calendar in Spring.
 - c. Period Coverage/Elementary Coverage MOU should be approved at the board meeting 10/4/23
 - i. We are attempting to add permanent language to the CBA (collective bargaining agreement/contract)
 - ii. Secondary, please complete the weekly form for period coverage so we can track the need for permanent language.
 - 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. **UPDATE:** Lucinda does not remember saying she would be working on a binder/manual for resources on the collaborative model.
 1. District is offering Co-Teaching training to teachers in November
 - a. Concerns that this does not address collaborative model/mainstreaming which is what the majority of our teachers need direction on
 2. District has transitioned to SASE (new IEP system) which is why some of us are having a hard time getting copies of IEPs from our Education Specialists (they have not had access themselves).

- a. At minimum, we are asking for conversations during PD time about possible accommodations for students with IEPs, as well as what differential grading might look like, as well as regular time to collaborate with co-teachers, education specialists who provide support to our students with disabilities, and SPED aides.
 - i. We are looking at language in regards to Professional Development
 - ii. The teachers/union should have a say in what we are using our time for, and other districts have language stipulating this.
 - e. Calendar Negotiations
 - i. [REVISED BVUSD 2023-24 Teacher Work Year Calendar](#)
 - ii. [BVUSD 2024-25 Teacher Work Year Calendar](#)
 - 1. "S" days will appear as "E" (emergency) days from 24-25 forward.
 - 2. Remember that the two week Oct break/5 day Thanksgiving break is back for 24-25.
 - iii. We are negotiating the 25-26 calendar in the Spring
 - f. Effects of the Bell Schedule Changes
 - i. We are still having issues with late buses at the elementary sites esp in the AM
 - 1. 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.
 - 2. Please fill out the form in regards to late buses at elementary if you're on bus duty (sent via email...we are modifying this week's form)
 - a. Per DO: Time sheets for going over the duty day for bus duty are in 15 minute increments. Teachers need to round up or down accordingly.
 - i. The rate should be PER DIEM (note on timesheet)
- 2. Conferences and Training
 - a. Susan, Alison and I attended the SGSCC Fall Conference in September for continuing education in union issues. We got a lot of great information and continued to work on local networking.
 - b. Alison and I are attending the JPA Insurance conference in November (district sponsored).
 - c. I took an advanced site rep training and will be bringing bits of information here our cabinet meetings that I would like passed onto members via "10 minute meetings."
 - i. "Union Code of Conduct" will be the first meeting in October at all sites.
 - d. David C. (and maybe I) will be attending the Governor's Board Workshop on January 19th.
- 3. Bylaws
 - a. We adopted [modified bylaws](#) last year, but they need to now be approved by CTA.
 - i. Last year's changes are struck through and/or in red.
 - ii. New changes are in blue.
 - iii. This week we are holding a paper ballot to approve the new changes we need to adopt before submitting them to CTA. Please vote with your site rep before Friday, end of business.
 - b. I am working with Greg Abt, our district O rep, on the process of getting our bylaws approved.
- 4. [General Membership Copy of BVEA Cabinet/Site Rep Directory 2023-24](#)
 - a. Please keep this document handy so it is easier to reach out to your union reps.

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):

1. BVUSD Teacher "Field Trip" to the Getty Center on Saturday, October 21st (unofficial 50th b-day celebration for Jeanné); if you would like to attend, please fill out [THIS FORM](#) by Friday, October 6th. Information was sent to everyone by email on Tuesday, 9/26. Thanks!
2. Different ways to engage, especially with new teachers and supporting them. Example: One of the days at the beginning of the year is completely taken up by the union to help orient and support teachers (in many districts). This would have to be negotiated with our district.
3. We are going to start reaching out to school board members and creating a better relationship with them. We are allowed to do this and are encouraged to do so by CTA.
 - a. This is very important going into school board races for 2024.
 - b. We need to be aware of the school board issues around the state & across the country.

Insurance Report (Alison McPherson): Alison attended the CTA/NEA benefits session at the SGSCC conference. If you go to the CTA website, make a login using your personal email; you will need to know your CTA number. Your CTA magazine that was mailed last year had the card on the BACK each year (comes midyear). If you don't have a card and need this information, please email Lisa Hill to get your #. If you are logged in to cta.org, you can see the information with discounted amounts for members:

<https://www.cta.org/for-educators/member-benefits>

Here is a summary list of some of the best benefits:

1. Opportunity to see a lawyer from CTA for a personal issue for one hour; CTA will pay for consultation.
2. CTA will provide a Financial Advisor for one hour for free.
3. CTA offers \$500 to members for Personal Property Damage.
4. CTA offers \$1500 for Flood Damage.
5. CTA offers continuing Education credit of 6 units from Chico State
 - a. CTA pays for this to help people move over on the salary schedule
 - b. I believe they do this without you having to take classes, so look into this if you need to move over on the salary schedule.
 - c. <https://www.bearvalleyeducationassociation.com/salary-info>
 - i. Look under Salary Schedules, top link.
6. Brand new teachers can apply for a \$300 grant to set up their classroom
 - a. apply within a certain number of days from hire date
7. Put the CTA Member Benefits app/My Deals on your phone so you can get automatic discounts at participating vendors
8. ALWAYS use CTA discount for Rental Cars (sometimes half the price!)
9. Members need to tell their family members about their death benefit/life Insurance
 - a. All teachers are eligible for a complimentary life insurance policy
 - i. Go to neamb.com/insurance and register as an NEA member
 - ii. Click on NEA Complimentary Life Insurance to Name your Beneficiary or call NEA Member services toll free at 1-800-637-4636 M-Fri from 8am-8pm EST.
10. CTA offers Disneyland (and other amusement parks) discounted tickets
11. We do not have to go with American Fidelity; we can use The Standard or Schools First, etc.
 - a. Individuals can change companies by contacting the company you want to work with; they will assist you in working with our benefits department.
 - b. Members on American Fidelity are paying an average of \$30 a month more for disability insurance (compared to the Standard)

- i. Jeanné has brochures for the Standard. Pick up at the Meet and Greet on Thursday, 9/28 or if there are leftovers, I will send interdistrict mail on Friday if you send me an email.
 - ii. You may also contact our “Standard” REP: Josh Hayes 909-222-7752
 - iii. 403Bcompare.com
 1. The best 403b’s are Vanguard and Fidelity (not American Fidelity)
12. CALM app is free through CTA (up to 5 free family members)
- a. Code on the CTA website
 - b. Add your CTA membership number

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

Secretary/Election Chair Report (Amber Courtney): We are looking into a different website besides Election Buddy for future elections. Our next election will be on PERSONAL EMAIL ONLY. If you have not provided your personal email address, Jeanné will contact you via school email for this information. If you do not provide a personal email, you will most likely not be included in all future correspondence or important votes. If you don’t regularly check your personal email, Jeanné or Amber will send a notification on school email to please check it.

Membership Report (Lisa Hill): 127 certificated employees; 15 non-members; 9 admin. Total of 103 members, 99 full time and 4 part time (87.2% participation). **Please welcome Hunter Natzic and Desiree Moazzeny to the union!** We also have three teachers who are in the process of applying, so once we get their confirmation, we will welcome them next month! Please encourage all new teachers/certificated employees and current non-members to join.

Treasurer’s Report (David Bumstead):

- 99 full time dues payers, 4 part time dues payers.
- We had \$58,811.52 in savings and \$15,948.42 in checking as of **September 2023**.
- Approximately, \$3000.00 has gone out to conference fees, BVEA get togethers, Scholarships
- Our proposed 2023-24 budget is [here](#). This document was approved with 95 yes, 0 no and 1 abstain on 8/19/23.
- All changes were made to the check signers for this year at the bank in August.
- Follow up: David Bumstead reached out to the member whose child was enrolled at CT last year and did not get to apply due to an oversight, but has not heard back. He will reach out again. We agreed at the last meeting that 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):

- Our Meet-n-Greet is this Thursday 9/28 at Nottingham's (upstairs). We will provide light appetizers and there will be a short program on the benefits of being a BVEA/CTA member. The intention is for members to get to know the Cabinet, so they know who we are when they need us! In addition, we hope to encourage non-members to join, so please talk to them and encourage them to attend!
- Member Engagement Future Events: First, we'll bowl in November and then in March we'll play Pickleball!!! Look for more info coming soon. Date for this year’s “End of the Year Party” at Shay Meadows Ranch is **May 29th, 2024!**
- **Follow CTA on Instagram for all the great inspiration and information!**
- 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 these cabinet meeting notes, please see:

- **BVEA Website** <https://www.bearvalleyeducationassociation.com/> **OR**
- <https://sites.google.com/view/bearvalleyedassoc/home>

Site Reports:

NSES (Meagher-Bennett/Kreuz): Lora is doing a good job holding kids accountable for their behaviors, so behaviors on the playground have improved. She also held an Anti-Bullying Assembly at the beginning of September and is hosting an Anti-Bullying Door Decorating Contest. We are currently having our Fall Book Fair and every grade is having their own brown bag lunch to shop with their parents. It seems as though the buses are coming on time more often. The last late bus was 9/11 according to my records. It is currently Hispanic Heritage Month. We will be celebrating at lunch on October 4th with Hispanic cultural books, art, presentations and parent helpers.

Upcoming Aug/Sept Events:

- 9/25 - 9/29 - Brown Bag Lunch for the Book Fair.
- 10/2-10/6 - Parent/Teacher Conferences 1/2 days all week
- 10/2 - Anti Bullying Door Decorating Contest
- 10/6 - Kaleidoscope Run 9:00 to 10:30
- 10/9-10/13 - Fall Break
- 10/23 - 10/31 - Red Ribbon Week
- 10/25 - Fall Make Up Picture Day!
- 10/25 - Talent Show Tryouts - 3 to 5 MPR
- 10/27 - Fall Festival
- 10/31 - Halloween Parade
- 11/15 - Talent Show!! Times to be determined for students
Parent Show 6:00 PM
- 11/16 - Alice Critical Incident Lockdown Drill
- 11/17 - Turkey Trot

Concerns:

- The afternoon buses are still arriving late and it is hard for the kids to wait 20 minutes or more on the asphalt.
- Grade level meetings need to be on Thursdays during our designated meeting times. Teachers are tired of missing instructional time for district meetings.
- Both our day and evening custodians are out sick, so the school is not getting cleaned the way it should. The windows and kindergarten bathrooms are especially dirty.
- Progress Reports aren't printed, so they need to be downloaded and entered individually.

BLES (Burch aka Garland):

- Baldwin Lane had their family welcome back bbq and it was a great event with the community.
- Monthly awards & coffee with the principal.
- Add more events for family involvement.
- Working on the responsibilities of our resident sub.
- New EL aide and SPED aide are doing well and a great addition to our staff.
- BLES celebrating Hispanic Heritage month with an Ofrenda in front of the school.
- Red Ribbon Week starts next week

Concerns: Do SPED teachers and Intervention teachers need to get a sub? Teacher not there, students not getting serviced.

FVES (Carrasquillo):

- Started our 1st fundraiser of the year. We're selling Dutch Bulbs, orders are due the 1st week of October.
- Our SPED aide is back and we've hired another part time SPED aide to help fill the need!
- Getting ready for Fall benchmarks

-On the 22nd we had our Science Day with Professor Gabor and Dr. Jackie. All students explored Space and got to interact with force, gravity and rotations of the Earth. Lot's of fun!

Concerns: None at this time.

DO/DW (Carrasquillo): No report at this time.

Concerns: None at this time.

BBMS (Schetter): Due to an extenuating circumstance, Kelley was not able to attend the meeting or provide her report. In lieu of the report, [here is copy of the BBMS Bulletin for this week](#). We have been asking admin for better communication, so our new secretary, Alley Orchard, is starting to do these bulletins!

-- Patric Buchroeder wanted to share this update: The Big Bear Middle School Band's 6th grade doubled in size compared to last year. The Advanced Band is off to a very strong start, two months ahead of their progress last year!

--Dungeons & Dragons club is now meeting on Fridays, which we're excited to roll out!

--We're working on getting esports going as well; we're waiting on some equipment, but should be ready by the end of fall break. We're excited to compete in Rocket League and MarioKart in the Winter Tournament!

--Cross Country has league finals this week and both teams have a very good chance at bringing home a banner.

--Wrestling is off to a great start. Participation in this sport is encouraging students to be responsible in keeping their grades up. We are seeing success!

BVVA (Schetter): Things have been going smoothly over here at the BVVA office. While everyone misses Charley, Steve Ellis has been a great addition to the program. Another high point is that Admin, at all sites, have been very helpful this year!

Concerns: In math, the district office is asking us to create new benchmark tests in DNA (after asking us to stop using EADMS a few years ago) without giving us dedicated time or training/detailed instructions on how to do so. We are also already testing our students in IXL to show growth in Math and ELA, along with chapter or end of unit tests. The tests we are already giving are showing the same data that they want, but because it isn't in their format, we have to triple test, which is a waste of valuable classroom instruction time. Also, after COVID, we are seeing 85% of our students coming into BBMS at 2-4 grade levels below grade level in math (we are not blaming the elementary teachers and understand that the pandemic caused most of this problem). In addition to overtesting, the district office is pushing us to adopt a different math program that focuses on performance tasks and higher level thinking math when our students do not have basic math skills. There seems to be a strong disconnect between what we know is helping mitigate learning loss in the classroom (what works best for kids), and what the district office thinks we should be doing.

BBHS/CT (Williams):

Sports Update:

- Varsity Volleyball
- 13-12 Overall, 2-2 in League play so far (currently tied in 3rd)
 - o 2nd Place in the Cougar Classic Tournament
- JV Volleyball
 - o 1st Place in the Apple Valley Tournament
- Varsity Football 2-3 Overall

Start League Play this week, hosting Ontario Christian at home 9/30 10:45 JV and 1:30 V

- JV Football 1-3-1 Overall
- Cross Country

Boys and Girls took 1st place in CVL Race #1

Boys and Girls took 1st place in CVL Race #2

- o League Race #3 next week

Upcoming Events:

- Thunderball - September 27th @ 7pm in the Gym (Fundraiser for Seven Stars Foundation)
- Sports Pep Assembly - September 29th from 9:42-10:12 (Pep Assembly Schedule)
- AVID College & Career Fair - October 4th
 - o Assembly - 12:50-1:35 (After lunch) *Wed. Assembly Schedule listed below*
 - o Spirit Week (10/2-10/6)
 - § Monday Oct. 2nd - UCLA vs USC
 - § Tuesday Oct. 3rd - Navy vs Army
 - § Wednesday Oct. 4th - College Day (Any school)
 - § Thursday Oct. 5th - Michigan vs Ohio State
 - § Friday Oct. 6th - Oklahoma vs Texas
- Blood Drive - October 20th in the New Gym (Sign ups starting at lunch this week)
- Open Mic Night - October 24th
- Picture Makeups – November 7th

Concerns:

Summer School-

- Are teachers going to be able to work the approved days or are they going to be sent home again?
- How are students allowed to make up a semester of work in less than 19 days?
- How are they allowed to advance if they complete less than the 19 days of summer school through Edgenuity?
- What are the requirements for these students, especially if they are applying to a four-year university or trade school? (students were enrolled in credit recovery)
- What does summer school look like in the future? This is beneficial for students and we don't want to get rid of it, but what solutions can we come up with?

Dual Enrollment and the future of this program and our jobs?

- As dual enrollment continues to increase, students in other electives are decreasing rapidly. Students are also allowed to take any class in Edgenuity and through dual enrollment.
- How are those teachers protected in their current position if student enrollment in electives and/or core subjects are impacted?

CTE Salary

- CTE teachers were moved over to the salary schedule years ago, but were told they cannot progress over columns even if they continue their degrees or take classes related to their subject area.

OTHER: Next Cabinet meetings are scheduled for 10/17, 11/14, 12/12, 1/16, 2/13, 3/12, 4/16, 5/14 @ 5:30PM on Google Meets. A minimum of two of these meetings will be General Membership, per our bylaws (TBD). Google Calendar events were sent for all of these meetings on 9/26/23 to Cabinet members and site reps. Please accept them all now, unless you know you already cannot attend. You can change your status closer to the event, if you have extenuating circumstances. Thanks!

Rebecca motions to adjourn the meeting; Susan seconds. Meeting adjourned at 6:47 PM.