

# CNTA Leadership Meeting Agenda

## April 9<sup>th</sup> 2014



- 4:00 – 4:10 Snacks and Chatting**
- 4:10 – 4:30 Quick site Check in**
- 4:30 – 4:45 Bargaining Information**
- 4:45 – 5:00 Create committees and planning time**

### Site Action Items

- Hold a site meeting before April 23<sup>rd</sup>
- Collect feedback about Sunshine letter and bargaining

Questions that will help the bargaining team write our proposals

- 1) Feedback on the Sunshine Letter
- 2) Why should Camino teachers get a percentage raise on the salary table?
- 3) What classes, professional development are teachers taking that is improving their practice that should and do count for credit accrual? Which programs that are proven to be effective that should count as credits?
- 4) What should be non-negotiable items in the bargaining process? Why? What actions should we do if they are not met?

- Return feedback to bargaining team: Sarah, Richard, Rebecca by the 23<sup>rd</sup>
- Start asking and implanting ideas of union leadership roles in teacher leaders at your site
- Be available for teachers. Get the chisme on what is going on at your site.
- Hold a meeting with your administrator to voice concerns and celebrations of teachers.

**Camino Nuevo Teachers Association**

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Camino Nuevo Charter Academy, Board of Directors  
3435 W. Temple St.  
Los Angeles, CA 90026

March 18<sup>th</sup>, 2014

Re: Re-opening Negotiations for Article 22 Compensation

Dear CNCA Board of Directors:

This proposal is submitted for purposes of informing the public pursuant to the Government Code 3547 and in regards to approved reopener proposals for compensation as per Article 20 in the current contract. The Camino Nuevo Teachers Association requests that the Camino Nuevo Charter Academy (or Board of Directors) present this proposal at today's Board Meeting on March 18<sup>th</sup> 2014.

The union proposes to negotiate the following Articles and related Appendices:

Article 22 Compensation

- We propose to negotiate a percentage increase to the current salary table and reorganization of the unit categories. Exhibit C
- We propose a percentage increase for National Board Certified teachers who are currently at Category E on the salary table
- We propose a more clarified definition and equitable system for leadership stipends across the organization, including, but not limited to SRLA coaches, Study Group leaders, CADRE, etc.
- We propose an approved list of Professional Developments that align to Camino Nuevo's instructional priorities.
- We propose a system in which these approved Professional developments could be used toward unit accrual.

The union looks forward to a collaborative process that will benefit all stakeholders of the Camino Nuevo Charter Academy community. We look forward to hearing from you about possible dates to begin the bargaining process.

Respectfully,

Sarah Wechsler  
Camino Nuevo Teachers Association President

Richard Ziegler  
Camino Nuevo Teachers Association Bargaining Chair

## **Election Committee:**

Positions Open

President

Vice President

Secretary

Treasurer

Site Representatives?

Stipend Committee

Read Election Bylaws and timeline

Look over information/documents from last election.

Delegate jobs:

Someone to pass out announcements

Someone to pass out applications

Someone to collect applications

Someone to hand out ballots

Someone to collect ballots

Someone to count ballots

Someone to announce results

Make a timeline for May election schedule

Start making documents and brainstorm who would like to take on all positions

## BARGAINING TEAM

### Requirements:

- Meet 1 -2 times before bargaining in May to research and write proposals.
- The substitute is paid for by the union, and time will not be deducted from your sick or personal time.
- Proposed bargaining days, 1<sup>st</sup> week of May, present our proposals, 3<sup>rd</sup> week of May listen to counter proposals. 4<sup>th</sup> week of May settle.
- HSO will pay for substitute. Usual schedule, meet in the morning, and bargain in the afternoon.

### CNTA Bargaining Bylaws

- A. The duties of the Bargaining Team are to represent and to bargain for all bargaining unit members.
- B. The President shall appoint all members, alternates, and the chairperson of the Bargaining Team with the concurrence of the Executive Board.
- C. Vacancies created by resignation or inability to serve shall be filled by the Executive Board from the list of alternates.
- D. The Executive Board, by two-thirds (2/3) vote, may remove a member of the Bargaining Team.
- E. The Bargaining Team shall be under the direction of the Executive Board, and shall report its activities to the Executive Board, as the Board requires.
- F. The Bargaining Team is empowered to reach tentative agreements with the district subject to ratification by the Active membership.
- G. Responsibility and authority for directing the bargaining process on behalf of the Association are vested in the Executive Board subject to policies established by the Representative Council.
- H. Employees in each appropriate bargaining unit shall be surveyed to determine contents of the proposed contract demands, and the contract proposal for each appropriate unit shall be approved by the Representative Council in that unit.
- I. The Executive Board shall provide for the dissemination of information regarding bargaining and the activities of the Bargaining Team to the general membership.
- J. Agreements reached between the Bargaining Team and the school board or its representatives shall be considered tentative and not binding upon the Association until such agreements have been ratified by the Active membership in the appropriate unit(s) unless such ratification shall have been specifically waived or otherwise delegated by that Active membership.