

Approved

**OEA EXECUTIVE BOARD MEETING MINUTES**  
**Thursday, April 24, 2003**

**OEA Executive Board Members present:** Quintana, Visnick, Gorham, Miele, Swayne (7:20pm), Rendon, Ough, Mandel, Balderston, Allen, Mordecai, Ellis, Traylor, Griffin, Turner, and Wong.

**CTA Staff:** Bruce Colwell

**Call to Order** 4:35pm

**Guest Presentations**

**Anne Hurley, Brewer**

Concerns about takeover of district. How might we mobilize?

**Ken Miller, Elmhurst**

Impact of layoffs on school sites.

**SECRETARY**

Executive Board Minutes of April 3, 2003 approved.

**EXECUTIVE DIRECTOR**

Agreement reached between OEA and OUSD regarding the treatment of Probationary Non-Reelected Teachers.

**Motion A (Balderston/Ough)**

~~✍~~ **That the OEA Executive Board accept the agreement between the OEA and the OUSD in regard to the treatment of Probationary Non-Reelected teachers. Further, the OEA will release a public statement condemning the excessive use of non-reelection and victimization by the site administrators of these members.**

**The motion passed unanimously. Swayne and Ellis not present for vote.**

**1<sup>st</sup> VP**

~~✍~~ Ben Visnick presented the following documents:

New OEA site mail drop system; Teacher T-shirts to be ordered; CTA/NEA Proposed Membership Dues 2003-04; Lack of and Incorrect Dues Deduction Forms for OEA Unit Members; Teacher Appreciation Day with the A's (6/14/03); and Revised measures (originally submitted to RC, 4/7) to save OPS \$\$ millions.

~~✍~~ Demographic changes of district needed. What sites are overstaffed?

**2<sup>nd</sup> VP**

~~✍~~ May 6<sup>th</sup> National Teacher Un-appreciation Day Demonstration [Suggestions discussed]. May 8<sup>th</sup> ALCOSTA Lobby Day/Education Not Incarceration Rally in Sacramento.

### **Bob Mandel, Adult Ed**

Management is maintaining that contract doesn't apply to Adult Ed and that FCs have no power. Thus, unit members and FC are being excluded from participating in site decisions. Issues need to be disputed and grieved through proper process.

Quintana - Adult Ed is included in contract and FCs are relevant.

### **Relena Ellis, ECE**

Director fired. Waiting list lost. Follow up to those children still on ECE waiting list not happening.

**Executive Session** entered at 7:30pm, returned at 9:10pm.

Objections – Mandel, Rendon (Bargaining Session)

Bargaining and Personnel issues were discussed.

The Treasurer reported that she would later present a balanced budget and deal with changing the Annuity CD to a better account.

The following New Business motions were reported out.

### **Motion #1 (Allen/Griffin)**

~~EL~~ That OEA accept the agreement between OEA and the OEA Staff Organization for the contract years beginning 9/1/2003 to 8/31/2006.

The motion passed.

Yes (8) – Gorham, Ough, Balderston, Allen, Mordecai, Traylor, Griffin, Wong

No (3) – Visnick, Miele, Mandel

Abstentions (3) – Swayne, Ellis, Turner

Not present for vote - Rendon

### **Motion #2 (Allen/Griffin)**

~~EL~~ That the OEA Executive Board accept the recommendations of the Personnel Committee to eliminate the position of Receptionist for budget reasons effective immediately.

The motion passed.

Yes (11) – Visnick, Gorham, Swayne, Ough, Balderston, Allen, Mordecai, Traylor, Griffin, Turner, Wong

No (2) – Miele, Ellis

Abstention (1) – Mandel

Not present for vote - Rendon

### **John Grace, ERIP (Early Retirement Incentive Program)**

Presently over 100 participants. 125 needed for implementation.

John also proposed plans for a sign on the OEA building.

## **PRESIDENT**

☞ Sheila Quintana presented a packet including the following:  
Efforts by multiple individuals to urge Jack O'Connell to defend quality education in Oakland under any leadership; Efforts by members of the current OUSD BOE to retain local control; Analyses of the third reading of SB39 on the Senate Floor (4/23/03), which passed; Concerns in regard to the implications of a state takeover; 2003 State Convention in Sacramento; CTA Crisis Assistance Panel Projected Crisis Budget Form and Policy; ALCOSTA Lobby Day (5/8); Petition from some Bret Harte Teachers, Staff, and Parents opposing cuts in teacher salaries; and Current Grievances.

☞ Dr. Betty Jo Griffin, recipient of 2003 WHO Award.

☞ Bill Balderston commented on the recent move to make Castlemont High a Charter School.

☞ A discussion commenced regarding whether or not to attend future OCO meetings.

## **NEW BUSINESS cont.**

### **Motion #3 (Visnick/Turner)**

☞ That the OEA fund the following delegates (as required):  
**20 at \$900, 19 at \$950, 18 at \$1000, 17 at \$1050, 16 at \$1125, 15 at \$1200.**  
**Rationale: Based on 3,600 members at \$5 per member, there is \$18,000 available.**

**The motion passed.**

**No – Mordecai**

**Abstain – Miele**

**Not present for vote – Rendon, Ellis**

### **Motion #4 (Visnick/Balderston)**

☞ That the OEA/CTA/NEA 2003-04 dues for Substitute Teachers be established as Category 3A for regular per diem and 3B for STIPs/"Priority" Substitutes.

**Rationale: STIPs/"Priority" Subs should pay more dues due to additional pay/benefits.**

**The motion passed with one (1) abstention (Mandel).**

**Not present for vote – Rendon, Ellis**

**Motion #5 (Allen/Turner)**

~~✍~~ I move the endorsement of Jennifer Ough for NEA Resolutions Committee at RA 2003.

The motion passed.

Yes (8) – Miele, Swayne, Ough, Allen, Mordecai, Traylor, Turner, Wong

No (1) – Mandel

Abstentions (4) – Visnick, Gorham, Balderston, Griffin

**Motion #6 (Mandel/Turner)**

~~✍~~ That we invite all the OUSD unions and Judy Goff of the Alameda County Central Labor Council to meet with us again within two weeks. One point on the agenda will be to select a union nominee for “State Administrator.”

The motion was tabled to the Executive Board meeting of 4/30/03.

**Motion #7 (Rendon/Mandel)**

~~✍~~ That the OEA State Council Alternate Delegates will substitute at a State Council in a rotating order starting with the most senior on the list. State Council Alternate Delegates who were elected in March '03 will have their ranking based on the number of votes (largest to smallest) of that March election.

The motion passed with one (1) abstention (Traylor).

Not present for vote – Rendon

Adjournment 9:50pm

Minutes

Tony Miele  
Secretary <sup>OEA</sup>