



Representative Council Meeting
September 11, 2024
STA Office

Executive Board Present in BOLD: Chris Anderson, Angela Pascual, Erica Richard, Silvia Cantu, Adriana Cruces, Tina Torres, Anthony Gragg, Alecia Ashby-Johnson, Nanci Massone, Suzette Steers, and La Nita Dominique (CTA)

School Site Attendance in BOLD: Adams, August, Bush, Chavez, Cleveland, Commodore, Edison, El Dorado, Elmwood, Fillmore, Franklin, Frederick, Fremont, Grunsky, Hamilton, Harrison, Hazelton, Health Careers, Henry, Hong Kingston, Hoover, Huerta, Kennedy, King, Kohl, Madison, Marshall, Mata, McKinley, Merlo, Monroe, Montezuma, Nightingale, PAAC, PDC/LDO, Peyton, PLA, Pittman, Pre-School, Pulliam, PYA, Rio Calaveras, Roosevelt, San Joaquin, School for Adults, SECA, Spanos, SPED, Stagg, Stockton High School, Substitutes, Taft, Taylor, Van Buren, Victory, Walton, Washington, Weber, Wilson, and YAP.

1. **SIGN IN** Meeting called to order at 4:15 pm
Meeting norms were reviewed via a powerpoint

2. **APPROVE MINUTES** from 8/14/24
Motion by approve minutes by Maddy Yee
Seconded by Chris Attwood
Motion Carried

Motion to Approve the Agenda with Flexibility by
Seconded by Amber Hernandez
Motion carried Maddy Yee

3. Mini Training

- a. Grievances, informal and Level 1 - President did a training explaining the definition of a grievance which was defined as a violation of the STA contract. The presentation explained various levels of a grievance. It was stated that the Association attempts to solve the grievance at the lowest possible level (informal resolution being the lowest). The Grievance Training slide deck and QR code to the form will be in the Site Rep folder for reference.

4. All Chairs Meetings:Reports:(Unless otherwise specified, reports should be limited to 3 minutes. Questions/comments MUST be held until the report is concluded)

- i. By-Laws/Standing Rules
- ii. Community Schools
 - 1. Starting School Site visits
- iii. Dues Campaign
 - 1. Meets next week-President stated dues will be going up and he will share this information soon. Currently, the estimate is going to be a \$0.50 raise per month
- iv. Event Planning
 - 1. [Thursday, August 22nd, 2024](#)
- v. Membership Engagement-Grant submitted to STA Leadership 8/2/24 awaiting to be sent to CTA for approval, revisions
- vi. Real Estate-Dorris property was sold to someone else. Back to the drawing board as the Association/Committee continues to search for a building/property to house the

- Association.
- vii. Social Justice
 - 1. [Tuesday, September 2nd, 2024](#)
- viii. Organizing
 - 1. Postcard Parties
- ix. Elections
 - 1. Fall Election 2024 - Lisa Griffiths -Two High School Director Executive Board positions (if you are not a classroom teacher but your last teaching position was in a high school position you can apply for this position).
- x. Safety Committee
 - 1. District Committee Members
 - 2. STA committee needs to start meeting-please email or call STA to express your interest in joining this committee.
- xi. Sped & Disability
 - 1. [Thursday, August 15th, 2024](#)
 - 2. Upcoming Zoom Meeting: Monday, [September 30th, 2024](#)
 - 3. SPED for Gen Ed offered at PD
 - 4. 3X3 committee forming
- xii. PAC
 - 1. Candidates-Meet the candidates for Area 1 & 4 on 9/18/24 from 4:30-7:00 at Valley Brew located at 157 West Adams Street, Stockton CA
Isabel Perez Area 1 and Area 4 Shauna Priest
Thadeus stated that teachers are not attending the PD days more than once. He stood up at the African American Town Hall and stated to Dr. Rodriguez that she needs to look at the bargaining agreement and he again pointed out that teachers are not attending the PD days. He further stated that Dr. Rodriguez needs to do something about the teachers not attending the Professional Development days.
 - 2. Canvassing-We will be hosting Postcard Parties. The postcards are on their way. They come pre-addressed. Be on the lookout for more information soon. We are eliciting the help of our union brothers and sisters.
- xiii. Bargaining (15)
 - 1. We still are in need of another Bargaining Team Member and will need to run the interest application again. Be looking for the Bargaining Survey coming to your personal email soon.
- xiv. [President Report \(time unlimited\)](#)
- xv. CTA Uniserv Staff (time unlimited) -La Nita is currently at a training in Monterey
- xvi. [Vice President Report \(3 minutes\)](#)
- xvii. Treasurer Report (3 minutes)
 - 1. STA Proposed Budget 24-25 Update
- xviii. Secretary (3 minutes)

5. New Business/ Action items

- b. [Goals for 24-25](#)
 - i. 1 on 1 Conversations
 - ii. Worksite Leaders
 - iii. Members Participation
- c. Josh Harder to speak to the Rep. Council at the October meeting-President just stated that STA is not endorsing this candidate, STA is simply allowing him a platform in which to speak to the members of our Association. This will take place at the October Rep Council Meeting.
- d. [Empowering Educators with Financial Literacy Resources](#)
 - i. Offer a presentation tailored specifically for your association's members
 - ii. Can be conducted in person or virtually, depending on what works best for your group.
 - iii. Create a supportive environment where educators can learn, ask questions, and gain

the confidence they need to make informed financial decisions

Motion by invite them to do the training for STA by Agustine Morado-Fernandez

Seconded by Julie Joint

Motion Carried

- e. 2024 LGBTQ+ Issues Conference and the 2025 Equity and Human Rights Conference
 - i. Designated Chapter Equity Teams- Human Rights
- f. NTA Partnership - **Vincent Torres** -Tai and Vincent gave a brief presentation regarding the various benefits available. They have been partners with STA for about 6 years now. Annually they donate to STA and this year they are donating \$2000 to STA.
- g. 10-Minute Meetings PowerPoints/Flyer

6. Unfinished Business

- h. Membership 2000 (Membership Drive to reach a total of 2000 members in our union)
 - i. We are at 1842 members as of last month.
- i. Clusters
 - i. Scheduling and starting site visits- Executive Board members will be reaching out to Site Reps to schedule school site visits after their Staff meetings.

7. Upcoming Events-

- j. Meetings/Trainings
 - i. [Region II Leadership](#)
 - 1. [Scholarship Application - Region 2 Leadership Conferences](#)
 - ii. [CTA upcoming Conferences 24-25](#)
 - iii. Membership Development:
 - 1. Fall Mixer: [STA PAC Candidate Mixer Valley Brew](#) [Click here](#) to register.
Reps, particularly in areas that are running, are encouraged to attend.
 - 2. [Subs Training Wednesday, September 25, 2024, 4:15 pm - 6:15 pm](#)
 - iv. SUSD PD September 19 & 20
 - 1. Chavez High School – K-2 Teachers (**Sept. 19th STA will be present**)
 - 2. Edison High School – 3rd-6th Teachers (**Sept. 20th STA will be present**)
 - 3. Franklin High School – 7th – 12th Teachers (**Sept. 19th STA will be present**)
 - v. STA Zoom Site Meetings
 - 1. [ECE: Monday, September 23, 2024, 4:15 pm-5:15 pm](#)
 - 2. [SPED: Monday, September 30, 2024, 4:15 pm-5:15 pm](#)

8. CONCERNS & QUESTIONS

- Wendy Speers asked about the start time for PD days on 9/19/24 & 9/20/24. They are different than her regular start time and childcare is an issue. She asked if she needs to use a dependent day. It was stated that if that is what the issue is then yes.
- Augustin Morado-Fernandez training at PLC meetings. Chris said no training during PLC meetings. PLC is teacher driven, you are not to be told what your PLC is about. You can not be told to meet all in one room. Prep time is not given when you are doing the Solution Tree training.
- Kathryn Hall asked If a substitute doesn't show up and the teacher is released from assigned duties to attend a Professional Development training then the teacher needs to go back to the school and teach their class. The only exception is mandatory curriculum training.
- Leadership may not tell teachers information regarding Parent Teacher Conferences during PLC time.
- Retro pay should be paid on 10/31/24
- Article 27-Waivers training is coming. Watch your emails for more information.
- Questions asked about the Parent Teacher Conferences and when they are to be done. The contract states:

6.20.3 Beginning in the 2017-2018 school year, an additional nine (9) hours of Parent Teacher Collaboration and Engagement time will be added to be used for parent teacher conferences. Elementary Schools: At least fifteen (15) hours will be used for parent/teacher conferences and will be completed within forty-five (45) working days of the Fall assessment results being available. At a minimum, teachers will make all reasonable efforts to conference with parents in the Fall. If any of the fifteen (15) hours remain after meeting all parents in the Fall, the remaining hours may be utilized after the Winter assessment. The other three (3) hours will be used for open house or back to school night. Each elementary school will have a Fall back to school night and a Spring open house. High Schools: Each high school will spend at least nine (9) hours on parent conferences. High school parent conferences will prioritize parent/teacher meetings for students in danger of failing and will occur within thirty (30) days after first semester and second-semester progress reports. Three (3) hours will be used for open house or back to school night. Each high school will have a Fall back to school night and a Spring open house. For the remaining six (6) hours, each high school teacher will choose at least one of the activities listed in Article 6.20.

9. ACTION ITEMS

- k. Share Grievance Presentation
- l. Reach out to Substitutes, ECE, and SPED teachers to let them know about the upcoming meetings and, as always, encourage non-members to join.
- m. Invite all members to join us for the STA Candidate Mixer Valley Brew on 9/18/24

ADJOURNMENT at 6:04 pm

Motion to Adjourn by Julie Heinz

Motion Seconded by Chris Attwood

Motion Carried

*****Items added to agenda**