

Berkeley Federation of Teachers
Executive Board Meeting
May 10, 2018

1. **Approval of Agenda M/S/P (see green sheet)**
2. **Approval of Minutes from April 19, 2018 meeting M/S/P (see blue sheet)**
3. Adjourn to BFT PAC Executive Council Meeting
4. BFT Business
 - a) **Contract Waiver Vote Approvals & Review of Voting Instructions**
 - b) Key Dates for 18-19: AUGUST Exec Board Meeting, Contract Campaign Training (see back of tan sheet)- 08/30/18: First EXEC BOARD meeting, 09/18/18: Site Rep Orientation (clarify whether this is 9/11 or 9/18), 09/25/18: Exec Board Meeting and 10/04/18: Contract Kick-off
 - c) MOUs Review (see gray packet)
 - Saturday Math Academy (MSA) at BHS
 - Teacher Leaders for BHS
 - d) **Resolutions Proposed for 2018 AFT Convention* (see salmon packet) – submitted by Yvette Falarca**
 - Resolution 1: National Campaign of Labor Action M/S/P
 - Resolution 2: Defense of Mueller Investigation M/S/P
 - Resolution 3: Supporting Teachers and Support Staff's Rights to Privacy, Association, and First Amendment Rights in the Lawsuit Against BUSD & Judicial Watch M/S/P
 - Resolution 4: Demand that Trump Resign or Be Removed M/S/P
 - Resolution 5: Reinstate Steve Conn and All Democratically Elected Union Leaderships-concerns about the language, more of a viewpoint versus the facts or details of what actually happened, not ready to endorse based on lack of knowledge of the event (failed to go to a motion)
 - e) **Proposal to Stop Retiree Gift Checks this spring* - 12 known retirees as of current, could reach at last 20 members retiring M/S/motion fails**
 - f) **Co-sponsor Teacher Solidarity Event on June 9, 2018*- Co-sponsored OEA and they are not asking for a donation M/S/P**
 - g) Site Rep Organizing Tasks for May & June 2018 (see back of green sheet)
 - Inventory your site for current cell phone number and if member has a BFT t-shirt
 - Attend May 31st Contract Campaign Speakers Training
 - Recruit ONE or TWO members from your site to attend May 31st Contract Campaign Speakers Training
 - Sign up to precinct walk or call
 - Continue to communicate Union accomplishments in creative ways
5. Reports:
 - Oral Site Reports: Middle Schools and Preschool
 - Willard: Chloe- incident right before spring break where an African American student was attacked by a White male community member, student fled from suspect and was hit by a car, police came out and did not arrest the attacker, the equity team and staff came to consensus wrote a letter to the District Attorney, Berkeley PD and Berkeleyside; new teachers at Willard

with 100% Union membership; Sped teachers still struggle with workload and continues to be a big challenge, hiring crisis in the fall with the Instructional Aides

-King- Martha Hoppe: Everyone wearing red last week made members realize that more activities are needed like this, a lot of teachers are uninformed about the Janus decision, there is a need for clear and consistent discipline policy, the restorative justice is not predictable, leadership team needs more voice, IBD new curriculum for English Language Arts, rollout of this curriculum has been messy; members not happy about last year's contract which translates into dissatisfaction

-Longfellow- Melanie and Matt Hinkley: Be a Scientist has been great, LGBT events have been great, 8th graders won the BUSD Battle of the Books, Distinguished Educator of the Year?, Yosemite Trip for 8th graders; 2/3 of students have an academic support index rating of 2 or below while the last 3rd have an ASI of 3+; therefore many students have a high ASI; district proposed cut 2.0 FTE, support from BFT helped lower the cut to .4; longer advisory period, strategic impact grants to support extended day

-King CDC- Dale: went through a quality rating system and received 4 out of 5; also had a Head Start, review and review was positive; staff overworked; lack of subs; teachers at Franklin concerned with safety and would like Columbine locks, safety regarding some Sped students with hitting and biting; support of measure A

-Org Team- Sean and Julie: reaching out around Janus, emphasizing teacher voice at School Board meeting, tried to make community connections to help with the future contract campaign

-Teachers of Color Network Facilitators- Shannon Erbe: met with Brent Daniels about moving up the hiring timeline, this has been relatively successful, making sure interview questions are standardized and that there is a question around equity; socials on Fridays are needed; worked to support and push classified pathway (BPAT), 12 people are participating and there will be a reception for them in June

-President's Report (see pink sheet)

6. Negotiations – Guest from UC Graduate Student Union (UAW 2865) –

-2nd time using open bargaining, which was an 18-month process, there is still a bargaining team which is still responsible for finding articles and developing a strategy, Union members are encouraged to come to as many bargaining sessions as possible, teachers gave their testimonials, has helped with thinking about the scope of what members are bargaining over, starts with a survey that was used to develop the sunshine demands, quarterly joint counsel meetings, more active engaged members, being a member is going to get them direct access, no press but Union live tweets the bargaining, there is a "Rules of the Room" such as having a poker face at all time or no speaking unless planned, keep in mind the importance of majority/super majority and having a clear timeline, disciplined room, held a bargaining convention where there was a presentation of highlights of the survey results (numerical results for each question were not released), membership wide update after every bargaining session as well as the Twitter feed

7. If Time: Contract Campaign Timeline for 2018-2019

8. Know Your Contract, Know Your Rights: Course Approval (esp. new teachers)