

Berkeley Federation of Teachers  
Executive Board Meeting  
Minutes for September 25, 2018

**NOTE: Items in bold with an asterisk require a vote of the body.**

**1. Approval of Agenda M/S/P**

**2. Approval of Minutes from May 10 and August 30, 2018 Meetings M/S/P**

3. Introductions (10 minutes) - we have some new Site Reps

4. Written Site Reports (see yellow sheet)

5. President's Report & Ground Rules (10 minutes) (see pink packet)

1. Appreciations: thanks to site reps hard work we only have one page of non members, K-5 teachers came out in strong numbers to the 9/12 Board Meeting,

2. KEY Accomplishments: money for teacher led PD, great site rep orientation

3. Community Agreements: PLEASE READ

4. Contract Campaign Kickoff: October 11<sup>th</sup>, site reps bring 5-10 members

5. Contract Campaign events: October 8<sup>th</sup> PD wear your BFT t-shirts, site reps take pictures of members wearing their BFT shirts

7. IMPORTANT: November 15<sup>th</sup> is the deadline to turn in transcripts for new column placement

9. Prop 13 Reform measure (Make It Fair) has qualified for the 2020 ballot; efforts towards opt out of membership dues will ramp up after the November election

6. BFT Business and Executive Board Logistics (20 minutes)

a) Membership Maintenance - GREAT JOB IN SEPTEMBER!; short video; new lists; expect attacks from the Right AFTER THE ELECTION; Review Comprehensive Non-Member List; Please talk with all mid-year hires within one week of start

-Video was shown and link will be shared with site reps; site reps are encouraged to use the video to help sign up non members

b) Review Site Rep Job Description; Contact Info; Grievance Committee; Housing Committee: volunteers are needed for these committees

c) **Approve 2018-2019 Proposed Exec Board Meeting Dates\* M/S/P (see page 4 of green agenda packet)**

d) Best Resources for Site Reps: FAQ on website, HELP Guide, website (see salmon packet)- "Paycheck Correct?" Guide will be sent out on Thursday, September 27<sup>th</sup> to be used for the first September 28<sup>th</sup> paycheck

e) Nominations for Area VP's - see job description; **please stay for elections (please see page 5 of green agenda packet); Self nominations: Yvette Falarce and Sharon Arthur (Middle School), Mel Martynn (Daily/Hourly), Dale Long (Specialists), Janine Waddell (K-5) and Terri Goodman and Josh Austin (BHS)**

f) Review BFT/BUSD MOU's since May 10, 2018 Exec Board meeting

g) **Donation to 50th Anniversary Celebration for BHS African-Am Studies Dept- M/S/P \$250**

7. Contract Campaign (30 minutes)

a) DRAFT Timeline for 2018-2019 - Also use MASTER LIST; Explain Mild/Moderate/High as a critical frame; (see page 1 of goldenrod packet); OCTOBER ASK: more speakers at the Board meetings are needed; NOVEMBER ASK: Board

Members office hours where member come to a cafe and talk to Board members, teachers wear stickers at 1<sup>st</sup> day of parent conferences and on 11/2 PD day, 3<sup>rd</sup> Speakers Training; DECEMBER ASK: share sustainability stories at Board members office hours; combine efforts with BCCE and ensure they understand they have BFT's support; a suggestion to take out the "good at my job" line b/c "I can't afford my job" resonates more with me; assign certain sites a Board member to talk to at office hours; JANUARY-MARCH (see page 2 of goldenrod packet)- these are considered high actions

b) Focus on October events: T-Shirts on 10/8; Sc Bd Speeches; Kickoff on 10/11

c) ELECTION 2018: Update on priorities; Need Site Reps to sign up volunteers; practice with a partner- ASK: phone banking every Monday in October, except for 10/8, for Kadijah Brown; it is a contested election, precinct walking for Jovanka Beckles on October 14<sup>th</sup>; site reps talk to members at your site about phone banking; Julie, Martha, Mary, Jordan, Mel, Martynn, and Cynthia leafletting at BHS Back to School Night

d) Site Rep Organizing Tasks for October: organize members for October 8<sup>th</sup> PD day, October 11<sup>th</sup> Contract Campaign Kickoff at BHS

#### 8. Negotiations (40 minutes)

a) DRAFT Negotiations Survey (see white packet) - Time to read; Any key items missing? Questions to delete? Are questions clear? Write feedback on written site rep report; Deadline for email feedback is 9/28- ASK Middel School site reps talk about the new proposal and get feedback, send any feedback about the survey up until October 3<sup>rd</sup>, survey will be finalized at the October 4<sup>th</sup> Officers Council meeting, Survey window October 12<sup>th</sup>-November 2<sup>nd</sup>

b) Planning for High Participation on Survey: Site Meeting for Negotiations Listening Session and Survey (deadline for this meeting is November 2<sup>nd</sup>; great activity for your Contract Action Team) (see purple packet); ASK-site reps hold a Listening Session (DOES NOT REPLACE THE SURVEY) and responses of the share out portion are recorded; sample Listening Session agenda provided on page 3 of purple packet (Matt will send link out to site reps); ASK- every BHS site rep to hold an afterschool meeting to complete the Listening Session; Question: Nancy- Are we allowed to use any portion of the staff meeting or collaboration time to complete the survey? Answer: Yes, if your Administrator allows it; Question: Dan Plonsey- What is our strategy? Our strategy should be geared toward asking for a raise, not signing a contract this 2018-2019 school year will enable our membership to strike in the 2019-2020 school year

c) Discuss "Open Bargaining" and Negotiations Process- Zev Kvitky, CFT Field Rep for BFT and BCCE (see page 5 of purple packet)-Bargaining for the Common Good something in your proposal about what would benefit those who are not apart of your membership e..g students; Open Bargaining- what most people undersrand it to mean is bargaining in public; it is very difficut to do and be successful, Petaluma example was an action, not open bargaining, the negotiations team asked people to come to negotiations to send a message out of frustration; ground rules are mostly determined by law, Education and Relations Employment Act enforced by the Public Employment Relations Board, there are some rules we do have a say in and they have to do with how people function as a team, the time to be candid and honest is in a private meeting with your negotiations team so that when you come to the table with the District you are on the same page; prior notice if members are coming to observe, best practices for membership engagement (surveys, 1:1 meetings, membership meetings,

site meetings, keep people updated); there is noting inherently confidential about negotiations but the team is in charge what is shared and how it is shared; BFT has defined "Open Bargaining" as members being able to observe negotiations and attend the caucus; concerned raised by Yvette Falarca (seconded by Josh Austin) about being explicit on our demands

9. BFT Political Action Committee Executive Council Meeting (5 minutes)

10. Know Your Contract/Know Your Rights: FAQs of the Month: Paycheck Correct, Inservice Credit, Sick Leave Bank & Alternative Evaluations (5 mins)- (see salmon packet)

**11. Resolution Opposing Kavanaugh Nomination- put forth by Yvette Falarca-M/S/P**

***Please give us: Contact Information Form; Input on Negotiations Survey***

