
Oroville Secondary Teachers Association

TEACHER TALK

<http://www.ostahome.org>

All articles are submitted by OSTA unit members. Submit them to
Larry Cobbler at LPHS e-mail lcobbler@ouhsd.org or Linda Draper at LPHS e-mail ldraper@ouhsd.org

April 18, 2008

OSTA - CTA - NEA

Volume 19 Issue 9

Executive Board for 2007-2008

(Meetings are held the first Tuesday of each month at The Depot Restaurant at 3:30 PM)

President	Larry Cobbler (LP)	Vice-President	Steve King (O)	Secretary	Leanna Felardo (O)
Treasurer	Steve Wolf (O)	Policy	Rodger Townsend (O)	Political Action.....	Lisa Avila (LP)
Research.....	Shane Walter (LP)	Publicity.....	Cobbler & Draper (LP)	LPHS Site Rep.....	Vaughn & Bacior (LP)
OHS Site Rep.....	Carol Anderson (O)	PHS Site Rep	Scott Martin (PHS)	Grievance.....	Erika Hughes (LP)
Membership	Nannette Walker (LP)	Adult School Rep....	Susan Hoopes (OAE)	CCHS Site Rep. Mike	Caratenuto (CCHS)
Board Rep.	Bret Lawson (LP)	Negotiator 07-09.....	Steve King (O)	Negotiator 06-08 (H) ..	Scott Martin (PHS)
Negotiator 07-09	Teisha Hase (O)	Negotiator 06-08.....	Erika Hughes (LP)	Negotiator 06-08.....	Nannette Walker (LP)

BY-LAWS REVISED – BY LARRY COBBLER

Please make sure you take the time to review the newly revised by-laws. We have a general membership meeting on Tuesday, Apr. 29, at Prospect High School at 3:30 to vote on them.

08-09 EXECUTIVE BOARD ELECTIONS– BY LARRY COBBLER

It is that time of year for nomination and elections for next year’s OSTA Executive Board positions. Nominations are open to all. Please don’t nominate someone else unless you have talked to him or her beforehand and received his or her approval. Otherwise, the process will be slowed down by having to check with people, and we are running out of calendar days for this year to get everything completed.

All executive board positions are open for election each year by the general membership. Please check the revised by-laws for position responsibilities. The positions are President, VP, Secretary, Treasurer, Policy, Political Action, Research, Publicity, Grievance, Membership, School Board Rep, LPHS Site Rep, OHS Site Rep, PHS Site Rep, OAS Site Rep, and CCHS Site Rep.

08-09 NEGOTIATION TEAM ELECTIONS – BY LARRY COBBLER

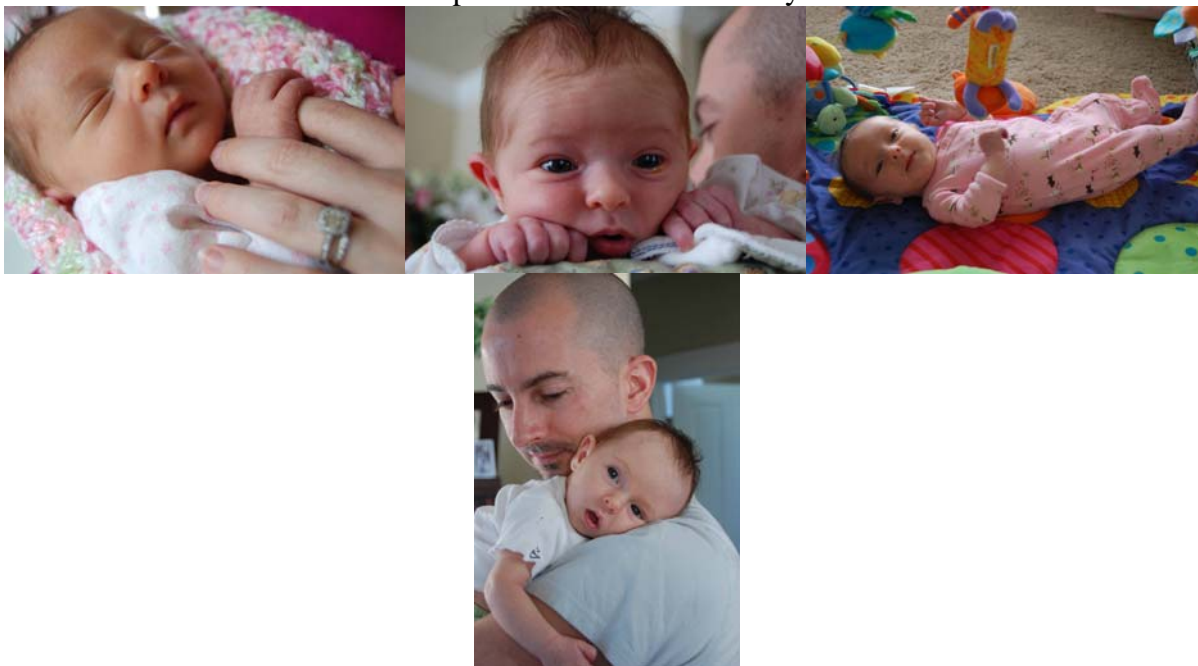
We have three negotiating team positions ending terms: Scott Martin, Nannette Walker, and Erika Hughes each are ending their terms this spring. I would like to take this opportunity to thank each of them for their tireless efforts and time away from their classes to support all of us in the negotiating process with the district.

Therefore, we have three open positions for 08-10 school years. These individuals will join Teisha Hase 07-09 and Steve King 07-09 on the negotiating team.

Nominations for Negotiating Team positions are open to all active members. The actual selections are made at the Executive Board level, not the general membership level. If you are interested in running for one of the open negotiating team positions, please submit your name to Larry Cobbler lcobbler@ouhsd.org no later than Tuesday, Apr. 29. The selections will be made at the next Executive Board meeting on Tuesday, May 6.

ANOTHER FUTURE OSTA MEMBER ARRIVES- BY LARRY COBBLER

Jeff Horsley of Oroville High School received the BEST Valentine's Day gift ever: A daughter named Sophie. Jeff said, "After nearly six weeks, it's hard to say Sophie's growing up because she's still so tiny (now slightly over 7 pounds). First week was a killer, but Patti and I are getting the hang of this baby thing...even venturing out from time to time. Here are a few more photos of our little monkey...."



Congratulations Jeff!

PREVIOUS TOM WINNERS – BY LARRY COBBLER

Below is a list of all the previous TEACHER OF THE MONTH (TOM) winners up to February 2008. Our illustrious treasurer, Mr. Steve Wolf, provided the list.

TEACHER OF THE MONTH RECIPIENTS

	1989	1990	1991	1992	1993	1994	1995	1996
January	K Slattery	R Gwinnup	T Edgar	S Brodrick		J Abramson	P Dempsey	
February	ML Wilson	M Vaughn	La Cobbler	M Morris		D Young		R Stephens
March	N Negri	B Caspers	D Burnum	C Peruzzi		L Boag	J Abramson	S Johnson
April	S Douglas	B Little	L Coleman	J High	K Steinhaus	J Evraets		S Wolf
May	N Hutton	B McGhie	K Slattery	K Monday	J Abramson	P Watters		J Dragon M Bruggeman K Ruff
June					D Summers	E Dodson		
July								
August								
September	G Dawson		M Mayfield		J Decker			
October	B Schmutz	M Miller	T White	S Brown	N Walker	R Stephens		
November	D Summers	P Watters	M Meier	V Coggins	T Gravison	C Gordon		C Dorneyer
December	M Mayfield	C Shinn	E Dodson	E Hottell	L Long	M George	L Ross	

	1997	1998	1999	2000	2001	2002	2003	2004
January			J Becker	G Peery	T Boehme	Z Drysdale	L Felardo	J Quarterman
February			J Decker	D Tamori	N Negri	T Hase	J Burns	
March	T Gravison		N Walker	B McGhie	J Ludden			B McCutchen
April	J Shelby	M Kwolek	K Simas	B McCutchen	J Steinmann	R Townsend		J Stratton
May		R Jensen	L Coleman	L Draper	W Gess	T Chew		C Slattery
June			J Dragon	S Burkett	C Scheer			
July								
August							M Kerman	
September	Li Cobbler	S Wolf	R Gwinnup		M Morris	M Cowan	R Howard	
October	S Coates		J Peek	M Buchanan	D Williams	K Horton	S Hoopes	T Gravison
November	B Busby	Li Cobbler	S Medford	J Joiner	J Waedekin	C Stallman	La Cobbler	T. Anderson
December		S King	T Clark		C Calloway	A Baciorek		C Bruce

	2005	2006	2007	2008	2009	2010	2011	2012
January	C. Tellechea	J. Nokes	K. Smith	S. Burnett				
February	K Falconer	M. Neely	S. Johnson	T. Taylor				
March	C Upton	B. Schmutz	S. Greco					
April	M Miller	C. Willenberg	M. Caratenuto					
May	Z Drysdale	K. Libby						
June		B. Busby						
July								
August								
September	K Simas	T. Boehme	S. Brown					
October		J. Brown	R. Howard					
November	P Hutton	S. Martin	T. Boehme					
December	K. Lovgren	R. Townsend	S. Burkett					

GRIEVANCE UPDATE – BY LARRY COBBLER

The unfair labor practice charge has gone to arbitration. The district has requested to hold off until Dr. Roberts returns. We have expressed our concern that there is no need to wait. In any case, we are on the time line of the arbitrator.

The grievance filed against the district for not implementing the terms of the ratified agreement is currently at Level 3 Mediation. We are waiting to hear about the mediator selection.

The grievance filed a few weeks ago about treating duties (IEP meetings) fairly and equally was settled. The administration will follow the contract and allow teachers attending IEP meetings to leave the meeting as soon as they are no longer needed whether they are there during their duty-free preparation period or are out of class with a substitute. In addition, they will follow their proposed plan for IEP meetings from earlier this year. (See strike through portion below.) Also notice the last bullet: If your administrator is not following the plan the district put out, then you may feel free to file a grievance.

2. Staff Attendance- We will assist regular education teachers by doing the following
 - Poll each staff member to determine whether they would rather use their own prep period w/o comp. for attending an IEP or do they want release time with a sub or to attend an after school IEP. Choice of when to schedule will remain with administration.
 - We will utilize up to 20 days of all day IEP's **for a given school year**. We will hire a roving sub to release teachers from class to attend the IEP...~~they must stay for the entire IEP or class period to use this option.~~
 - We may utilize after school IEP's where the teacher will be early released by site admin. (5-10 minutes) and attend to the end of their work day.
 - In an effort to support our teaching staff, we will make an effort to use their prep period only as a last resort.

LOCAL ASSOCIATION COMPARISONS – BY SHANE WALTER

I was asked at our March OSTA Executive Board meeting to research other local unions' costs and expenses in regard to union dues, board member stipends, meeting place expenses, paid released time, and so forth. I contacted Tina Fox at the CTA office in Chico who helped me fulfill this request. Tina dispersed a questionnaire to the various locals and e-mailed me their responses.

The chart provided contains information from those districts that responded to my inquiry. Looking at the monthly dues, they range from \$8.75 a month to \$30.00 a month. Chico and Oroville Elementary responded indicating yearly dues. As you can see, president released time varied from district to district. Chico Union was the only union that had paid meeting space from its local. The stipends for union board members varied from district to district. I have one response from the Corning Union High School district not listed on this chart. Corning board members pay stipends of \$800 for their president, two \$250 stipends for their reps, and \$100 provided to their union treasurer. Corning did not provide me with the figure of their monthly union dues paid by their membership.

The chart shows the unions that responded to my inquiry, as well as some that did not. See chart below.

	Local Dues	President release time	Office Space paid by local	Local pay for Stipends for elected officers
Bangor				
Biggs Unified TA	\$30.00	No	No	President \$200 Four Negotiators \$100 ea
Butte County TA	\$8.75	10 days/year	No	\$299 each, 2 maximum (if officer & negotiator)
Chico Unified TA	\$196.00	3/5 paid by District, 2/5 paid by Local	Yes	Yes
Durham Unified TA				
Golden Feather TA				
Gridley TA				
Manzanita (unchartered)				
Oroville El TA	\$130.00	No	No	No
Palermo TA				
TA of Paradise	\$18.00	District pays for 1 day/week + 10 days/year to attend president's meetings, etc. paid for by local	No	President: \$2,000 Executive Officers: \$1,000 Site Reps: \$200 if they attend all meetings
Plumas County TA				
Plumas Lake TA	n/a	n/a	n/a	n/a
Thermalito TA	\$13.00	No	No	President \$1,000 VP, Treas, Secret: \$500 ea Five Negotiators: \$400 ea

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* Currently working on their first contract & have not set local dues

CURRENT DUES: WHERE THEY GO AND DO WE NEED TO RAISE THEM? – BY LARRY COBBLER

Our current OSTA local dues are \$10 a month for a \$100 yearly total and have been fairly steady for many years; however, our operating budget gets a little tighter each year. I am floating the idea out to everyone about the possibility of increasing our dues to allow more freedom to send Executive Board members to conferences for trainings, the possibility of providing stipends to ALL elected executive board officers, providing additional release time beyond the three days allowed by contract for elected officers to complete duties, research, and attend conferences and meetings. If we could increase our dues, thereby increasing our yearly revenue, the OSTA Executive Board would have more flexibility and the ability to better serve each and of our OSTA unit members. Below is the operating budget for the current 2007-08 school year.

2007-2008 Budget	
Revenue	
Dues	\$15,000.00
Interest-Savings	\$800.00
Other	\$0.00
Total Revenue	\$15,800.00
Expenses	
Officers' Stipends	\$4,200.00
Negotiations	\$600.00
Welfare	\$800.00
Convention Expenses	\$1,600.00
Executive Board Meetings	\$400.00
General Membership Meetings	\$3,800.00
Crisis Team Meetings	\$0.00
Office Expenses	\$1,000.00
Miscellaneous Expenses	\$2,700.00
Newsletter	\$0.00
TOM/FOE	\$700.00
Total Expenses	\$15,800.00
Net Income/(Loss)	\$0.00

TELL IT TO TEACHER TALK

This is your chance to express yourself anonymously. Names will not be published unless requested. Comments can be positive or negative in nature. However, this will require your time to e-mail Larry Cobbler at lcobbler@ouhsd.org or Linda Draper at ldraper@ouhsd.org. Please take the time to send comments about any union topic you wish, or you can share thoughts on any topic of interest to other teachers.

- ✓ Recently, the secretaries at the district office attended an in-service about morale and read the Seattle Fish Market book. This book was also read by the people in BTSA several years ago and was once incorporated into an in-service at Oroville High. It's a fun, thoughtful book, and the secretaries did some morale-building activities to go along with it. I was sad to see them criticized for these activities in the last newsletter. I hope that we would encourage positive in-services, not only for teachers, but also for all educational staff.

I would like us to support each other rather than criticizing and hurting the feelings of an entire group of people. Specific complaints can be worked out. Condemning all of the people at the district office may lead to resentment and bad working relationships.....Rachel Gwinnup

OSTA WEBSITE ADDRESS - BY LARRY COBBLER

You can now find all kinds of OSTA information at the OSTA web site: www.ostahome.org. Larry Cobbler, our OSTA president, is the webmaster.

UNIT MEMBER COMMUNICATION - BY LARRY COBBLER

All unit members need to communicate with each other and follow the contract. Grievances need to be pursued whether you as an individual agree or disagree with the issue. There are also timelines that need to be followed in the grievance process. If we all try to do a better job of communicating, we might resolve issues sooner.

OSTA NEWSLETTER DISTRIBUTION FOR 2007-2008 – BY LARRY COBBLER

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