

## HRC Minutes

**January 16, 2018**

- Welcome and introductions by David at 12:15.
- Mike Shepherd, Region 3, was assigned (voluntold) to take minutes for the meeting today.
- Approval of the October meeting were approved. Motion was made by Cindy and seconded by Tom.
- **Personnel Institute Review**
  - It was a big success; Long Beach was hit.
  - Next year will be in Emeryville, then back to Long Beach.
  - The Negotiator's Symposium is here for the next three years.
- **Negotiations Update**
  - Cindy spoke about the need for members of the council to introduce speakers. A sign-up sheet will go around.
  - Thursday, Panel members are needed from the council or a facilitator
- **ACSA Update from Laura Preston**
  - Legislation
    - Change 44240 – Committee of Credentials
      - There was an idea that it would be good to have a special education teacher.
    - Credential Audit annually
      - We already have Williams
      - What would the sanctions, if any, be?
      - Tom asked if we could find out the thinking behind this?
      - CCTC offered to meet with the HRC to discuss this...
  - Marijuana
    - With legalization – what are we going to do with employees – Laura is working with F-3 for some guidelines. Laura said there will be nuances that we will have to grapple with.

- Question from Laura to the HRC – Do we want to be recognized? – feedback from the HRC. Group consensus reached to provide feedback to Laura.
  - Legislation Action Day – April 15 and 16
    - ACSA is pushing extending tenure to a third year.
    - Substitute can work beyond 30 days
    - We will be behind the scenes
    - Our next meeting will be a couple of weeks after leg. action day.
- **Region Hot Topics**
  - Special Ed Para Educators in one district do not need Continuing Edu while general ed paras have on-going continuing ed units.
  - Many districts are contracting out to agencies for Psychs, speech, etc.
  - Substitute training—a couple of districts are exploring on-line training. One district has classes for their subs as a condition of employment.
  - Because of Fires around the state—many districts are very concerned about housing shortages for both families and staff. On-going trauma and the effects on the families and communities. What will happen to enrollment in those districts that have a housing shortage
  - Emotional support animals. Sexual harassment training for board members. One district makes all of their employees go through employee misconduct training.
  - People are utilizing more leave.
  - Some districts are getting Public Records Requests for all sexual misconduct in the last 10 years. Attorneys are weighing in about how to respond. Marken notices to employees, etc.
  - Universities may have a disconnect within their own programs.
  - Full inclusion models are a subject of bargaining in some districts.
- **Targeted Assistance for Superintendents**
  - ACSA has a good program for supporting new superintendents
  - Seeing Superintendents lose their jobs over:
    - Labor Relations, Governance issues and School Bonds.
  - Focused assistance to Superintendents (mentor program)

- Members gave feedback to Tom about the program from an HR perspective. Examples included:
  - Don't give away management rights during tough budget times.
  - Clear direction to the team from the board.
  - Be prepared for the pressure from the unions to the board during negotiations.
  - Building relationships is vital.
  - Understand the culture of your district.
- Amy Hunt – HR Director in Sweetwater
  - Working on a research project. David asked if anyone wants to be involved.
  - Group consensus is that we will take a pass as a group but she can contact us individually.

Meeting Adjourned at 4:40