



Association of Professional & Technical Administrators

APTA BOARD Minutes

Regular Board Meeting 11/17/2022

Location: Desert Heights or via Zoom

<https://us04web.zoom.us/j/4206460948?pwd=eVlrZTYzKzVkMi9IZlVlRDJmMjY4Zz09>

Meeting ID: 420 646 0948

Passcode: Moreno

Topic: Regular Board meeting

Date: 11/17/2022

Time: 11:00 – 1:00 PM

Attendees: Dr. Shannon Colón (Interim President), Mark Erwin (Interim Vice President), Dr. Scott Barclay (Past President), Nicole Moreno (Secretary), Jorge “Eddy” Chacon (Pro-tech Rep.), Ron J. Dreher (Union Counsel), Ron P. Dreher (Union Counsel)

Agenda items

- I. **Call to Order.** Shannon called to order 11:07 AM
- II. **Approve Meeting Minutes from 10/21/2022. Mark motions to approve. Scott seconds. All in favor. Motion passes.**
- III. **Appointment of Interim Treasurer.** Mari Hartmann. She is treasurer for State Association of School Nurses. Shannon nominates Mari Hartmann. **Scott motions to appoint her for remainder of this year and for next year. Mark seconds. All in favor. Motions passes.** Lisa McNeil, who is currently serving as interim treasurer, said Tami Zimmerman (former President) and Shellie Terry (former Treasurer) are still on the account at the bank so an appointment needs to be scheduled at the bank. Shannon will reach out to change signatures at bank.
- IV. **Update of ULP Hearing and Postponement and Grievance:** see closed meeting minutes
- V. Restart Zoom 11:39 AM
- VI. Send to membership vote to separate/district response/Tami Zimmerman. Rons have already presented information about benefits of separating union between Psychs and Protechs. Shannon thinks we should

send to membership to vote. Actual separation wouldn't occur until we were actually formally recognized by the district and until we have a working bylaw agreement. Both groups would remain protected until we had an actual separation agreement. Scott: Do we go off of same contract until negotiation complete? Ron P: There are several hurdles: We have to be recognized by district. Our contract has to remain until new ones negotiated. Have to be agreed to by membership. They have stopped meetings for now with the district. Shannon would draft language and have Ron approve language. The fact that psychs had such a small role at end of negotiations process and the fact that the district gives us something small to appease us. We want to make sure language is neutral and with pros/cons and the fact that we are protected. Ron J: Our contract would continue until we have a new contract in place. They can't stop covering psychs or protechs by saying you aren't in that group anymore until we have a new contract in place to cover us. Ron knows there is case law to support us. We will attempt to get things in writing from the district. As long as we have it established in case law, he would feel comfortable going forward and giving us the green light. We need to make sure we are covered with case law. Ron P: We need to make sure we protect both sides. When we meet with Dr. Enfield, she can make sure things go forward without as many shenanigans. We need to make sure she is on board as we meet with her. We need to make sure that we protect both groups and ensure security for members. Scott: Do we need to get vote out before Feb. negotiations process starts? Ron J: It would be good to have recognition before we start negotiations. Shannon: Motion she will be making for Shannon to draft language, send it to Rons, come back with language clarified and protections from case law, then vote about when/whether to send to membership. Shannon doesn't want the fact that our board works well together to allow us to forget why we may want to consider splitting. ***Shannon motions to draft language to sent to Rons to approve to consider presenting split to membership. Mark seconds. All in favor. Motion carries.*** Eddy: I am just jumping into this process. Will look into pros/cons. We are not a big group so why would we split? He would look through information. Understands differing needs. 82 protechs and 38-41 psychs from Shannon's memory. Shannon will work on language before next meeting. Hope to have before December. Latest would be before January. We want to make it before Feb. Scott: I would like Rons to be at a meeting to present information to membership about potential split. Ron J: we deal with small groups of 12 all the way to thousands. Shannon: some of concerns came up in that the district cancelling meetings to talk about potential split – they cc'ed Tami even though she is not board anymore. Tami has not reached out to us. District cancelled meetings now that Tami is no longer president and now they cancelled so Shannon wonders if she shared other information and that's why they don't want to meet anymore.

VII. Treasurer Update – Just appointed Mari Hartmann.

VIII. Fees to Dreher's': Shannon wants to make sure we are transparent. APTA wrote a large check to the Rons. They spent a lot of time preparing for ULP. They are already giving us a discount on their services. The check was for good cause. Scott: We have good counsel and appreciate that. Ron J: tries to keep cost down and understand that it's a lot of money. So please reach out with questions. Working well having Shannon be point of communication.

IX. APTA social: A member asked Shannon about part of our cohesiveness of organization is getting together. In past practice, we've had a social 1-2x per year with drinks, etc. Does someone want to be in charge of

the social? Probably too late for holidays. Do we want to combine with membership meeting? Maybe not have a social and then separate. Mark: We tend to have a regular group that shows up and not many others show up. Shannon: Maybe we should combine social with membership meeting. Ron J: It may be would be good to have combination social/membership to explain why maybe should separate – a good way to explain why we are considering separating. Shannon: Should we appoint Mari to help find location/date? ***Shannon motions to have Mari and Ashley reserve date/time/place for social event in Jan and also talk about separation with membership. Mark seconds. All in favor. Motion carries.***

- X. Negotiation Team:** Shannon. Negotiations coming up quickly. Composition of negotiations team and then ground rules. Shannon proposes six of us not including both Rons. Mark may know one person outside of board – Scott Weibe and Mark would help as well. Shannon would want to be on for historical reasons and as president. Shannon nominates Mary DeLorme and she has already spoken to her. So, 3 protechs and 3 psychs plus one alternate protech and one alternate psych. Alternates would not have to be present for negotiation sessions but they would be sent the notes from the sessions. Scott: Are we going to put out to members for all general membership? Shannon: We can actually nominate people we would think would be good on negotiations team. So, we need one more each (psych/protech) and the alternates. We don't want someone from most recent negotiations team. Ron J: Alternates would be participating in all the proposals as well. They would be part of pre-meetings. Ron P will be smaller role in negotiations so will be less of a role as previous years. Caitlin Davis brought up as a possibility for nomination. Eddy will talk to her to see if she is interested. Maybe Chidi as a possibility for Psychs. Ron J: Chidi maybe would be a good idea. Nicole will reach out to Chidi. Calling may be more persuasive. We need to think about alternate.
- XI. Ground rules discussion:** Shannon: Part of problem in previous negotiations session was whether people had ability to negotiate or had authority to make decisions. Ground rules: We don't have to go to general membership to get permission to go to arbitration. Maybe we should have a set number of sessions that we meet before going to arbitration. Perhaps 6 sessions. We automatically go to next phase after 6 session. Do we want our board to have a second vote to approve or not approve or do we want our negotiations team to have power to make decisions? Our bylaws say no committee can bind our board to take action. Scott: We should come up with new ground rules. Ron J: I have all kinds of pointers about what we should change in our ground rules about what works well for the district. For example, if we haven't reached agreement by 6th session we move to arbitration but we need to say "unless parties say otherwise." The negotiation team should remain the negotiation team even if negotiations continue into next year. We shouldn't have to take it to the executive board again since Mark and Shannon are already part of the board and are on the negotiations team. Ron J: That make sense. By the time we get to the 6th session we already know if we want to move forward as long as both sides agree. ***Shannon motions that we let Ron J incorporate these ideas with new information they recently learned from the district to come up with proposed ground rules. Scott seconds. All in favor. Motion carries.***
- XII. Special Assessment:** Ron Sr. has brought up that we have some of the lowest membership fees. Shannon: Do we do a biannual special assessment or do we increase dues? Scott: Or give board power to do special assessment if needed? Ron J: If psychs/protechs split, each group would get 65K or so. Most groups \$30 biweekly or 60/month. Shannon: Should we increase or do special assessment? Scott: What about

increasing to \$45/month. Scott: A special assessment would need to go in bylaws. Ron J: I would strongly suggest we increase our dues because economy is turning and if we need to get into battle, we will need that money. Ron came to explain why we need to increase. We should have membership vote on this. We are behind everyone else and we will need this money for upcoming negotiations or possible district court. Nicole: And if we split we will need additional money to help support 2 unions. Shannon: We can just vote on a special assessment. Eddy: When was last increase? 3 years ago. Nicole: What if we proposed \$50? Shannon: We could propose different amounts – e.g., \$45 minimum, \$50, and \$60. Shannon: We are one of the lowest dues, inflation, our attorneys have worked hard and got us what we achieved and we would like to further benefit; we are fighting for protechs and psychs right now. Ron J: You have a strong board right now and our membership needs to know we are getting something for what they are paying for. Strong team fighting the district on everything should. Building coffers for when we need to take on the district. Shannon: We should not offer the choice of no. Mark: Do we offer \$20, \$25, \$30 increase and given them those three choices? Bring up how long it's been since we've had an increase. What do we want our three options to be? \$50, \$55, \$60. Votes should be separate. Ron J: I have language. Have meeting and put out any questions we may have. Ask all the questions and then vote. Super successful and vote there. People were well-informed. Ron has some language. Shannon: Do that meeting in December. Ron will send us the language. Amount: \$50, 55, 60 (e.g., 20, 25, 30 increase). Dec 7 at 4:00-6:00. Nicole will send out calendar invite for APTA members at Brown Center and Zoom too. Include language that is improve with invite. Ron will send us tonight.

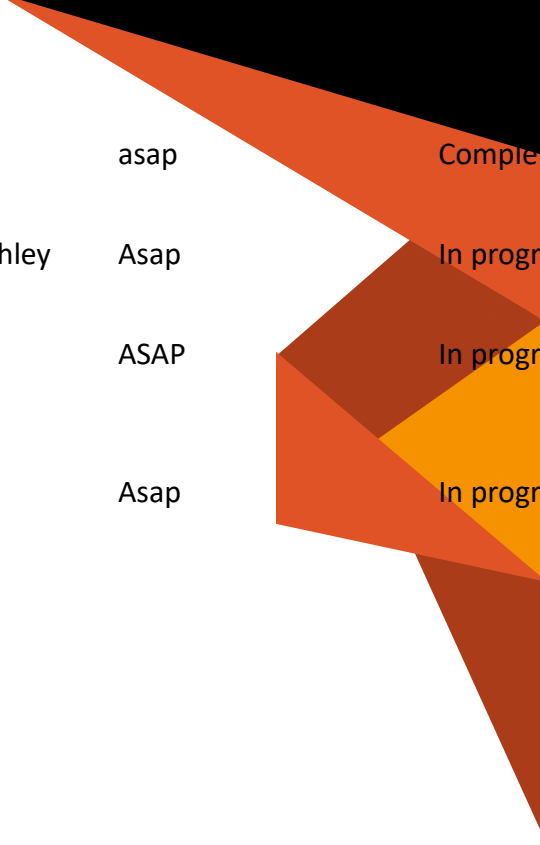
XIII. Technology/Website Officer: Update website and information. Mark can help if we get him the password. Shannon. Person in charge of technology and zoom et. Eddy motions Mark becomes our technology officer.

XIV. Update from Committees

- a) **Bylaws:** had first meeting, one member will send notes, and then will set up second date once she gets the notes.
- b) **Sick Bank:** have one member applying. We need to update website as well.
- c) **Update regarding Zoom Account.** Nicole will work on it.
- d) **New members in union:** New protech joined from MTSS. Tanisha Butler joined. Chidi joined. Shannon notified Ashley. Sent it to Kathleen Hancock on Business and Finance. We send new members to Kathleen Hancock for future reference and cc Shannon and Mark. Treasure and all need to know to.

XV. Adjournment. Shannon motions to adjourn at 1:24. Mark seconds. All in favor. Motion carries.

Action Items	Owner(s)	Deadline	Status
Schedule appt at Bank	Shannon	asap	In progress
Identify 2 psychs for negotiations team	All psych board members	December meeting	In progress
Identify 1 more protech for negotiations	Protechs	December meeting	In progress



Reach out to Chidi re: negotiations team	Nicole	asap	Complete
Location and Date for APTA social in January	Mari Hartmann and Ashley Pilate	Asap	In progress
General Membership meeting invite for Dec 7 4:00 – 6:00 PM	Nicole	ASAP	In progress
Zoom pro account	Nicole	Asap	In progress