

## **ALBEM Board Meeting Minutes**

Tuesday, October 17, 2017

**The meeting was called to order** at 7:07 a.m. by Carrie Nemec.

**Attendees were:** Cindy Young, Marybeth Murray, Connie Magee, Caroline Nemec, Terence Booth, Ron Hoppe, Marcie White, Gonzalo Moraga, Karen Williams, and Ninette Rosa.

**Approval of Minutes** – Gonzalo made the motion to approve the minutes. There will be a correction to last month's minutes. The adjournment stated "retreat" and should say meeting.

**Treasurer's Report** – Karen shared that the beginning balance in our account was \$13,087.38. After all expenditures were paid off, the total ending balance is \$10,726.88. There are still \$18,619.44 in the savings account and \$20,201.13 in a CD.

### **David Zaid, Director of Employee Relations & Bill Falvey, Benefits Administrator**

Health benefits are reviewed each year and what is valued in our district would be that employees do not have to pay into their benefits. The district pays up to a certain amount towards benefits and once that is reached we as employee would have to pay into the benefits. When the district's annual maximum is reached, employees then have to pay into their benefits. If we continue to stay with Blue Shield we will reach our district's annual max. The plan in place is to leave Blue Shield and go with Aetna next year. The main question in hand is are we getting the best we can from Blue Shield? David stated over 50% on LBUSD employees are enrolled in Blue Shield HMO/PPO. There was a study conducted on 12 claims submitted to Blue Shield and 11 of the claims had errors. What Aetna can provide LBUSD is a more in depth services and 1:1 referrals?

Gonzalo made the motion to support the district's new health plan. Connie seconded the motion.

### **Meeting with Chris Steinhauser**

- It would be helpful if the Language Arts department could align their resources with what is provided by the Math department. The Math department provides a more in depth training and it is practical and useful information. Both departments could work together to provide teachers a stronger professional development as a whole. The documents or forms provided by the Language Arts department on line have out dated materials, poorly scanned materials, and not as easily accessible as the Math department. It is suggested that the Language Arts department embrace the technology.
- Counselors have questions about how they are being evaluated. Principals are just being trained on how to conduct a counselor's evaluation and it hasn't reached the high school principals yet. There are certain standards that are being looked at, however, Counselor's duties vary by site as well as the support that is available at each site. Also, different level Counselors have different responsibilities. They want to know if they are on a 5 or 2 year plan for being evaluated. How do counselors get moved from the different school levels? There currently isn't a pipeline for movement and it seems like an elementary school counselor does not have an opportunity to move into a high school position. Can an official process or protocol be created on how counselors are moved from site to site?
- How will the new payroll system/calendar affect the Office Supervisor's already busy schedule?

### **ALBEM Website**

A question was brought up on what the agreement to pay our tech guy, Jose Acevedo. It was agreed to pay him \$100 a month for 10 months to update and maintain the ALBEM website. We will submit minutes to Jose to upload to the website to [jacevedo@lbschools.net](mailto:jacevedo@lbschools.net) .

### **Announcements**

- Carrie presented that Jill Baker asked if an ALBEM member would be available to present at the next Board Meeting for the Reading of the Resolution at 5:00 pm. Ron volunteered, but Connie will go as a back-up.
- Terence and Ron will be going to CAUSA this weekend in Oakland.
- Les Leahy will be invited to our next meeting.

### **Adjournment**

Carrie ended the meeting at 8:18 a.m.

**Next ALBEM Meeting**  
**Wednesday, November 29, 2017**  
**Holiday Inn Hotel Restaurant**  
**2640 N. Lakewood Blvd.**  
**7:00 a.m.**