

# LAKE WASHINGTON EDUCATION ASSOCIATION REP ASSEMBLY

## MINUTES

SEPTEMBER 19, 2017

### PRESENT:

Joy Donovan, Alcott  
Kat Mackay, Audubon  
Steven Juarez, Carson  
Laura Eagle, Einstein  
Kelly Winters, Frost  
Carrie Creek, Kirk  
Kristi Bergquist, Mann  
Amy Snyder, Mead  
Annie Johnson, Parks  
Maren Talcott, Redmond El  
Brian Daly, Rose Hill Elem  
Diane Jewell, Sandburg  
Casey Conroy, Thoreau  
Marcus Rose, EAS  
Julie Vasiliauskas, ICS  
Adam Wujick, Redmond MS  
Janet Miller, Rose Hill MS  
Diane Fabish, EHS  
Jim Clark, JHS  
Leanne Mawhinney, LWHS  
Debra Wilson, Elem Counselors  
Shahnoor Kassamali, OT/PT  
Colleen McAlerney, SLP  
Gerry Wilson, Intermediate Rep  
Maryziel Galarpe, Ethnic Minority Rep

David Moore, Alcott  
Rebekah Lazoritz, Bell  
Loren Turner, Carson  
Mary Locke, Einstein  
Aurora Capone, Juanita Elem  
Mandi Higgins, Kirk  
Barbara Weibel, McAuliffe  
Pam Larson Muir  
Jacqi Castleton, Parks  
Hanah Rasmussen, Rockwell  
Nicole Derbyshire, Rose Hill Elem  
Kimberly Carrillo, Smith  
Cathey Hettinger, Twain  
Eric Peterson, Evergreen  
Anne Steindorf, Inglewood  
Martha Daman, Renaissance  
Carrie Peterson, Stella Schola  
Laura Flagg, EHS  
Carol Coleman, JHS  
Nyk Minke, LWHS  
Laura Pratt, Emerson K-12  
Denise Radecke, Psychologist  
Kevin Teeley, President  
Peggy Solum, Middle School Rep

Samantha Tusler, Alcott  
Kathy Aslamy, Blackwell  
Marilyn Fullerton, Community  
Heather Murphy, Franklin  
Jessie Miera, Juanita Elem  
Karla Coghlan, Lakeview  
McKensie Ballod, Mead  
Karen Murk, Muir  
Maggie Hamilton, Redmond El  
Mary Kay Weinmeister, Rockwell  
Patti Cook, Rush  
Jamie Teteak, Smith  
Kelly Luiten, Twain  
Kyla Thompson, Finn Hill  
Julie Bergevin, Kamiakin  
Gretchen Arnold, Rose Hill MS  
Alexa Cooke, EHS  
Rebecca Nelson, EHS  
Heather Matheson, JHS  
Liz Jones, RHS  
Jennifer Pence, Emerson K-12  
Lea Ann Jackson, RC  
Howard Mawhinney, Vice President  
Katie Badger, High School Rep

Lynn Bailie, Audubon  
Ken Egawa, Blackwell  
Jennifer Bergstrom, Dickinson  
Melissa McPherron, Frost  
Karen Schwartz, Keller  
Meighan Lailey, Lakeview  
Stephanie Egeberg, Mead  
Peter Anderson, Parks  
Morgan Seymour, Redmond El  
Sue Hanson, Rose Jill Elem  
Miok Oh, Rush  
Kellee Captain, Thoreau  
Cathy Angell, Wilder  
Cindy Simon, ICS  
Owen Jones, Kirkland  
Rodney Thornley, Rose Hill MS  
Lara Dean, EHS  
Michelle Fraley, EMHS  
Debbie Ossewaarde, JHS  
Andrew Robertson, RHS  
Heather Jones, Lib Media Sp  
Leigh Jones, SLP  
Heidi Wilson Primary Rep  
Marilym Hargraves, Specialist Rep

### NOT PRESENT:

Northstar                      Tesla

### SECONDARY BUILDING ISSUES

1. Can the extra 30 minutes of planning time for secondary schools be flexed and done in the morning? No, the bargaining teams negotiated this additional planning time to be after school so that it would allow for a 60-minute block of common planning time. Coaches and activity advisors are the only ones who are being allowed flexibility. This is because students cannot be left unsupervised for an hour after school while they wait for coaches and advisors.
2. Is the 30 minutes extending LEAP time? The first 30 minutes after secondary students leave is planning time, and then the remaining two hours of the contractual day is LEAP. LEAP time is two hours just like it has been in the past.
3. Will sick leave and annual leave be updated with this year's amounts soon? This is being done in September and all accrued leaves from last year are being converted from 7 to 7.5 hour days by adding .5 hours to each 7-hour increment of time.
4. Concern was expressed regarding the legislative changes on school levies and how that will affect LWSD.

5. Concern was expressed regarding the new 504 training and processes, especially the quantity of paperwork now required.
6. Concern was expressed regarding tech issues at a number of buildings. Kevin asked that reps e-mail the specific issues to him so he can take them to the district for resolution.
7. Concern was expressed regarding not all choice schools being eligible for the \$1,000 remedy for having multiple preps.

## **CALL TO ORDER**

The meeting was called to order at 4:15 PM by Kevin Teeley, President.

## **APPROVAL OF MINUTES**

A motion was made by Heather Jones and seconded by Andy Robertson, to approve the minutes of the May 23 Rep Assembly. The motion was approved.

## **SPECIAL PRESENTATION**

Manka Dhingra, the WEA endorsed candidate in the 45<sup>th</sup> LD senate race, gave a short speech regarding the campaign. Afterwards, several aspects of the campaign were discussed.

## **INFORMATIONAL ITEMS**

- A. Nuts and Bolts: Kevin Teeley reviewed the basics for reps when they attend Rep Assembly and serve as a building rep:
  - Name tags for meetings can be found in your school's file folder at the sign-in table.
  - Always check the folder when you sign in to pick up materials for the meeting.
  - Determine which of the reps will be the Communication Rep who will be responsible to forward electronic information to the building staff. All reps will get the e-mail, but only the designated rep should forward to members.
  - Check the building list that was in the folder to see if it is correct. Changes should be emailed to Sheila Hagerman at [shhagerman@lwsd.org](mailto:shhagerman@lwsd.org).
- B. LWEA Website ([www.lakewashingtonea.org](http://www.lakewashingtonea.org)): There is a lot of information including the contract, brochures, Updates from 2017-18, and more.
- C. LWEA Facebook Page: Please check it out and "like" us. You'll find more information about campaigns on this site.
- D. Member Engagement Program: We will continue this program again this year. Each building will have funds to use for incentives and celebrations based on \$7 per member. Very small buildings will be set at a minimum of \$50. Reimbursements are made by completing the form and sending it along with receipts to Sheila Hagerman. The reimbursement check will be sent out right away so there will be no long waits for reimbursement.

- E. LWEA Professional Development: The fall summary of offerings was presented and registration forms were distributed for reps to take to their buildings. All LWEA PD will be on the website – watch for more offerings to come. Reps were asked to make sure that new teachers know about the Newbie Nights series that starts on October 5.
- F. B Team Program: Reps were encouraged to take part in B Team to receive SPU clock hours/credit for the work they do as building reps. The deadline for registration is 4 PM on September 21.
- G. Building Labor Management Meetings: Reps were asked to schedule these monthly meetings for the rest of the year.
- H. Benefits Open Enrollment Deadline: September 29 (4 PM) is the deadline for all changes and enrollments. Reps were asked to remind the staff in their building.
- I. Pooled Benefits for Married/Partnered LWEA Members: Benefits can be pooled together for one policy which reduces the out-of-paycheck premium costs when a family is being covered. This is a newly-negotiated benefit in our contract.
- J. Half-Day Sick Leave Clarification: Subs work 7 hours per day – nothing has changed for them. There is some confusion now that the workday is 7.5 hours for teachers. Teachers should continue to request subs just like they have in the past (half-day 3.5 hours, full-day 7.0 hours). When reporting the amount of sick leave they're taking, however, they should report the exact amount of time they're gone. For example, if they're gone for 2 hours, they should request a sub for 3.5 hours, but report the time gone for sick leave as 2 hours.
- K. New Contracts: Printed LWSD/LWEA contracts were distributed to building reps. Members won't receive a printed copy – they should look on the LWEA website or the LWSD Portal for the contract.
- L. Revised Salary Schedule / Hourly Rate: In contract negotiations, the 12% increase in base salary was temporarily placed on the Responsibility Contract to be adjusted when the legislature completed their work. The State gave a 2.3% increase, so that amount of the negotiated increase was moved from the Responsibility Contract to the Base Salary schedule. The hourly rate is based on the Base Salary. The total compensation is still the same amount as was voted on in June. Since the hourly rate is based on a 7.5-hour day now, the hourly rate has decreased from last year. This only affects short-term hourly work of less than a day. For example, covering classes when there's no sub is paid at the hourly rate. The hourly rate for covering classes is slightly lower than it was last year. The loss ranges from \$1.28 to \$2.32 for covering a class for an hour, depending on a teacher's placement on the salary schedule.
- M. 2018-21 Salary Negotiations: We negotiated re-openers for salary purposes only. Several things could affect the salary amounts – the State Supreme Court's ruling on the McCleary decision and the legislature's funding. OSPI is working on a prototypical salary schedule option that districts and local associations can negotiate to use if they don't want to use their own salary schedule. A high cost-of-living area calculation will be applied to Lake Washington. More information will come later as we learn more about how the salary allocation from the state will affect teachers in our district.
- N. March Against DeVos: On October 13, 2017, Betsy DeVos is scheduled to speak at the Bellevue Hyatt. Members are invited to join the organized protest march from 5-7 pm that day.
- O. WEA Human & Civil Rights Awards Nomination: The WEA HCR committee is looking for nominations for individuals or groups that support human rights in this state. The deadline for nominations is December 1, 2017. Nomination forms are available by contacting Sheila Hagerman at [shhagerman@lwsd.org](mailto:shhagerman@lwsd.org).
- P. LWEA Election Schedule: Kevin Teeley announced that he will retire in June of 2018, so the Executive Committee has decided to move the LWEA Officers and Exec Committee Reps election schedule to earlier in the year to allow candidates time to campaign and those elected to have sufficient time for the transition to new leadership. Information will be in an upcoming Update. The ballot will also include the delegates for WEA RA and NEA RA.

- Q. LWSD Levy/Bond: Election day will be February 13. We will have a big job and will be actively involved. Traci Pierce and Kevin will do building visits this fall with Traci giving the levy/bond information and Kevin going over the campaign activities.
- R. School Board Elections: LWEA has made a dual endorsement for both candidates for the first position (Cassandra Sage and Anita Damjanovic). The other position is held by Mark Stuart, who is running for re-election. LWEA has endorsed him as well.

## DISCUSSION / ACTION ITEMS

- A. LWEA Budget: The proposed 2017-18 budget was presented for reps to take back to their buildings to review. In October, reps will be given an opportunity for discussion, then a vote will take place. An explanation of the different categories is on the back of the budget sheet. One of the biggest changes is that we are proposing to increase the part-time administrative assistant position to full-time due to the significant increase in our membership and programs over the past several years.
- B. Q & A on the New Contract: Kevin asked for questions from reps regarding the new contract.

## DOOR PRIZES

The door prizes were won by the following people: Anne Johnson, Cindy Simon, Kyla Thompson, Janet Miller, Jim Clark, Laura Eagle, Kat Mackay, Jacqi Castleton, Heather Murphy, Diane Jewell, Martha Daman, Ken Egawa, Laura Flagg, Julie Bergevin, Gretchen Arnold, Stephanie Egeberg, Loren Turner, and Casey Conroy.

## ADJOURNMENT

The meeting was adjourned at 5:30 PM.

## ELEMENTARY BUILDING ISSUES

1. What impact will be felt by other buildings when the new elementary schools open? Once the new school attendance boundaries are established, it's likely that nearby elementary schools will have fewer students due to enrollment shifting to the new elementary schools. It's possible that some of these schools could lose teachers, but it's way too early to tell. With retirements, resignations, leaves, transfers, and increased student enrollment growth, it's possible that affected buildings won't experience a surplus of teaching staff. If there is, we have contract language in Appendix L that defines the process for the involuntary transfer of staff members to other buildings in the district.
2. Concern was expressed regarding the uneven distribution of days on the LEAP schedule for the year. It was designed so that every building across the district is doing the same thing at the same time making it possible to work with other buildings within the district or Learning Community. Our goal was to schedule at least one Individual LEAP day per month, which we were able to do except for December. In January, there are three Individual LEAP days due to elementary grades, elementary conferences, and the end of the semester for secondary. Also, Learning Community administrator meetings are scheduled on Individual LEAP days, which will help reduce the number of times administrators are out of the building while students are present.
3. Clarification on the status of the Pro-Teach program: After this year, this certification requirement will be eliminated. We will be disseminating more information about certification requirements throughout the year.

4. Has the district policy on job shares changed? No – it is still the same. Principals must approve the job share. There was no change to the job share language or process in Appendix M during contract negotiations.
5. Concern was expressed regarding the lack of teaching spaces in buildings that need to add additional classes due to numbers. We have an incredible space problem due to the failure of construction bonds over the years. In 2016, we finally passed a bond to build new schools and increase classroom space, but we're still way behind in construction due to the loss of previous bonds. Passage of the 2018 bond will be essential to help us increase capacity. There will likely continue to be short-term space solutions needed for a number of years until construction catches up with actual enrollment.
6. Concern was expressed regarding the issue of not enough time for ELL teachers to serve their caseload. ELL teachers should go to their principal first and explain the problem. Next step is for the principal to contact Kelly Pease for additional support if it can't be worked out in the building. If that does not result in a solution, then teachers should contact LWEA for assistance.
7. Concern was expressed regarding the release of a specific grade level across the learning community or district and its effect on the number of substitutes available for sick leave and annual leave.
8. Concern was expressed regarding the lack of buses for field trips. The District is extremely short-staffed on bus drivers. It's not only affecting field trips but it has even forced a change in the times for the District's pre-school program so that bus drivers can cover multiple routes. Preschool is now going until 4:00 pm this year because of the bus driver shortage.
9. Concern was expressed regarding the netbook allocation for IEP/504 students and the impact on the general ed program availability of netbooks.
10. Concern was expressed regarding the netbook ratios in buildings. The ratios are not likely to change in the upcoming capital levy due to the significant cost of going to a 1:1 ratio for all levels. We're very concerned that with the combination of the educational program levy, capital levy, and bond, along with the legislative increase in state property taxes, voters will be very tax-sensitive when these measures go on the ballot in February.
11. Concern was expressed that new substitutes are not being put in the system in a timely manner, which means teachers can't ask them to sub. If this is happening, please e-mail Kevin Teeley with specifics.
12. Concern was raised about new teachers not being entered into Aesop in a timely manner.
13. Concern was expressed regarding SurfacePro issues with charging. Reps suggested a hard reset of the computer might help. Reps also noted that it is also important to check to see if the cords are plugged in securely.
14. Concern was expressed regarding the removal of all desktop computers by December.
15. Do teachers need to have personal insurance policies on their SurfacePro? No – losses are covered by the district.

Session ended at 6:10 PM.

Recorded by: Sheila Hagerman, Office Manager