

**LAKE WASHINGTON EDUCATION ASSOCIATION
REP ASSEMBLY**

MINUTES

SEPTEMBER 13, 2011

PRESENT:

Jan Gable, Alcott	Molly Rothlisberger, Alcott	Debbie Ellis, Audubon	Miranda Mangin-Weisz, Audubon
April Holder, Bell	Natalie Valenta, Bell	Kathy Pazaski, Blackwell	Steve Juarez, Carson
Susan Fowler, Dickinson	Dina McDonald, Dickinson	Carol Woodard, Dickinson	Janet Green, Einstein
Jane Wartenbe, Einstein	Lael Camacho, Franklin	Lisette Cauble, Frost	Jeffrey Erickson, Frost
Katie Sikorra, Frost	Sarah Cooper, Juanita Elem	Carol McCaig, Juanita Elem	Cathy Dunbar, Keller
Patti Hiebert, Kirk	Erin Stull, Kirk	Tract Boradori, Lakeview	Joanne Simpson, Mann
David Wobker, Mann	Julie Martin, McAuliffe	Helen Kraft, Mead	Mark Rabitoy, Mead
Pam Larson, Muir	Shannon Smith, Muir	Cynthia Dean, Parks	Mary Hudspeth, Redmond Elem
Nancy McKay, Rockwell	Rose Ann Walker, Rockwell	Cass Avery, Rose Hill Elem	Carol McNaghten, Rose Hill Elem
Susan Conrick, Rush	Robyn Hedges, Rush	Lisa VanEnkevort, Sandburg	Kristen Dunseth-Orth, Smith
Shell Lockwood, Smith	Becky Alfrejd, Twain	Susan Preston, Twain	Terry Peterman, Wilder
Krista Anderson, Wilder	Megan Delaney, Evergreen	Devin Engledew, Finn Hill	Joanne Wilk, Inglewood
Ward Brannman, Kamiakin	Ronica Wilson, Kamiakin	Michael Cummings, Kirkland	Carol Glennon, Kirkland
Rodney Thornley, Rose Hill Jr	Liz Warren, Stella Schola	Nancy Sherertz, EHS	Alexa Cooke, EHS
RaeAnn Engdahl, EHS	Jim Clark, JHS	Marguerite Arntson, LWHS	Christina Larson, LWHS
Leanne Mawhinney, LWHS	Sandy Hargraves, RHS	Linda Uno, Family Lrng Ctr	Sarah Jensen, Librarians
Lindsey Heimstra, Psychs	Yvonne Codd, Preschool	Sarah Cooper, Preschool	Jim Eaton, Prof Dev
Kim West, Prof Dev	Marilyn Fullerton, Community	Kevin Teeley, President	Mike Blodgett, Vice President
Ken Egawa, Primary Rep	Matt Breyse, Jr High Rep	David McGibney, Sr High Rep	Gerry Pappas, Sp Svcs Rep
Marilyn Hargraves, Spec Rep	Ernest Young, Minority Rep		

NOT PRESENT:

Thoreau ICS Northstar Redmond Jr BEST Elem Counselors SLP

SECONDARY BUILDING ISSUES

1. Concern was expressed regarding the technology problems that have been caused with the change to Windows 7. The Help Desk has been swamped and slow to respond. It was suggested that a district-wide e-mail with an explanation of the conversion issues and their resolutions would be more effective than having the District respond to each individual.
2. Secondary IA time: Each junior and senior high receives 30 minutes of assistant time per FTE classroom teacher. That time goes into a pool and the building must determine each year how that time will be used.
3. Concern was expressed regarding a change in evaluation of senior projects as teachers must now use rubrics instead of a pass/fail grade which is causing additional workload. This is not a function of homeroom – it falls under Advisory responsibilities. Since no Advisory stipends are being offered, this added responsibility is not okay.
4. Concern was expressed regarding parents getting Academic Honesty Policy decisions/disciplines overturned by the District. LWEA has no contractual right to get involved in parent/student issues but Kevin will bring the concern to the district after he gets more details on the situation.
5. Can a principal require that teachers can never leave students unsupervised? The Professional Code of Conduct requires that students are never left unsupervised. Teachers that do so could lose their certification. Kevin will publish an article for the Update on this topic.

CALL TO ORDER

The meeting was called to order at 4:20 PM by Kevin Teeley, President.

APPROVAL OF MINUTES

A motion was made by Carol Glennon and seconded by Leanne Mawhinney, to approve the minutes of the June 7, 2011 meeting. The motion was approved.

WELCOME AND INTRODUCTIONS

Kevin Teeley thanks the reps for representing their building. He also introduced the Executive Committee.

INFORMATIONAL ITEMS

- A. Nuts and Bolts: Kevin reviewed the role of the building rep. Responsibilities include:
- Create a building DL for LWEA members and determine which rep will be responsible to forward information to members.
 - Reps need to sign in each meeting and pick up materials for the meeting.
 - Following each month's Rep Assembly, reps should meet with the LWEA members in the building. Meetings should be quick and short (10 minutes) to relay information or to take action on a specific issues.
 - Meet monthly with the principal – deal with labor management items before things become issues.
 - Reps are a liaison between the members in their buildings and LWEA. We need to know what is happening in buildings.
 - Reps were encouraged to delegate projects (elections, ballots, WEA-PAC, etc.) – don't do everything on your own.
 - Reps should encourage members to work through problems, give guidance when necessary, and to refer members to LWEA as needed.
- B. Meeting Schedule: Meeting will take place in the Yarrow Bay Office Park (same building as LWEA office) on the dates provided to reps. The meeting room belongs to Coldwell Banker Bain real estate, which has donated the use of the room. If there is a room conflict, we will need to move the meeting to another location; we will notify reps in advance.
- C. Proposed LWEA Budget: The proposed budget was distributed to reps to bring back to their buildings. An explanation of categories was included with the budget. Rep will bring building feedback and questions to the October Rep Assembly. The vote on the budget will take place at that meeting.
- D. B Team Program: Jim Eaton explained this program that allows building reps to earn clock hours/credit for being a rep. Packets were distributed to those reps who were interested. The price has increased from last year. LWEA will give a rebate of \$20 to every participant who successfully passes the course. Registration forms will be available at the October meeting.
- E. School Board Race: Jackie Pendergrass is running for re-election to the LWSD school board, and LWEA has endorsed her. The person who is running against her has withdrawn from the race, but too late to avoid being on the ballot and in the voter's guide.
- F. Benefits Fair: This will take place on Wednesday, September 28, from 1-6 PM at the Resource Center. Reps were asked to encourage people to attend. The Benefits Summary is available on the LWEA website and the LWSD Portal (Payroll & Benefits), which will allow people to compare plan details.
- G. DonorsChoose.org: This great program, sponsored by Horace Mann Insurance, connects teachers needing funding for projects with the community and businesses that are willing to fund them. Our Horace Mann

agent has experience with this program and is willing to work with schools who want to participate. Contact Sheila Hagerman in the LWEA office if you are interested.

- H. UniServ Update: In June, we received a letter from WEA which contained an ultimatum that LWEA join the Cascade UniServ Council or be disaffiliated. LWEA is prepared to fight it and notified WEA of our intention to continue talks to resolve the issue. We are in a good position financially and capable of running on our own. Our goal is to be our own UniServ, but WEA fears this will be precedent setting and opposes that goal.
- I. Middle School Reconfiguration Update: Kevin continues to work with the district to refine the process that will be used to determine how staff will move. Once that is completed, all staff members will be informed.
- J. IT² Plan: The District presented their proposal at Labor Management. LWEA had proposed to the district last spring that the program should not contain added work. The plan will be reworked. The stipend amount will remain the same at \$1,250.
- K. Salary Compliance / Salary Schedule: At the end of last year, it was determined that teachers were overpaid by \$107,000. After negotiations, the District has agreed to absorb the entire amount and not attempt to collect from employees. The salary schedule and total compensation schedule are now posted on the LWEA website and LWSD Portal. The base salary is smaller due to the state's budget cuts; however, money has been added to the Responsibility Contract and LEAP days to offset the cut. Total compensation remains the same as last year.
- L. Tacoma Education Association: At the time the meeting took place, this local was on strike. E-mails of support can be sent to Andy Coons, President (acoons@washingtonea.org). (An agreement was reached on September 22.)
- M. WEASO Contract: WEA employees have been working without a contract. One of the issues is that WEA has proposed making significant changes in the retirement plans. (A tentative agreement was reached on Tuesday, September 20.)

DISCUSSION / ACTION ITEMS

- A. Contract Negotiations: Due to the 1-year contract extension, we are scheduled for contract negotiations this year. The Executive Committee is concerned about the potential for more cuts and the economy. They recommended a discussion on whether to have a full contract negotiation or go for another 1-year extension with a few improvements (non-money items). Reps were asked for feedback on an extension and what kind of things could be done to improve the contract:
- What is happening in other districts? (That information was sent to reps by e-mail on Wednesday.)
 - Look in the District to see where money can be redistributed.
 - Roll over Annual Leave as whole days not 2-for-1.
 - Is the district receptive to an extension? The District is concerned about additional cuts coming from the state and committing to something it can't fund.
 - Would this be a partial open contract? There would have to be a limited number of specific items involved and would probably be offered as a package.
 - What would contract negotiations cost? It costs LWEA about \$70,000 and is used for training, release time, and bargainners' stipends.
 - If we open for a full contract negotiation, everything is on the table and would have to be negotiated.
 - How much does it cost to fund 1 day per teacher? Approximately \$500,000.
 - The District is in relatively good fiscal shape compared to other districts.

Reps were asked if they would take the proposal back to their buildings and get input.

DOOR PRIZES

The door prizes were won by the following people: Susan Preston, Debbie Ellis, Carol Woodard, Jane Wartenbe, Robyn Hedges, Sarah Cooper, Matt Breyse, Carol McCaig, Nancy McKay, Leanne Mawhinney, Lael Camacho, Tracy Boradori, Patti Hiebert, Susan Fowler, and Carol Glennon.

ADJOURNMENT

The meeting was adjourned at 5:30 PM.

ELEMENTARY BUILDING ISSUES

1. Has money for substitutes during DIBELS testing been cut? That money used to come from the state and was cut. The District has continued to fund the money for assessments, however, that is a finite amount. Principals need to make sure that assessment funds are used efficiently within the building. It is also possible to use the building budget to subsidize the costs for assessments.
2. Why were the DIBELS palm pilots discontinued? The equipment was failing. The new wireless tablets should be easier to use, will sync automatically, and requires only a brief training.
3. Why are Quest students still being DIBELS tested since they had to pass a test to be a Quest student? The District was concerned that some students could fall through the cracks, and also that they would have no data on any Quest students.
4. Concern was expressed that modernization of a building is causing space issues and moved extended day into teacher work areas. Kevin Teeley will look into this issue.
5. Concern was expressed regarding safety issues while modernization is taking place.
6. Concern was expressed regarding problems with tech equipment since the upgrade to Windows 7 and the long wait times to get assistance from the Help Desk.
7. Are remedies available for specialists with large classes? The contract has no remedies for elementary music, PE, and library specialists.
8. Concern was expressed regarding a kindergarten classroom with 18 special education students. The District is trying to be more proactive in getting help set up faster and is working on it now instead of waiting until November, but there is still a huge problem at the beginning of each year.
9. Is it possible to get clock hours for the August LEAP days? Kevin will recommend that.
10. Concern was expressed regarding the lack of a music teacher and special education teacher so these services were not available. The planning time from the music section will need to be compensated back to the beginning of school. It is illegal to withhold special education services from students.
11. How should a teacher handle missed curriculum when a parent removes a student 1.5 days per week for home schooling? Sit down with the principal and determine who will be responsible (the parent or the teacher) and to set expectations. Teachers should work with the principal first, and if a resolution is not reached, they should contact LWEA.
12. Concern was expressed regarding the amount of time that parents of high-needs student are demanding from classroom teachers. The rule of common sense needs to be used this case – if a parent is demanding far more time and in working with the principal no resolution is found, LWEA can get involved to see that something gets done. With excessive parent e-mail – forward it directly to the principal – don't attempt to answer.
13. What is the Association doing to organize for some type of action between now and January to make sure that parents feel the budget cuts? It's not the parents' fault that we have to deal with budget cuts. If we

make the parents mad – there could be consequences down the road. We need to be aware that 70% of our Lake Washington voters do not have kids in school. We need to target legislators. At present, WEA is not leading any action to target legislators.

14. Should elementary conferences be 30 minutes long? The formula is to plan 20 minutes for the conference and 10 minutes of transition time to allow for late arrivals or extra time needed for specific conferences.
15. Concern was expressed regarding the creation of a new class after school started which creates a huge stress for staff, students, and parents. This is direct result of the budget cuts from the state legislature.
16. Who directs the content of the LEAP Wednesdays? 12 of the days must be teacher directed, the remaining should be decided upon by the building staff using the building's decision making model.

END OF SESSION

This session ended at 6:20 PM.

Recorded by: Sheila Hagerman, Administrative Assistant