

**LAKE WASHINGTON EDUCATION ASSOCIATION  
REP ASSEMBLY**

**MINUTES**

**JANUARY 9, 2018**

**PRESENT:**

David Moore, Alcott	Samantha Tusler, Alcott	Kat Mackay, Audubon	Rebekah Lazoritz, Bell
Steven Juarez, Carson	Loren Turner, Carson	Marilyn Fullerton, Community	Amanda Requa, Dickinson
Melissa McPherrin, Frost	Kelly Winters, Frost	Jessie Miera, Juanita Elem	Karen Schwartz, Keller
Erica Keck, Kirk	Mallory Kajca, Kirk	Jenessa Llang, Lakeview	Stephanie Miller, Lakeview
Jen Alexander, Mann	Kristi Bergquist, Mann	Barbara Weibel, McAuliffe	Michelle Toth, McAuliffe
Stephanie Egeberg, Mead	Amy Snyder, Mead	Karen Murk, Muir	Peter Anderson, Parks
Jacqi Castleton, Parks	Morgan Seymour, Redmond Elem	Maren Talcott, Redmond Elem	Ben Corey, Rockwell
Hanah Rasmussen, Rockwell	Suzanne Hanson, Rose Hill Elem	Nicole Derbyshire, Rose Hill Elem	Miok Oh, Rush
Diane Jewell, Sandburg	Karla Nelson, Sandburg	Jamie Teteak, Smith	Kellee Captain, Thoreau
Casey Conroy, Thoreau	Cathey Hettinger, Twain	Liz Acres, Wilder	Cathy Angell, Wilder
Lauren Gullitti, Evergreen	Audrey Absalonson, Evergreen	Ron Maier, Finn Hill	Kyla Thompson, Finn Hill
Cindy Simon, ICS	Julie Vasiliauskas, ICS	Anne Steindorf, Inglewood	Karyn Taggart, Kamiakin
Julie Bergevin, Kamiakin	Owen Jones, Kirkland	Martha Daman, Renaissance	Rodney Thornley, Rose Hill MS
Carrie Peterson, Stella Schola	Alexa Cooke, EHS	Diane Fabish, EHS	Laura Flagg, EHS
Michelle Fraley, EMHS	Carol Coleman, JHS	Erica Danaee, Tesla	Heather Jones, Lib Media Sp
Shahnoor Kassamali, OT/PT	Andrea Benn, OT/PT	Denise Radecke, Psychs	Amy Maglio, Psychs
Lee Ann Jackson, Resource Ctr	Leigh Jones, SLP	Colleen McAlerney, SLP	Kevin Teeley, President
Howard Mawhinney, VP	Gerry Wilson, Intermediate Rep	Peggy Solum, Middle School Rep	Katie Badger, High School Rep
Marilyn Hargraves, Specialist Rep	Sarah Cooper, Sp Svcs Rep	Maryziel Galarpe, Minority Rep	

**NOT PRESENT:**

Blackwell	Einstein	Franklin	EAS	Northstar	Redmond MS	LWHS	RHS
Elem Counselors		Emerson K-12	Preschool				

**SECONDARY BUILDING ISSUES**

- Question was raised about being able to show VHS tapes after the conversion to docking stations and laptops. VHS tapes are not compatible with the new technology. There are devices and companies that do conversions to DVD, but funding for that is not provided by the district.
- Question was raised about the status of the 2018-19 salary schedule. The contract has a re-opener for salaries for the next three years, but we need to wait for the current legislative session to end before we'll know how much of teacher salaries will be funded by the state. We plan to begin negotiations on salary after the legislative session has concluded.
- DVD players for buildings: The district is providing 2 DVD players per building. Additional DVD players can be purchased from the district for \$20 each.
- Will Admin tab on Skyward be restored for teacher access? Kevin is working on this through district-level labor-management.
- A- grades: Tim Krieger has been assigned to look into this.
- Who makes the decision on the schedule for the 7-period day? High schools will make the decision as to specifically how the schedule will look in their buildings. Next year, high schools will start at same time they do now, but end 20 minutes later to allow for a 7-period day. Teachers will teach 5 periods and have two planning periods.

In 2018-19, elementary and middle schools will start 20 minutes later and end 20 minutes later than their current start/end times. This is due to changes in transportation schedules needed to implement a 7-period high school day.

7. Concern was raised by a rep about technicians being pulled to help in other buildings with the “all-in” project, leaving their original building with unaddressed tech needs.

## **CALL TO ORDER**

The meeting was called to order at 4:18 PM by Kevin Teeley, President.

## **APPROVAL OF MINUTES**

A motion was made by Julie Bergevin and seconded by Howard Mawhinney. Motion was approved.

## **INFORMATIONAL ISSUES**

- A. DVD Players: Every building will be given 2 DVD players. Buildings can purchase additional DVD players from the district for \$20 each.
- B. Transfer Deadline: Elementary transfer deadline is March 2. Secondary transfer deadline is January 31 for this year only to allow for transfers before new hires (the district will be hiring approximately 45 additional high school teachers to implement the 7-period day). The January 10 Update will have all the information about transfers in it.
- C. LWEA Professional Development: Reps were asked to post flyers in the staff room. Diversity course (10 hours) is being taught by Kevin Teeley, who is a volunteer national trainer for NEA. He will be training the course with two other NEA volunteer trainers from Ohio and South Dakota. The course fee of \$50 will be rebated back to members who complete the class.
- D. Wine and Wisdom: Reps were asked to encourage members to attend this event on January 31 at 4:30 PM at Sam's Tavern in Redmond. Reps were given a flyer to place in their staff room.
- E. Emergency School Closures: Reps were reminded that the new contract language has teachers reporting to work one hour before the announced student start time when there's a late start due to inclement weather. For individual schools that are closed due to things like power failures, broken pipes, etc. when the rest of the district remains open, teachers are asked to work the day at a location of their choosing.
- F. Legislative Update: The legislative session started on January 8 and is scheduled to conclude on March 8. Reps were directed to the back of the meeting agenda to find ways to keep in touch with what is going on. There is one bill that we're paying particular attention to, which is a bill that will recognize outside experience credit for OTs, PTs, SLPs, psychologists, etc. If the bill passes, it will help us tremendously with recruiting and retaining specialists with prior non-school professional experience.
- G. WEA-PAC Forms: We are still collecting forms!
- H. Para Access to Presentation Stations: Paras and IAs who need instructional access to presentation stations can check out a sub laptop permanently. If that creates a shortage of sub laptops for the building, the district will provide additional sub laptops to fill the need.

- I. Laptops for Student Teachers: Sub laptops can be checked out permanently to student teachers. If this creates a shortage of sub laptops for the building, the district will provide additional sub laptops for the building.
- J. Laptops for Long-Term Subs: Teachers who are out on leave for several months or for the rest of the year (such as a child care leave or a medical leave) should check their laptop in with the building and have their laptop reissued to their long-term sub.
- K. Special Recognition: Reps recognized Ila Morrow for her 17 years of amazing work as LWEA's part-time administrative assistant. Ila is a retired teacher from Peter Kirk Elementary who started working for LWEA in 2000. LWEA is extremely fortunate to have had her helping us for all these years. Reps were also introduced to Terri Neely, who has been hired to be the full-time administrative assistant for LWEA. Terri comes to us from LWSD Benefits, where she very ably served members with their benefits needs. LWEA is very excited to welcome her to our staff.

## DISCUSSION / ACTION ITEMS

- A. LWEA Elections & Candidate Speeches: Ballots will go out electronically on 1/10. The ballots will include LWEA President, Vice President, Ethnic/Minority Rep, and Executive Committee Rep by job category. Also on the ballot will be delegates for WEA and NEA Representative Assemblies. If there are issues with ballots, please contact Sheila Hagerman.

Speeches by candidates:

- Primary Rep: Kate Carlson
- Intermediate Rep: Ben Corey
- Middle School Rep: Martha Daman, Michael Finley (not present), Kyla Thompson
- High School: Katie Badger
- Special Services: Denise Radecke, Sarah Cooper, Audrey Absalonson
- Ethnic/Minority Rep: Maryziel Galarpe
- Specialist Rep: Marilyn Hargraves
- Vice President: Ken Egawa (speech by Howard Mawhinney)
- President: Howard Mawhinney

- B. Sign-waving events: Signs for waving were distributed. Reps should work with the principal and PTSA president to organize groups to wave signs before and after school on the school's designated date. Signs have to be shared between morning and afternoon groups, so reps were asked to coordinate sharing. Staff can't wave signs during paid time but parents can.
- C. Yard Signs: Reps were asked to pick up four yard signs after the meeting and place them in areas around the school that are not on school property. More signs are available if reps need more. There are already about 600 signs placed.
- D. Levy & Bond Materials: Please bring levy/bond materials to the building meeting with Kevin Teeley if the materials have not already been distributed.
- E. Phone calling and doorbelling: 75% of the registered voters in the Lake Washington School District do not have kids in schools, so it's critical for teachers to contact them through phone calling and doorbelling. Teachers can sign up with their building reps or through the campaign website at [www.vote4lwsdkids.org](http://www.vote4lwsdkids.org).

## DOOR PRIZES

The door prizes were won by the following people: Martha Daman, Samantha Tusler, Sue Hanson, Amy Snyder, Becky Nelson, Jamie Teteak, Kelly Winters, Jenessa Llang, Melissa McPherrren, Jen Alexander, Barbara Weible, Lauren Gullitti, Kristin Bergquist, Alexa Cooke, and Colleen McAlerney.

## ADJOURNMENT

The meeting was adjourned at 5:10 PM.

## ELEMENTARY BUILDING ISSUES

1. LEAP Calendar: In negotiations, the decision was made to make the type of LEAP days the same across the district. This allows for consistency across the district. It also gives an added benefit of administrators being able to have some of their meetings on Teacher Days so they're not gone as often while students are in school. The January schedule was difficult because of the elementary grading due date, elementary conferences, secondary end of semester, and secondary grading due date. This causes three individual teacher workdays in a row in January in order to meet the needs of both elementary and secondary. Some elementary reps expressed a desire to have the configuration of the days in January changed, but it is extremely difficult to do that and still meet the needs of elementary and secondary staff members. A significant amount of time was spent in negotiations attempting to create a schedule that would work for everyone. We don't anticipate the schedule will change prior to the next contract in four years.
2. All-in Technology Issues: A number of buildings expressed concern about the implementation of the "all-in" tech conversion. Reps reported having teachers with many issues that are unresolved. Reps were asked to send a list of the teachers who were having problems to Kevin Teeley. Kevin will contact the tech department and request a technician to contact those teachers to try to get their issues resolved.
3. Sub Laptops: A rep asked for the possibility of keep the old desktops so that subs could continue to use them. Unfortunately, the docking station/laptop is not compatible with the desktop. Both systems cannot be connected at the same time. It has to be one or the other. The desktops are reaching the end of their useful lives and are being replaced with funding from the last tech levy. We recognize that this switch has been a challenge for substitutes.
4. 7-Period Day Impact: In 2018-19, high school schools will start at the same time as they do now, but will end 20 minutes later so that a 7-period day can be implemented. In order to make bus transportation work, elementary and middle schools will start and end 20 minutes later than they do now. Reps from non-bus schools asked if they could keep the same schedule they have now. Kevin will check with the district to see if this is possible.
5. ELL ELPA screener: LWEA is aware of this issue and is working on it.
6. ELL Teacher Assignments: Problems and assignment changes this year were not typical. The loss of the ELL facilitator positions and the placement of those individuals back into teaching positions caused a number of staffing changes in buildings.
7. Safety Net Allocations: Every building has a baseline of .5 FTE. High-needs schools are allocated additional staffing. Safety Net is a district program funded from the local levy. It is not a state-funded program.
8. Para Absences: The contract states that every building must have a plan in place for when a paraeducator is absent. Reps were advised to bring this issue up in their labor-management meeting if their buildings do not have a para coverage plan in place.

Session ended at 5:56 PM.

Recorded by: Sheila Hagerman, Office Manager