

**LAKE WASHINGTON EDUCATION ASSOCIATION  
REP ASSEMBLY**

**MINUTES**

**DECEMBER 12, 2017**

**PRESENT:**

Joy Donovan, Alcott	David Moore, Alcott	Samantha Tusler, Alcott	Kat Mackay, Audubon
Janine Sullivan, Audubon	Kathy Aslamy, Blackwell	Steven Juarez, Carson	Loren Turner, Carson
Jennifer Bergstrom, Dickinson	Laura Eagle, Einstein	Mary Locke, Einstein	Heather Murphy, Franklin
Melissa McPherran, Frost	Kelly Winters, Frost	Aurora Capone, Juanita Elem	Julie Bebee, Kirk
Karla Coghlan, Lakeview	Jen Alexander, Mann	Kristi Bergquist, Mann	Barbara Weibel, McAuliffe
McKenzie Ballod, Mead	Stephanie Egeberg, Mead	May Snyder, Mead	Pam Larson, Muir
Karen Murk, Muir	Peter Anderson, Parks	Annie Johnson, Parks	Jacqi Castleton, Parks
Maggie Hamilton, Redmond Elem	Morgan Seymour, Redmond Elem	Maren Talcott, Redmond Elem	Hanah Rasmussen, Rockwell
Brian Daly, Rose Hill Elem	Suzanne Hanson, Rose Hill Elem	Nicole Derbyshire, Rose Hill Elem	Patti Cook, Rush
Anita Moore, Rush	Diane Jewell, Sandburg	Karla Nelson, Sandburg	Kellee Captain, Thoreau
Casey Conroy, Thoreau	Kelly Luiten, Twain	Eric Peterson, Evergreen	Jessica Peterson, Evergreen
Ron Maier, Finn Hill	Cindy Simon, ICS	Anne Steindorf, Inglewood	Karyn Taggart, Kamiakin
Owen Jones, Kirkland	Kyle Kielty, Redmond MS	Carrie Peterson, Stella Schola	Alexa Cooke, EHS
Laura Flagg, EHS	Heather Matheson, JHS	Leanne Mawhinney, LWHS	Bryan Rowley, RHS
Debra Wilson, Elem Counselors	Shahnoor Kassamali, OT/PT	Denise Radecke, Psychs	Kathy Colombo, Resource Ctr
Leigh Jones, SLP	Colleen McAlerney, SLP	Kevin Teeley, President	Howard Mawhinney, ViP
Peggy Solum, Middle School Rep	Katie Badger, High School Rep	Marilyn Hargraves, Specialist Rep	Sarah Cooper, Sp Svcs Rep
Maryziel Galarpe, Ethnic Minority Rep			

**NOT PRESENT:**

Bell Community	Keller Smith	EAS Northstar	Renaissance
Rose Hill Middle School	Emerson HS Tesla	Emerson K-12 Library Media Sp	

**SECONDARY BLDG ISSUES**

- Question was raised regarding technicians converting individual classrooms before the building has been converted. Individuals had the ability to request conversion to “all-in” before their building’s scheduled date, so that’s why some teachers have had their classroom converted before the building at large has been converted.
- Concern was expressed regarding the number of DVD players available in buildings after the conversion. Buildings were given DVD players for checkout, and some buildings have purchased additional ones, but secondary reps reported there are still not enough to meet the demand. Kevin will take this concern to the next district labor-management meeting in January.
- Freedom Foundation Mailing: Reps reported that members received a mailing from the Freedom Foundation encouraging them to drop their membership in the union. The Freedom Foundation is an extreme-right, anti-union organization that’s funded by individuals like the Koch brothers. Their goal is to weaken and ultimately destroy unions in Washington State.
- Why is the Admin Tab no longer available? It was used widely. Reps reported that teachers no longer have access to Skyward data on students who are not in their own classes. Access is important for department chairs, club advisors, special ed staff, librarians, and many others. Kevin will take this concern to labor-management in January.

5. Parents are asking why grade scales have no A- grades? It is an old policy from many years ago. No one seems to know why this A- grading policy was adopted in the first place. Kevin will check to see if this policy can be revisited.
6. Do all staff need to sit with their students during assemblies? There's no language in the contract that addresses this. Generally, supervision at assemblies is a building matter, with administrators responsible for what the expectations are for staff in supervising students.
7. Interpreters don't have bathroom keys. While we don't have the right to represent interpreters since they're not in our bargaining unit, because they must interrupt teachers to get a key, this topic is a labor-management issue. Reps were encouraged to bring it up in their building's Labor Management meeting to get it resolved at the building level. If it's unable to be resolved, then the matter should be referred to LWEA to take to the district-level labor-management team.
8. AESOP and the 7.5-hour day issues: Daily substitutes work a 7-hour day, but contracted teachers work a 7.5-hour day. Subs should be secured for 7 hours in AESOP (3.5 hours for a half-day), but the teacher absence should be reported as 7.5 hours (or actual number of hours the teacher is gone). The Payroll system and AESOP are two separate systems that are not connected and do not "talk" to each other.

#### **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 Howard Mawhinney and seconded by Ann Steindorf. Motion was approved.

#### **INFORMATIONAL ISSUES**

- A. Freedom Foundation: This group is sending mailings to teachers in our district trying to get them to resign their membership. They are supported by the Koch brothers and are trying to get rid of unions and teacher rights. The postcard advertises a big refund and is full of misinformation. When members resign their membership, it brings the loss of legal protections and the liability insurance policy, and it takes them out of LWEA professional development and other events/activities sponsored by the union. It also takes away their right to vote in any union election. Reps were asked to share that this is extremist group whose purpose is to destroy public school unions. A handout was provided to reps to give them background information. This topic is okay to discuss with members in buildings when students aren't present, such as before and after school and during lunch. It is also okay to send info via district e-mail.
- B. What impact will the Supreme Court's decision that the state is underfunding salaries by \$1 billion have on Lake Washington? We don't know yet since the legislative session doesn't start until January 8. The Court ordered the legislature to have a solution by March 8. Once we know the outcome of the legislative session, we will meet with the district to work on negotiations for next year's salary.
- C. WEA-PAC Drive: We just hit 1000 members – still looking for more forms.
- D. Tech Rollout: The district has moved the December deadline. Some schools have not been scheduled for implementation yet due to other issues that need to be resolved at those sites. Some buildings are scheduled to have their conversion over the break, but teachers in those buildings have been informed. No one should come back in January and find their building converted without them having known about it in advance.

- E. Update on Fire Alarms in Portables: The District does not plan on installing fire alarms in portables as it is very expensive and not required by the fire department. Portables are considered separate structures from the main building, so they're not connected to the building's fire alarm system. Also, portables are supposed to be temporary structures and not a permanent part of the school. All portables have smoke detectors to alert the occupants in the event of a fire. For fire drills, buildings are supposed to contact portables using the intercom to alert them to the drill.
- F. Transfer Deadline for Secondary: The change to the 7-period day will require about 45 more teachers to be hired. To ensure that current teachers have an opportunity to transfer into those positions before new staff is hired, the transfer process for secondary will have a deadline of January 31 this year. This is a one-year change only. Next year the deadline will return to the first Friday in March.
- G. Professional Development Survey: Reps were thanked for their efforts to get members to participate in this important survey. The results of the survey will help LWEA determine which classes to offer members next year.
- H. LWEA Professional Development classes: Reps were asked to post flyers in the staff room for upcoming classes.

## **DISCUSSION / ACTION ITEMS**

- A. Levy Bond Materials: Starting in January, members are asked to put car signs in vehicles and wear buttons. Staff need to be made aware of sign-waving assignments. Nearly ½ of building visits for the levy are done, and the remainder will continue in January and early February.
- B. Sign-waving: If the location assigned to a building does not work for that building, please contact Jennifer Silves ASAP since we're giving out location information to the PTSA. Sign-waving should take place before school and after school. The main idea is to get a presence to bring awareness to voters in the district.
- C. Yard Signs: Reps should pick those up after the meeting ends. Signs should be out on Jan 2. More signs are available if reps need more.

## **DOOR PRIZES**

The door prizes were won by the following people: Bryan Rowley, Heather Matheson, Karen Murk, Miok Oh, Leanne Mawhinney, Pam Larson, Eric Peterson, Annie Johnson, Jen Alexander, Steve Juarez, David Moore, Joy Donovan, Nicole Derbyshire, Loren Turner, Sue Hanson, Karla Coghlan, Mary Locke, and Karla Nelson.

## **ADJOURNMENT**

The meeting was adjourned at 4:55 PM.

## **ELEMENTARY BUILDING ISSUES**

- 1. Para Time: The District has authorized the hiring of 158 additional hours to help with the issue of paraeducator coverage.

2. Para's Access to Presentation Stations: District is asking paras to check out sub laptops for the year. If that results in a shortage of sub laptops for the building, the district will send out more laptops to cover the subs. This will be available in January.
3. Class sizes reported by the district are different than actual class sizes: The district report is an average for the district and not for specific classrooms. Therefore, the average class size reported may not be the same as the class size in an individual classroom.
4. Netbook issues: A rep reported there is an issue with computers that have unnecessary programs loaded onto them, causing problems with speed. For example, most kindergarten netbooks don't need everything that is currently on them. In addition, there are certain models of netbooks don't work well.
5. Ongoing concern with teacher overload: A rep expressed concern about teacher workload. The bargaining teams attempted to address this issue by increasing the amount of paid planning time for teachers this year. Also, the contract calls for a strategic planning committee, made up reps from LWEA and LWSD, to look at the upcoming programs for the following year and make recommendations for adjustments so that teachers aren't overwhelmed with new programs. For example, new programs and new curriculum are now phased in over multiple years rather than being launched all at once.

Session ended at 5:05 PM.

Recorded by: Sheila Hagerman, Office Manager