

**LAKE WASHINGTON EDUCATION ASSOCIATION
REP ASSEMBLY**

MINUTES

FEBRUARY 27, 2018

PRESENT:

Joy Donovan, Alcott	David Moore, Alcott	Lynn Bailie, Audubon	Janine Sullivan, Audubon
April Holder, Bell	Kathy Aslamy, Blackwell	Ken Egawa, Blackwell	Steven Juarez, Carson
Loren Turner, Carson	Marilyn Fullerton, Community	Jennifer Bergstrom., Dickinson	Jennifer Roberts, Einstein
Mary Locke, Einstein	Lori O'Brien, Franklin	Melissa McPherren, Frost	Kelly Winters, Frost
Jessie Miera, Juanita Elem	Karen Schwartz, Keller	Jennifer Danielson, Kirk	Danielle Frost, Kirk
Karla Coghlan, Lakeview	Kristi Bergquist, Mann	Michelle Toth, McAuliffe	McKenzie Ballod, Mead
Stephanie Egeberg, Mead	Amy Snyder, Mead	Pam Larson, Muir	Peter Anderson, Parks
Maren Talcott, Redmond Elem	Hanah Rasmussen, Rockwell	Mary Kay Weinmeister, Rockwell	Ben Corey, Rockwell
Brian Daly, Rose Hill Elem	Suzanne Hanson, Rose Hill Elem	Nicole Derbyshire, Rose Hill Elem	Damaly Wingert, Rush
Ryan Overland, Rush	Diane Jewell, Sandburg	Karla Nelson, Sandburg	Kimberly Carrillo, Smith
Kellee Captain, Thoreau	Casey Conroy, Thoreau	Cathey Hettinger, Twain	Liz Acres, Wilder
Cathy Angell, Wilder	Lauren Gullitte, Evergreen	Eric Peterson, Evergreen	Ron Maier, Finn Hill
Kyla Thompson, Finn Hill	Cindy Simon, ICS	Julie Vasiliauskas, ICS	Karyn Taggart, Kamiakin
Owen Jones, Kirkland	Kyle Kielty, Redmond MS	Rodney Thornley, Rose Hill MS	Carrie Peterson, Stella Schola
Alexa Cooke, EHS	Lara Dean, EHS	Laura Flagg, EHS	Carol Coleman, JHS
Dave Hale, LWHS	Erica Danaee, Tesla	Debra Wilson, Elem Counselors	Laura Pratt, Emerson K-12
Jennifer Pence, Emerson K-12	Heather Jones, Lib Media Sps	Andrea Benn, OT/PT	Shahnour Kassamali, OT/PT
Denise Radecke, Psychs	Amy Maglio, Psychs	Kathy Colombo, Resource Ctr	Colleen McAlerney, SLP
Kevin Teeley, President	Howard Mawhinney, Vice Pres	Peggy Solum, Middle School Rep	Marilyn Hargraves, Specialist. Rep
Sarah Cooper, Sp Services Rep	Maryziel Galarpe, Minority Rep		

NOT PRESENT:

EAS Inglewood Northstar Renaissance Emerson HS RHS Preschool

SECONDARY BUILDING ISSUES

1. A question was raised about sick leave balances given the change from a 7-hour day to a 7.5-hour day. Payroll adjusted everyone's accrued sick leave and added .5 hour to every 7-hour increment, so the balance you see in Employee Access should reflect the additional time added.
2. Can teachers walk out with students on 3/14? Student walkouts should be student initiated and student led. Teachers should not prevent students from walking out. They should neither encourage nor discourage students from participating. District will not discipline students who walk out, but teachers should mark it as an unexcused absence (if applicable). Teachers should not walk out, since that would be considered abandoning your job. Teachers need to stay to supervise students who choose not to participate. If the entire class walks out, you should alert your administrator that you're going along with them to supervise, but not to be a part of the walkout.
3. What should be done if a high-needs student insists on walking out, but the student would not be safe doing so? Don't stop the student, but notify the office immediately so that supervision of the student can be provided.

4. Can teachers participate in the walkout if it's during their prep period? No, since teachers are at work and under contract during their prep time. They can ask administration if it's okay if they accompany the students to supervise, but they can't be part of the walkout.
5. Concern was expressed about the bond failure and the impact the 7-period day will have on classroom and planning spaces. The bond failure was a huge disappointment. The district will be regrouping to determine next steps to address growth. Regarding the 7-period day, there will be a big impact on space and shared planning spaces. Kevin recommended that high schools develop a "master schedule" for assigned planning spaces and times so that it minimizes conflicts among teachers trying to find a space to plan. Teachers will need planning spaces four times during the day---before school, during their two planning periods, and after school.
6. If a teacher is assigned to teach Biology and Honors Biology during the same class period, will that count as two preps in the contract? Kevin will work with the district to clarify this. Currently, block classes, such as LA/SS, are considered as two preps. Also, world languages, art, and other classes that have two levels in the same classroom are counted as two preps.
7. Concern was expressed about the transition to the NGSS if two classes have the same course description and the same course code, but they have different science standards and different curriculum. The classes need to be clearly described as having different content so that students and parents are aware of what they're signing up for.
8. Request was made to move the time the district announces a late start or closure to earlier since so many people live far from our district. Many people are on the road by the 5:30 am deadline for making an announcement.
9. Read Across America funds from LWEA---who gets that? We send the funds to librarians for activities/purchases to promote NEA's Read Across America day.
10. Zero period teachers have questions about the impact that school start times will have on those classes.

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 Loren Turner and seconded to approve the minutes of the January 9, 2018 meeting.. The motion was approved.

INFORMATIONAL ISSUES

- A. Special Guest – Traci Pierce: Dr. Pierce thanked the building reps for their tremendous help on the bond and levies election.
- B. Levies and Bond: PowerPoint presentation was shown to reps with the statistics on how they and volunteers made a huge difference in the outcome of the election.
- C. Transfer Deadline (Elem) March 2: Reps we asked to remind staff in their building of the deadline. (This deadline has since been changed to March 12 because the school start/end times will not be announced until March 9.)

- D. Primary Rep Vacancy: There is a vacancy on the LWEA Executive Committee for primary rep. LWEA will be running a special election this spring to fill the vacancy. Those interested in running should watch the Update for an announcement on the election schedule.
- E. Legislative Update: The legislative session will end on March 8. We're expecting it to end on time without having to go into special session. As soon as we know the outcome of the session, we'll begin negotiating the salaries for 2018-19.
- F. WEA-PAC: We're still taking memberships, so if reps have any new members, please get the forms to us.
- G. US Supreme Court Case (Janus): The Supreme Court heard oral arguments on the Janus case on Monday, 2/26/18. The case stems around whether public sector unions such as ours can collect dues from those who don't want to join. Right now, people don't have to join the union but they have to pay a fee to the union to cover their share of the costs of collective bargaining, contract maintenance, and representation. This is because they get all the benefits of the contract and representation even if they're not a member. If we lose the Janus case, it could mean that we can't collect a fee from non-members, but those non-members will still get all the benefits of the contract we negotiate for everyone. We'll also have to represent them in any employment matters as well, even though they won't be paying for that representation. We expect the Supreme Court to issue a ruling on the case in June.
- H. LWEA Professional Development: Reps were given fliers and asked to promote upcoming classes.
- I. Snow Days / Late Starts: When there's the possibility of a late start or school cancellation due to snow, the district sends people out around 3:30 am to drive the bus routes and make a recommendation. Under our contract, the district must announce a decision by 5:30 am. It's always a challenging judgment call since conditions can vary widely throughout the district. If staff members feel they can't make it to work safely, they can use emergency leave (which comes out of sick leave) or annual leave. Teachers should check the district's website before heading out to work. Another option is to download the "Flash Alert" free app on their phone and set it to alert them for Lake Washington.

DISCUSSION / ACTION ITEMS

- A. School Start and End Times / Teacher Workday: The legislature increased the number of credits from 22 to 24 for graduation for the class of 2019 and beyond. They also increased the number of credits required in certain subject areas. This has impacted the ability of high school students to take electives, and has also allowed no room for students to fail any class and take it over. To help alleviate this situation, a task force recommended that high schools go to a 7-period day. That decision will be implemented in September. Because of bus transportation issues caused by a longer school day at high schools, the elementary and middle school day will be changing for 2018-19. LWEA conducted a survey of elementary and middle school teachers to get input that will help us in negotiating the teacher workday for 2018-19. Unfortunately, we did not include two options that middle school teachers said they would have liked to have included in the survey. We decided it would be best to re-do the middle school survey to ensure that we have accurate information from middle school teachers. LWEA will be negotiating the teacher workday next week, and we hope to have a final decision announced at the LEAP day on March 9.
- B. LWEA Bylaws Amendments: Proposed changes were given to reps. Discussion and voting will take place at a future Rep Assembly meeting.
- C. Response to School Shootings: Parkland students have been so effective and are creating an atmosphere of potential change. We want to support the efforts. Arming teachers is preposterous and not a solution. March 14 and April 20 – students are talking about walk-out. If students go – let them. Don't encourage or discourage. Students will not be disciplined for exercising their First Amendment rights. Notify the office that students from

your classroom are leaving. Teachers can't go – considered to be abandoning your job. Alert your administrators of the walkout so they can provide supervision and ensure the safety of students who walk out for 17 minutes. LWEA is strongly encouraging buildings, grade levels, or teams to organize activities to bring awareness and action on the gun issue. Building administrators, building reps, and PTSA leaders are working together to create something positive. This needs to be student led – and teachers should not take over. If all students in a class are going out – tell office that you are going with them to supervise. On March 24, LWEA will be participating in the "March for Our Lives" march in Seattle. The march begins at 10 am at Cal Anderson Park on Capitol Hill.

DOOR PRIZES

The door prizes were won by the following people: Jennifer Pence, Kellee Captain, Karyn Taggart, Sue Hanson, Kyla Thompson, Liz Feldsher, Owen Jones, Eric Peterson, Laura Pratt, Casey Conroy, Carrie Peterson, Rodney Thornley, Diane Jewell, Andrea Benn, Denise Radecke, Michelle Toth, David Moore, and Amy Snyder.

ADJOURNMENT

The meeting was adjourned at 5:45 PM.

ELEMENTARY BUILDING ISSUES

1. Concern was expressed that intermediate students are required to change their passwords too frequently.
2. Extra hours on paycheck – can the paycheck include a description of the activity the teacher is getting paid for? It's hard to figure out. LWSD is part of a payroll cooperative that runs the paychecks. The district is limited by the categories the cooperative has. There isn't a feature that can identify the name of the specific class someone is getting paid for.
3. Some schools want to switch from being a late start school to an early start school. Unfortunately, this isn't an option. The school schedules are developed based on the most efficient routing of buses. Any changes to individual school start/end times would likely result in the district needing to hire more bus drivers and buy more buses. There is a task force in place right now that's working on the optimal time to start school for elementary, middle, and high school students. The task force has not completed its work, however, so we don't have a recommendation from them. It's possible in future years that school start times could change based on their recommendation. The earliest this could happen, though, would be in 2019-20.
4. Question was raised about how many non-citizen families are in LWSD, and if companies they work for are contributing funds to the district to offset the impact they're having. The district welcomes all students who live inside the district boundaries and does not ask about their immigration status. We want to make sure we're educating all students who live here, and we want them to be assured that the district will not turn over any immigration status information to ICE. It's important to recognize that non-residents pay the same taxes into the district that everyone else does even though they can't vote. They don't cause any increased costs to the districts any more than any other student does.
5. Insurance Issues: If teachers are having unresolved insurance issues, encourage them to contact LWEA. Terri Neely in our office can assist them by either giving them the help they need or referring them to someone who can.

6. Reps expressed concern about security at elementary schools. A number of reps reported that doors are propped open or unlocked during recesses so that kids can go to the bathroom, leaving the school vulnerable to intruders for several hours every day. Some doors don't have keycard access, so they're being propped open or left unlocked. Some schools leave doors unlocked all day long so kids in portables can get into the building. Some buildings have different keys for different pods, which means that if a teacher is in the hallway with kids during an attack, the teacher cannot get the kids safely into the nearest pod.

7. Reps expressed concern over window coverings on outside windows that need to be repaired or replaced so they can be closed quickly during a lockdown. Blinds for windows facing the outside that need repair or replacement should be reported to the principal so that they can be fixed or replaced.

8. Tech Issues: Still have problems with wireless and Miracasting – not getting help that is needed. Company has now identified problem and is currently working to resolve.

Session ended at 6:10 PM.

Recorded by: Sheila Hagerman, Office Manager