

**LAKE WASHINGTON EDUCATION ASSOCIATION
REP ASSEMBLY**

MINUTES

APRIL 24, 2018

PRESENT:

Joy Donovan, Alcott	David Moore, Alcott	Samantha Tusler, Alcott	Janine Sullivan, Audubon
Jennifer Olsen, Bell	Kathleen Asalamy, Blackwell	Ellen Rademacher, Blackwell	Steven Juarez, Carson
Loren Turner, Carson	Marilyn Fullerton, Community	David Leviten, Dickinson	Amanda Requa, Dickinson
Jennifer Roberts, Einstein	Mary Locke, Einstein	Heather Murphy, Franklin	Melissa McPherrren, Frost
Kelly Winters, Frost	Aurora Capone, Juanita Elem	Jessie Miera, Juanita Elem	Karen Schwartz, Keller
Jennifer Ellis, Kirk	Mackenzie Rubideaux, Kirk	Karla Coghlan, Lakeview	Stephanie Miller, Lakeview
Luke Johnson, Lakeview	Florinda Gorostiza, Mann	Michelle Toth, McAuliffe	Barbara Weibel, McAuliffe
Mackenzie Ballod, Mead	Stephanie Egeberg, Mead	Amy Snyder, Mead	Pam Larson, Muir
Annie Johnson, Parks	Jacqi Castleton, Parks	Maggie Averman, Redmond Elem	Morgan Seymour, Redmond Elem
Maren Talcott, Redmond Elem	Hanah Rasmussen, Rockwell	Mary Kay Weinmeister, Rockwell	Brian Daly, Rose Hill Elem
Suzanne Hanson, Rose Hill Elem	Patti Cook, Rush	Miok Oh, Rush	Karla Nelson, Sandburg
Kimberly Carillo, Smith	Jamie Teteak, Smith	Kellee Captain, Thoreau	Casey Conroy, Thoreau
Cathey Hettinger, Twain	Liz Acres, Wilder	Cathy Angell, Wilder	Ron Maier, Finn Hill
Kyla Thompson, Finn Hill	Cindy Simon, ICS	Julie Vasiliauskas, ICS	Julie Bergevin, Kamiakin
Anne Herendeen, Kirkland	Amy Myhre, Kirkland	Julie Lynd, Redmond MS	Martha Daman, Renaissance
Carrie Peterson, Stella Schola	Alexa Cooke, EHS	Michelle Fraley, EMHS	Carol Coleman, JHS
Leanne Mawhinney, LWHS	Caitlin Swenson, RHS	Robert Koplun, RHS	Erica Danaee, Tesla
Debra Wilson, Elem Counselors	Jennifer Pence, EM K-12	Shahnoor Kassamali, OT/PT	Denise Radecke, Psychologists
Amy Maglio, Psychologists	Kathy Colombo, RC	Leigh Jones, SLP	Kevin Teeley, President
Howard Mawhinney, VP	Gerry Wilson, Intermediate Rep	Peggy Solum, Kamiakin	Marilyn Hargraves, Specialists RepSarah
Cooper, Sp Services Rep	Maryziel Galarpe, Ethnic Minority Rep		

NOT PRESENT:

EAS Evergreen Inglewood Northstar Rose Hill MS Library Med Specialists Preschool

SECONDARY BUILDING ISSUES

1. Concern was expressed regarding the shortage of staff bathrooms and bathroom supplies running out during the day at one building. Currently there are no plans to add additional staff restrooms at schools. Regarding supplies, the custodial staff should be alerted of this situation so that additional supplies can be placed in staff restrooms. (This issue was resolved at the building level.)
2. Are staff meetings allowed on LEAP afternoons? Wednesday LEAP time is divided into three categories— individual teacher work time, team time, and professional learning time. Wednesday LEAP days are two hours in length. Staff meetings should not be scheduled on Wednesday LEAP individual teacher or team afternoons because that will shorten the amount of time on those days. If a principal wants to use part of the professional learning LEAP days for staff meetings, that's fine, but it's not okay on individual or team days.
3. Why is NBN dropping providers? NBN vision insurance is outstanding insurance with very rich benefits as long as you go to a provider that accepts NBN. Some providers, such as Eye Associates NW, have dropped NBN because they feel they don't get paid enough from them. It's important to check to make sure your provider takes NBN. The Kaiser plans all cover an annual eye exam, so many people go to the doctor of their choice for an exam under Kaiser, and then get their glasses or contacts from an optical provider on the NBN list.

4. When does time start on LEAP? The best way to calculate the start time for LEAP time on Wednesdays is to take the end of your contractual work day and subtract 2 hours.
5. Concern was expressed regarding principals telling teams what they have to do on team days. Teams direct team days. Principals should not be telling teams what to do on these days nor should they be giving them assignments to complete and turn in on these days.

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. The motion was approved.

INFORMATIONAL ITEMS

- A. WEA Professional Development: Lisa Kodama, WEA Professional Development Manager, presented LWEA with a check for \$2,500 for LWEA PD and a certificate as a result of our local's participation in the WEA PD Survey. This time over 17% of LWEA members participated. Lisa went over some of the top-line survey results for the state as well as for LWEA.
- B. LWEA Professional Development: LWEA has held 25 classes this year. There are still two National Board Renewal classes taking place on 5/5 & 5/19.
- C. Wine and Wisdom: Maryziel Galarpe invited reps to attend the May 15 session. The focus will be on equity & race – the speaker is Terry Jess, who is a teacher in Bellevue who's involved in social justice issues.
- D. Educators of Color: Reps were asked to invite to members of color to our first session on May 23 from 4:30-6:30 PM. This new group started by LWEA is designed to give educators of color a safe place to discuss concerns and issues, as well as provide support for them as employees in the Lake Washington School District. We encourage all members of color to attend our kick-off session of this new LWEA offering.
- E. Building Leadership Training: Current reps and potential reps are encouraged to attend this training to build stronger connections within buildings – empower each other and members. There are two sessions (5/30 and 6/2) that will take place in the LWEA meeting room and six other dates open as well. Reps were given a flier with the information and were also sent an email.
- F. Use of Sick Leave: This time of year is extremely stressful for many, but we want to remind people that we don't have "need a break" use of sick leave in the contract. If someone wants to take a day off, they need to use annual leave. If an annual leave attempt is blocked in Aesop because the day is full, it's important for members not to then try and enter sick leave.
- G. Portable security during hot weather: New school safety guidelines issued by the district require that all classroom doors be closed and locked during the school day, including portables. The district understands, though, that keeping portable doors closed during hot weather when the portables don't have air conditioning is a problem. They have issued guidance to teachers to use their best professional judgment as to whether conditions in their portable warrant the door to be propped open to get a cross breeze going. Teachers can also request a fan from Support Services through their custodian or by going to InfoCentre. Only district-issued fans are allowed due to safety reasons.
- H. Bargaining Update: Due to McCleary and the Supreme Court mandate given to the legislature, there is a significant amount of money coming to the district for teacher salaries. We are negotiating now with the school district. We have an LWEA General Membership meeting scheduled at 4 PM on June 6 at LWHS in the gym, with the building reps meeting at LWHS prior to that at 2:30 PM.

- I. Special Election: Ballots for Vice President and Primary Rep will be going out electronically on April 25. Voting ends May 2 at 5 PM.
- J. Candidate speeches: Candidates running for Vice President, Gerry Wilson and Robert Koplin, addressed the reps with candidate remarks. Candidates running for Primary Rep on the LWEA Executive Committee are Jennifer Balke and Patti Cook. Miok Oh spoke for Patti.

DISCUSSION / ACTION ITEMS

1. Proposed LWEA Bylaws Changes: Each bylaw change was reviewed and discussed. (Contact your building rep or the LWEA office if you would like a copy of the Bylaws changes.)
 - Article III - Section 1: A motion was made by Howard Mawhinney and seconded by Carol Coleman; to adopt this change as presented. The motion was approved unanimously.
 - Article IV – Section 3: A motion was made by Howard Mawhinney and seconded by Jamie Teteak, to adopt this change as presented. The motion was approved unanimously.
 - Article V – Section 7: A motion was made by Howard Mawhinney and seconded by Jamie Teteak, to adopt the change as presented. Discussion followed. The motion was approved unanimously.
 - Article V- Section 8: A motion was made by Howard Mawhinney and seconded by Jamie Teteak, to approve the change as presented. The motion was approved unanimously.
 - Article VI. – Section 7: A motion was made by Howard Mawhinney and seconded by Gerry Wilson, to approve the change as presented. The motion was approved unanimously.
 - Article 10 - Section 1: A motion was made by Howard Mawhinney and seconded by Jamie Teteak, to approve the changes as presented. The motion was approved unanimously.
 - Article 6 – Section 1: A motion was made by Howard Mawhinney and seconded by Jamie Teteak, to approve the change as presented. The motion was approved unanimously.
- B. Election for Elections Committee: Five people were nominated and voted on by the building reps who were present. The committee will begin work in the 2108-19 school year. The five candidates were: Martha Daman, Kathy Aslamy, David Moore, Mary Kay Weinmeister, and Miok Oh.
- C. Election for Budget Committee: Five people were nominated and voted on by the building reps who were present. The committee will begin work in the 2108-19 school year. The five candidates were: Jamie Teteak, Denise Radecke, Florinda Gorostiza, Amy Myhre, and Cathey Hettinger.

DOOR PRIZES

The door prizes were won by the following people: Karla Coghlan, Aurora Capone, Kimberly Carrillo, Jacqi Castleton, Julie Bergevin, Caitlin Swenson, Karla Nelson, Cindy Simon, David Leviten, Morgan Seymour, Marilyn Fullerton, Carol Coleman, Miok Oh, Jennifer Olsen, Maggie Averman, Samantha Tusler, Kelly Winters, and Amy Snyder.

ADJOURNMENT

The meeting was adjournment at 5:30 PM.

ELEMENTARY BUILDING ISSUES

1. Question was asked about the SWARP process. SWARP is a process for teachers to use to get approval for online materials that require a licensing fee and/or sites that involve the use of student information. For example, if a teacher wants to purchase an online subscription or wants to use a site that requires the teacher to enter his/her students' data, the site would need to be approved by the district. The first step is to go to the portal to see if the site has already been approved. If it's not, then check to see if it's been denied and why. Also check to see if the site is already in the approval process. If none of these is the case, then the teacher must get prior approval by using the SWARP process before using the site with his/her students. Note: Teachers do not have to go through this process for things they purchase from Teachers Pay Teachers.
2. Preschool hours for next year: Working to get this resolved – not there yet. Bus driver shortage still an issue.
3. Assignment notifications by principals: Principals should use sensitivity in the timing of announcing to staff members that their assignment is going to change for the following year. For example, telling a teacher right before the bell rings for the day that she's going to be moved to a different grade level is not good timing. Reps were asked to bring this up proactively in their next labor-management meeting to request that principals inform staff members individually of their assignment changes after the school day has ended, and to make sure that the staff member is informed first before other staff members (such as teammates or in front of the entire staff at a staff meeting).
4. Schools with no cafeteria: Some schools have their planning time in the form of release time because they don't have lunch coverage due to not having a cafeteria. A question was raised, do subs at those buildings get extra compensation because they don't get lunchtime planning time when they sub? No compensation is available when a sub has an elementary assignment in which the teacher doesn't have planning time on that particular day.
5. Tech concerns: We recognize how frustrating the tech issues have been, and understand how time-consuming and inconvenient it is to enter problems into Help Desk. Making sure every incident is entered is the only way the district knows when there are things wrong.
6. Recess minutes: 15 minutes in the morning, 30 minutes at lunch, and 15 minutes in the afternoon is the district standard. Some schools have decided to reduce the recess minutes for their building by using their building decision-making process. This can be changed back by using that same decision-making process.
7. Lifting materials: Teachers should not be lifting and moving heavy objects. This includes heavy science kits. Moving heavy district materials is a custodian responsibility. The risk of injury is too severe. Teachers are not hired with the expectation they'll be required to move heavy objects, nor are they trained in proper lifting techniques. We'll put an article in the next Update reminding people not to be moving heavy objects, including heavy science kits.
8. Sub shortage: Our competitive salaries and other incentives helped a little, but it's still a problem. Shortage of new teachers causes shortage of subs. We're hoping in the long run with improved teacher salaries due to McCleary there will be more people going into the teaching field.
9. Non-continuing contracts: The process is a bit slower this year because of new schools' staffing and the impact the boundary changes have had on enrollment in a number of our schools. Deadline for conversion to provisional is May 15, so teachers currently on a non-continuing contract will be notified of their status for next year by that date.

Session ended at 6:08 PM.

Recorded by: Sheila Hagerman, Office Manager