

**LAKE WASHINGTON EDUCATION ASSOCIATION
REP ASSEMBLY**

MINUTES

NOVEMBER 14, 2017

PRESENT:

Joy Donovan, Alcott	David Moore, Alcott	Samantha Tusler, Alcott	Debbie Ellis, Audubon
Kat Mackay, Audubon	Kathy Aslamy, Blackwell	Steven, Juarez, Carson	Loren Turner, Carson
Marilyn Fullerton Community	David Leviten, Dickinson	Heather Murphy, Franklin	Melissa McPherren, Frost
Kelly Winters, Frost	Aurora Capone, Juanita Elem	Jessie Miera, Juanita Elem	Karen Schwartz, Keller
Tamzen Yarlott, Kirk	Karla Coghlan, Lakeview	Lori Jensen, Lakeview	Kristi Bergquist, Mann
Michelle Toth, McAuliffe	Barbara Weibel, McAuliffe	McKenzie Ballod, Mead	Stephanie Egeberg, Mead
Amy Snyder, Mead	Karen Murk, Muir	Peter Anderson, Parks	Annie Johnson, Parks
Jacqi Castleton, Parks	Maggie Hamilton, Redmond EI	Seymour Morgan, Redmond EI	Maren Talcott, Redmond EI
Ben Corey, Rockwell	Hanah Rasmussen, Rockwell	Mary Kay Weinmeister, Rockwell	Brian Daly, Rose Hill Elem
Suzanne Hanson, Rose Hill EI	Nicole Derbyshire, Rose Hill EI	Stacy Yu, Rush	Brienne Allen, Rush
Diane Jewell, Sandburg	Kimberly Carrillo, Smith	Jamie Teteak, Smith	Kellee Captain, Thoreau
Casey Conroy, Thoreau	Kelly Luiten, Twain	Diana Sparks, Evergreen	Ron Maier, Finn Hill
Kyla Thompson, Finn Hill	Cindy Simon, ICS	Michael Finley, Inglewood	Karyn Taggart, Kamiakin
Owen Jones, Kirkland	Megan Medsker, Redmond MS	Martha Daman, Renaissance	Janet Miller, Rose Hill MS
Carrie Peterson, Stella Schola	Alexa Cooke, EHS	Lara Dean, EHS	Diane Fabish, EHS
Michelle Fraley, EMHS	Carol Coleman	Leanne Mawhinney, LWHS	Denis Villeneuve, RHS
Debra Wilson, Elem Counselors	Jennifer Pence, EM K-12	Andrea Benn, PT/PT	Denise Radecke, Psychologists
Amy Maglio, Psychologists	Richard Snyder, 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:

Bell Einstein Wilder EAS Northstar Tesla Lib. Media Specialists Preschool

SECONDARY BUILDING ISSUES

1. Concern was expressed regarding the laptops that are set up for subs to use in each building. Some laptops don't work the same as the Surface Pros that teachers use and won't run the plans/activities that have been set up by the teacher. Reps asked for more training for subs on the laptops. Some subs are telling teachers that they won't sub for them if they leave them plans that involve technology, since the tech is so frustrating and glitchy. Reps also reported it's not clear who's supposed to run the updates on the sub laptops, so some sub laptops are not getting updated, causing further complications.
2. Concern was expressed that portions of the building in some schools have connectivity and network issues – it's a big problem for teachers who must travel to another room in the building and lose connectivity.
3. Concern was expressed that the old technology system is being replaced when the new system has many issues that haven't been worked out yet, and sufficient staff training has not been provided.
4. Are the monitors going away, too? No, monitors are staying.
5. Concern was expressed regarding the lack of fire alarms in portables across the district.

CALL OR ORDER

The meeting was called to order at 4:15 PM by Kevin Teeley, President.

APPROVAL OF MINUTES

Corrected minutes of the October 24, 2017 were distributed and posted on the LWEA website. The minutes that were sent out previously were the raw notes and not the final draft.

A motion was made by Carol Coleman and seconded by Kyla Thompson to approve the corrected minutes. The motion was approved.

DISCUSSION / ACTION ITEMS

- A. Special Presentation: Traci Pierce, LWSD Superintendent, presented information on the February 13, 2018 levies and bond election. Identical presentations will take place in every school between now and the election.
- B. LWSD Levies and Bond Campaign: Kevin Teeley presented the activities that would be handled by LWEA members which include sign waving, doorbelling, phone calling, and working with PTSAs in buildings. Reps were given buttons, car signs, and talking points for conversations with staff and community. Passing the two levies and bond is the #1 priority of LWEA this year. Kevin will be giving a presentation in every school prior to the election.

INFORMATIONAL ITEMS

- A. Transfer Deadline Change: With the 7-period day in high schools, the District will need to hire 46 more teachers for next year. As a result, the District and Association are looking at entering into a one-time agreement for secondary transfers to ensure that the district allows movement within the district before hiring from outside. Under this plan, the District will open the transfer request list for secondary in January and close it at the end of the month. Elementary transfers will still be due by March 2.
- B. 45th Legislative District Results: Reps were thanked for their tremendous work in getting a 77% voter turnout of LWEA members, as well as all their work on the successful campaign.
- C. WEA-PAC Drive: We are still working on recruiting members to join WEA-PAC. We are close to 49% now but need additional members to make our goal. Reps were encouraged to still be signing up members.
- D. Emergency School Closure: It's important that everyone understands the new contract language for late starts and individual building closures. Section 12.10 indicates that when an individual building is closed (not the entire district) because of a power failure or other reason, teachers can work that day in another location of their own choosing. For late starts, teachers need to arrive one hour prior to the announced student start time.
- E. Update on School Start and End Times: This change will not take place for 2018-19 school year. The earliest it could be implemented would be the 2019-20 school year. It's possible some of the start and end times might have to be adjusted in 2018-19 due to high schools going to a 7-period day. The 7-period day might cause minor adjustments in elementary and middle schools in order to accommodate the scheduling of bus routes district-wide, but it's not certain yet.
- F. Early Dismissal – 3.5 Hours on November 22: This time was worked in August so teachers can leave 3.5 hours early on this day.

- G. LWEA Professional Development: Flyers for two new classes were distributed to reps to take to their building.
- H. Building Budget Carryover Report: Kevin reviewed the report to explain the information it contained. It will be sent electronically to building reps for distribution to members.

DOOR PRIZES

The door prizes were won by the following people: Melissa McPherran, Tamzen Yarlott, David Moore, Diane Fabish, Gerry Wilson, Richard Snyder, Leigh Jones, Karyn Taggart, Kristi Bergquist, Ben Corey, Ron Maier, Alexa Cooke, Peggy Solum, and Kimberly Carrillo.

ADJOURNMENT

The meeting was adjourned at 5:25 PM.

ELEMENTARY BUILDING ISSUES

1. Why can't teachers keep their presentation stations? The presentation stations are 8 years old and are failing. They've been used way beyond their expected lives. The new Surface Pros and the existing presentation stations cannot be hooked up at the same time---the two are mutually exclusive. The District is currently looking at Smart Boards to replace the Active Boards.

Concerns were expressed regarding:

- The manner in which the changeover is being done has upset a lot of teachers. In spite of a schedule within some buildings, the tech team came in and took over the equipment during instructional times when the equipment was being used by the teacher with students.
 - The training was too long ago and inadequate. Additional training needs to be provided and not leave buildings dependent on their tech person to instruct individual teachers and resolve constant glitches.
 - WIFI needs to be improved – many buildings can't access the internet in certain spots in the building. Also, connectivity goes in and out, causing teachers to have to re-boot several times each day.
 - When one issue gets fixed, it seems like two more things go wrong.
 - School counselors move from room to room and need DVD players to facilitate a timely set up for lessons. The elementary counseling program uses DVDs as part of the instruction.
 - One building reported they were on hold for the conversion because the building is not wired correctly.
 - The tech team is coming into classrooms and installing the docking stations in places that are not the places where teachers want them. Some of the docking stations are now installed in very inconvenient and impractical places.
2. Displaced Planning Time: When a teacher loses their planning time due to a sub shortage, they need to fill out a time card and submit it to the office manager. It is not necessary to fill out a form or indicate when they will make up the lost planning time – this practice was dispensed with many years ago.

3. Duty-Free Lunch: State law requires that teachers have a 30-minute lunch. Teachers can't be pulled out to deal with student issues, and administrators should not use teachers' lunch time to meet with teachers. If this is an issue in a building, it was recommended that it should be brought up at the next building labor-management meeting so that it can be resolved.
4. Water Bottle Replacement in Portables: Teachers are not expected to replace heavy water bottles – this issue should be taken to the building labor-management meeting to work on creating a system to replace the water bottles. Lifting these heavy bottles could cause serious injury for teachers.
5. Planning Days: There are a few buildings that still get their planning time by using days with subs. It's difficult, if not impossible, to find a place within the building to plan because all rooms are in use due to overcrowding. The district does not allow planning days to be worked at an individual's home. With the boundary changes, next year there should be space opened up in some of the buildings that can be used as planning rooms, so it's hoped that there will be a natural resolution to this issue.
6. Kindergarten Conferences: Currently kindergarten teachers have two conferences---one before school starts (Family Connections) and a second one in October (goal-setting). A question was asked if kindergarten teachers had to do both. The answer is yes. These are two different conferences – the one at the start of the school year is mandated by law as part of the WaKids program. The second one is a goal-setting format that is very different from the Family Connections meeting.
7. Administrators Choosing Subject for Evaluation: Yes, administrators can choose the subject area they want to see taught for a formal observation.
8. Canceled Sub Issue: A teacher had lined up a sub and it was entered into the AESOP system. The substitute canceled the job at the last minute and the teacher was told she must find a replacement. As long as the teacher has entered the job into AESOP and made sub plans, the teacher does not have to find a replacement sub on her own.
9. Disparity in Building Budget: PE and music teachers reported that their allocation from the building budget is different from school to school. The District gives the money to the building – the principal determines the distribution. Staff should give input on the building budget. It is the principal who makes the final decision, however. It was recommended that elementary PE and music departments that are receiving less than other schools make a budget request from their principal so that it can be included in the building budget. Reps reported this has worked in other buildings.
10. Insufficient Para-time in Learning Centers: When paras are out, all of the responsibility falls back on the teacher. If the teacher misses planning time due to this, a time card should be submitted. Special Ed staffing is determined based on requirements in the IEPs, severity of the caseload, total number of IEPs, etc. If the IA staffing is not enough, this needs to be brought to the principal and Learning Center supervisor. If a teacher doesn't get a resolution, contact the LWEA office for assistance.

Session ended at 6:05 PM.

Recorded by: Sheila Hagerman, Office Manager