



Date: 1-10-22
To: SLSD School Board
From: Stephanie Rogers
Subject: OSEA Report

Background/Analysis of Situation

January 10th, 2022

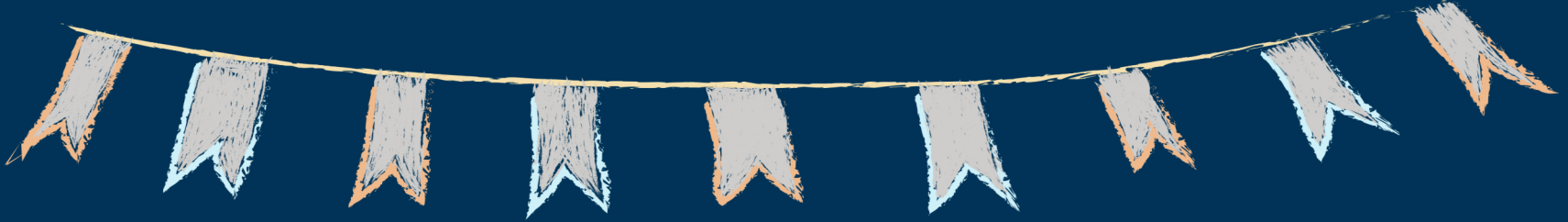
Good evening everyone!

As the Classified Union Co-President, I would like to thank you for giving us the opportunity each month to bring information to you that relates to our classified employees. We appreciate the way that you listen to our words, ask questions, and show support for our concerns!

We currently have positions in SLSD that were created more than 10 years ago to align with the growing needs of our students, including Behavior Program Managers and Library Managers. These positions were never given a correct job title or description, nor were they ever placed on the wage scale with a salary that matches their workload. For example, the individuals who are solely managing all aspects of the elementary libraries, are listed under the job title of Library Assistant II. That job description states that they work under the direct supervision of the librarian, when in fact they are the librarian. Behavior Support Rooms were created in several of our schools to meet the growing need for emotional, social, and behavioral needs in our student body. The individuals who manage these classrooms work independently and report only to building administrators, but are currently listed as Specialized Educational Assistants – Behavior Support. The job description for a Specialized Educational Assistant – Behavior Support, states that they are assisting a teacher and the job duties listed do not align with the actual responsibilities of the position.

We have these positions on our list of topics for discussion in our CMC Meetings with the District in the coming weeks. Our hope is to negotiate the correct job titles, job descriptions, and wages that will reflect the workload being done in these positions. We feel it is important to not only correct these positions, but to work on ways to avoid this happening when other new positions are created in the future.

Once again, thank you so much for your support!



School Board Recognition Proclamation

WHEREAS, school boards create a vision for what students should know and be able to do;

WHEREAS, school boards establish clear standards for student performance;

WHEREAS, school boards ensure that student assessments are tied to established standards;

WHEREAS, school boards are accountable to the community for operating schools that support student achievement;

WHEREAS, school boards align school district resources to ensure that students meet standards;

WHEREAS, school boards create a climate that supports the philosophy that all children can learn at high levels;

WHEREAS, school boards build collaborative relationships based on trust, teamwork and shared accountability; and

WHEREAS, school boards are committed to continuous education and training on issues related to student achievement;

NOW, THEREFORE, We hereby declare our appreciation to the members of the South Lane School District School Board and proclaim the month of January to be School Board Recognition Month.

We urge all citizens to join us in recognizing the dedication and hard work of local school board members in preparing today's students for tomorrow's world.

Adopted this 10Th day of January, 2022.

Signed:

Yvonne Curtis, Superintendent





South Lane School District Superintendent Report

School Board Recognition - read resolution

Volunteer models

Departments

Communications & Superintendent

- *New Website - encouragement to keep checking it for new developments*
- *Resuming A-Peak-In a Week*

Safety

- *January online ALICE training*

Teaching and Learning

- *26 staff members participating in ELA adoption process*
- *This month will identify program(s) to pilot*
- *Requesting teachers to limit comments 3-5 on report cards (Lessening Workload)*

Human Resources - New Hires

- *Tylor Carney*
- *Nicole Sharr*
- *Frontline*
- *Equity Coaching Cadre - Coach and funding provided by the WREN*

Business and Finance:

- *Pursuing the opportunity to participate in the pension bond pool with other districts. It saves us money and helps with budget stability during times when PERS makes large increases.*
- *Process will be complete in May before we recommend a budget.*

Student Special Services

Community

- *Beeper Show*

OSEA CMC

- *MOU EAs as teachers*

SLEA

- *Leadership*
- *Putting together our teams*

COVID-19:

- *Covid numbers in the county and in the district are increasing*
- *Implementing 5-day quarantine*
- *Encouraging KN95 masks*
- *No wrestling and basketball tournaments last week of break due to spread*