CEA/DISTRICT LABOR-MANAGEMENT MEETING SUMMARY **October 22, 2024**

CEA CARRYOVER FROM 9/17 MEETING:

- $700 Technology approval

  President Lemelin shared concerns regarding a technology item recommendation that seemed more costly than necessary. Director Reed indicated that the idea behind the language is to identify what IT is able to support. She further shared that the IT department is working on approval process/system for $700 money technology item purchase approval. That approval will be what certificated employees will attach to the reimbursement request. The district will share the link with CEA once it's complete.

DISTRICT CARRYOVER FROM 9/17 MEETING:

- Entering absences

  Director Reed shared that the district is seeking association support and reminders around staff entering absences as early as possible when they know about them. Ms. Williams shared that it is a hardship on the buildings when absences are entered last-minute. President Lemelin agreed to send a reminder to members.

- Legislative priorities

  Director Reed inquired if at some point, WEA/CEA's legislative priorities could be shared with the district as we will begin working with the Board and it's beneficial to have them. President Lemelin indicated CEA will shift their focus to that after November 5th.

DISTRICT FOLLOW-UP FROM 9/17 MEETING:

- SSS assignments

  Director Day shared special education numbers:
  Total # students in sped: 854; in our elementary schools, 10-20% of students are eligible for special education. Salnave is on the lower end at 10%, while Betz is the highest at 20%. The middle schools are in the 10-15% range. Our district currently has 525 students who receive SLP services each month; 172 students receiving OT services each month; and 87 students who receive PT services each month. He further shared the state funding cap for special education services is 15.5%, meaning the district does not receive special education funding for any students above that percentage. Finally, he shared that our SSS department is focusing on para support. The district currently has 16 open para positions across CHS, Sunset, Windsor, and Snowdon.

CEA NEW ITEMS:

- Co-teaching training

  President Lemelin provided a reminder that we negotiated language and there is need to make sure we find opportunities to provide training. She inquired about what is the district's plan and shared that CEA would like to offer support. She further shared that WEA has great trainings and she will send that information to all special education teachers. Director Reed shared that the district has sent emails to building admin regarding the new contract language. Director Day shared that the SSS department held a special education training in August with a trainer from the ESD.

- PLD

  President Lemelin shared that there are people who forgot to sign out and she has told them to talk with their principal. Director Reed indicated that, based on contract language, the district would be violating contract language if they were to be paid. After discussion, both groups agreed to offer grace around this new process. Those who participated in the full day of training as confirmed by their principal will be offered an opportunity to visit Director Reed's office to add their signature to the sign-out page. The association agreed to remind members of their responsibility to sign in *and* out and participate in the full day of training for future PLD days.

  Ms. Williams shared there was frustration from Betz 3-5 teachers as they are already working on the items that were on the PLD agenda. Further frustration was shared by CEA about the agenda not being shared ahead of time or early enough for PLC groups to be able to plan their time. Director Reed indicated the district would commit to sharing the agenda by at least the Thursday of the week prior to the training day. President Lemelin reminded of

the contact language that PLDs will include teacher input. Dr. Niccolls indicated that team leads were involved through guiding coalition at the secondary level, along with building admin. OSPI guides overarching themes for each year. This year is a SEL year, last year was Equity. They typically alternate, however, the idea is that there be a through-line that connects each year's trainings.

- School Calendar

  President Lemelin share that the committee is meeting and talking about two years of calendars. One of the things the committee is running into is aligning with neighboring districts as Spokane Schools' calendar for next year isn't out yet.

DISTRICT ITEMS:

- Co-Teaching

  Director Day shared that the most co-teaching teams reported by any building is three. President Lemelin shared the contract language that says no more than teams. Director Day shared that there was a high school teacher who had four earlier in the year, but that has been shifted and further shared that teacher also had an open period at the time.

- PLD

  See above

- Support Personnel evaluation

  Director Day shared that the committee is actively meeting and the work is in progress.

- Covering Classes

  Did not get to this item. Item will carryover to next meeting.

- Review LM dates that need moved

  See below for revised dates in November and December.

- LM Process Moving Forward

  Did not get to this item. Item will carryover to next meeting.

RECURRING:

Did not get to these items.

- Special education exceptions
- Labor relations update
- Bond update
- Qmlativ migration

10/22 AGREEMENTS AND COMMITMENTS:

- The IT department is working on an approval process/system for $700 money technology item purchase approval. That approval will be what certificated employees will attach to the reimbursement request.
- The Association agreed to share with members the need to enter absences in Red Rover as early as possible.
- The Association agreed to provide information to members regarding WEA's coteaching/inclusion training options.
- The District agreed to provide a consistent make-up PLD training option for staff who made a request for a makeup opportunity to their administrator for the October 11th PLD day.
- The District agreed to provide employees who did not sign-out after the full day of PLD day training on October 11th an opportunity to visit Director Reed's office to sign-out after the district confirms full-day attendance with the appropriate administrator.
- Both parties agreed that, based on current contract language, anyone who did not participate in the full day of PLD training on October 11th will need to attend a makeup opportunity to receive compensation.
- In an effort to allow teams to plan, the District agreed to provide certificated staff with the basic agenda for upcoming PLD by at least Thursday of the week prior to the PD.

2024-25 MEETING SCHEDULE, 4:00-5:00 p.m., MR Conference Room (behind M&O):

- September 17
- October 22
- ***November 19***
- ***December 17***
- January 28
- February 25
- March 25
- April 22
- May 27