

CEA CARRYOVER FROM 10/22 MEETING:

- None

DISTRICT CARRYOVER FROM 10/22 MEETING:

- **Support Personnel Evaluation**

Director Reed shared that the final drafts the committee previously reviewed/approved were sent to CEA on November 15th. President Lemelin shared that the exec board will review. President Lemelin inquired if they will then be added into the contract. Director Moses shared we should review negotiations notes to determine what was agreed to when they are complete, and at the very least, we can add them to the CEA webpage in the short term.

- **Covering Classes**

Director Reed shared that 74% of absences are being filled across district. And while, we have not utilized the first bullet in Section 20, "Staff subbed out for in-district activities may be asked to return to their classroom," after Thanksgiving break, it is likely to start being used.

- **LM Process Moving Forward**

Director Reed shared that the district is meeting the morning after each labor management meeting and sending follow-ups as needed. She further shared that President Lemelin and Julian Quinonez are having regular meetings with Superintendent Ferney and Assistant Superintendent Arlt to discuss and resolve matters as needed. The district inquired as to where any summaries/recaps from both should be sent. Ms. Williams indicated that sending them to the full group is fine and President Lemelin will collect comments and concerns and relay them.

DISTRICT FOLLOW-UP FROM 10/22 MEETING:

- **LM Summary**

Director Moses shared that the October summary had not yet been distributed as an agreement could not be reached regarding the contents within. She further inquired what the perception of the group was about the summary - it is the same as the district's in that the summary is a reflection of the discussions had at the meeting or is it that items are being further discussed outside of labor management after each meeting and the summary then adjusted before being finalized? Both groups agreed that the intention it is a reflection of the discussions and if they need to continue based on feedback after the summary is shared, it will return to the agenda for the following meeting.

CEA NEW ITEMS:

- **New teacher orientation**

President Lemelin shared that this is not in contract language and she has been reviewing what other districts in the area do and how participants are compensated. She further shared that teachers have reached out about the pay. Director Reed shared that it is \$100/day and is not necessarily required, although it provides the option to get them as much information as possible to set them up for success.

- **Curriculum Review process/Implementation**

President Lemelin shared that concerns have been raised from middle school teachers who are implementing the new math curriculum versus the committee work that was done. Superintendent Ferney indicated that the district will investigate. President Lemelin further shared that those teaching math are unaware of any upcoming trainings or next steps post implementation.

- **Class Coverage**

Did not get to this item. Item will carry over to next meeting.

- **Bus Duty**

Did not get to this item. Item will carry over to next meeting.

- **Access to materials**

Ms. Williams shared that with the recent departure of one of our Teaching & Learning directors, elementary does not have access to proficiency scales or Google Drives that hold math and ELA assessments. Ms. Pruet further shared that they are unable to access Team Lead drives and the data sheets have not been functioning properly. The district will work on solutions to ensure everyone has what they need.

- **\$700**

President Lemelin shared that she will bring ideas to Friday's meeting with Mr. Arlt (11/22).

DISTRICT NEW ITEMS:

- **Support for Special Needs Students**

Director Reed stated the district's need to share that we are struggling to fill para vacancies. Sharing that we are required to first consider IEP and special education compliance when prioritizing para support, which may mean shifting paras assigned to general education support. Director Day additionally shared that there have been three community complaints (formerly citizen's complaints) and one federal OCR complaint. Subsequently, the district has received three orders from OSPI that we must put one-to-one support in place by a particular deadline - two paraeducators and one interpreter, along with OSPI awarding 10 hours of compensatory services for one of the students. Superintendent Ferney shared that the messaging is about serving our most vulnerable students. Ms. Williams expressed concerns that paras who were not hired into special education support roles may not prefer to do that work and may resign as a result of reassignment. President Lemelin inquired about the sub pool. Director Reed shared that the district asks all certificated substitutes if they are willing to sub in paraeducator roles and some have accepted. She further shared that the district is seeking support and messaging to help the shift be received in a positive way. Ms. Pruet inquired if it would be good to have a plan for recess in place as the shifts are being made. Director Reed responded that it would be helpful. Ms. Pruet shared it will help the CEA reps to be prepared to talk with members.

- **Overload**

Did not get to this item. Item will carry over to next meeting.

- **Data Dashboard**

Did not get to this item. Item will carry over to next meeting.

- **\$700 Allocations**

Director Reed shared that all CEA's suggestions for improvements have been implemented.

- **Warehouse/Shipments**

Did not get to this item. Item will carry over to next meeting.

RECURRING

- **Special education exceptions**

Did not get to this item. Item will carry over to next meeting.

- **Labor relations update**

Did not get to this item. Item will carry over to next meeting.

- **Bond update**

Did not get to this item. Item will carry over to next meeting.

- **Qmlativ migration**

Did not get to this item. Item will carry over to next meeting.

11/19 AGREEMENTS AND COMMITMENTS FOLLOW-UP:

- The Association shared that the Exec Board would meet and review the final draft of the Support Personnel Evaluation and Observation forms.
- The District and Association will work together to review and finalize meeting summaries as quickly as possible.
- The District will work with Teaching and Learning regarding secondary math curriculum implementation.
- The District will work on solutions for access to Teaching and Learning Google Drives for assessments and team leads, along with ensuring that data sheets are functioning properly.
- The Association agreed to support with messaging regarding the District's requirement to prioritize support for special needs students.

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