CEA/DISTRICT LABOR-MANAGEMENT MEETING SUMMARY **December 17, 2024**

11/19 AGREEMENTS AND COMMITMENTS FOLLOW-UP:

- The final draft of the Support Personnel Evaluation and Observation forms have been emailed to administrators and are posted on the CEA webpage.

- Dr. Niccolls shared that training is scheduled on PLD for middle school math curriculum that will include Q&A, collaboration time, and walking through questions as a collective. At the high school level, Ryan Goodwin has reached out about Math Nation, which is coming from Darrin at ESD 101 and we are working on that. Dr. Niccolls further shared that it is on her calendar to work with the curriculum coach and support around adapting scope and sequence to meet the needs of concerned teachers. President Lemelin shared that the committee notes indicate it is not replacing the work that has been done with teams. Dr. Niccolls indicated that priority standards have not changed, however, the order has changed significantly and the August PD day notes reflect the team meeting decided they would follow scope and sequence and align with curriculum. Priority standards did not shift, the order was shifted. President Lemelin inquired if each team got to decide how they rolled out curriculum and Dr. Niccolls confirmed that to be the case. She further shared that we sympathize that the decision may not align with what they've done in the past, however, we revisit scope and sequence every year across all content. Mr. Horrocks inquired about assessments and Dr. Niccolls shared that there are assessments with the new curriculum so those did change. President Lemelin stated she will reach out to Dr. Niccolls if she has additional questions.

- The District continues to 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 shared they continue to support with messaging regarding the District's requirement to prioritize support for special needs students.

CEA CARRYOVER FROM 11/19 MEETING:

- Class Coverage
  Assistant Superintendent Arlt shared that we currently have a grievance pending on this topic, indicating it may not be appropriate to discuss. The Association agreed. Director Reed shared some data pertinent to the topic. Average daily absences for classroom teachers are anywhere from a little over 9% to a little less than 14%. She further shared that we currently have 103 sub teachers in total, 72 that could take a job on any given day. Dr. Ferney reminded that not all are necessarily subbing 100% in Cheney. He further shared that we are doing everything we can. At the last board meeting we shared that we are increasing sub rates in an effort to help. The district does not want to have to use prep coverage. He shared he just wanted everyone to be aware and indicated that from a numbers perspective that what we can do is predict that 11% of teachers won't be here on any given day and this will potentially affect athletics and some other things. Mr. Horrocks inquired about anchor subs although he understands it's different pay and would likely include benefits. Director Reed shared that we have had those conversations and several questions remain: Is it the first sub assigned or last sub assigned? If it's the first, what are we really solving? What determines "last minute" for absences? She further shared that the district is open to thoughts from the Association as well. We understand that from a perspective of consistency, etc. there are some benefits, however, regarding the fill data - we have not found a place where anchor or core subs has really worked.

- Bus Duty
  President Lemelin shared that CEA was skipping this item as the building level decision committee is meeting tomorrow (12/19).

DISTRICT CARRYOVER FROM 11/19 MEETING:

- Overload
  Superintendent Arlt shared that this was something discussed in the Superintendent/CEA check-in, however, we are still kind of hearing that teachers are not allowed to take overload. Mr. Quinonez shared that the Association is trying to help and suggested shifting students to open a spot in a combo class. Ms. Williams suggested asking if any parents would be willing to switch their student's class. Director Moses shared that the district is trying to find the

path least impactful to kids. President Lemelin shared the two kindergarten teachers are feeling overwhelmed and were not open to overload. She the suggested we move the extra kindergarten teacher at Snowdon to Salnave. Director Reed shared there was a lot of resistance from the Association to that idea at the beginning of the year and now it would up-end many students.

- Data Dashboard
  Dr. Niccolls shared that the dashboard may be ready by the end of the week. EOU data will come later once Google Drive is fixed. Ms. Williams inquired about where the data is being maintained. Dr. Niccolls shared we are working with Schoolyitcs, who is pulling directly from our data, although there will not be any identifiable student data, it will be school-based data. Dr. Ferney shared that this is exciting. We get to show what we value as a district. It's been a huge lift. It won't be perfect, but it will be very transparent.

- Warehouse/Shipments
  Director Reed shared a plea from our central mail system to not have personal packages delivered to school buildings and/or to the district office.

CEA NEW ITEMS:

- Administrative Paid Leave
  Assistant Superintendent Arlt shared this was also a subject of conversation during the last superintendent/CEA meeting. Mr. Quinonez shared that he had not yet put out a message as agreed to during that meeting. President Lemelin share concerns about when an employee is put on leave, they are notified that day and the students still need to engage and be learning. Director Niccolls stated the district will work on a draft of a plan with multiple scenarios and then we can bring a group together. Assistant Superintendent Arlt requested that suggestions be sent to both he and Dr. Niccolls. Ms. Potter suggested that before the Google Classroom is locked down - copy it. Dr. Ferney indicated that was a good suggestion as a step one.

- MOU Justine Winn
  President Lemelin shared that Ms. Winn took on the FA teacher role and wants to return to her role next year so the Association is presenting a draft MOU. Assistant Superintendent Arlt requested a copy of the email from Ms. Winn requesting the MOU. The district will review the MOU once the email has been shared.

- Assessment committee
  Ms. Williams shared that she has received new math assessment emails with two dates for December and inquired about the rush. She went on to share that it gained limited participation and there is no compensation when, previously there was a committee. Director Niccolls shared that timelines were not directed from the district. It's the momentum of principals and working with team leads. She offered to check back in with them. They are doing a big inventory of scope and sequence and she is hearing that without this sense of urgency that if we lose momentum, we will lose our teachers. Ms. Williams shared that why she is bringing it forth. We need solid data and likely won't get it in December and January. Ms. Potter inquired as to why we aren't we using Fridays and the extra 18 hours.

- Support for Sped.
  President Lemelin shared concerns about a specific student at CHS. Director Day indicated that as of 12/18, that student is in another program. President Lemelin inquired about how we can make sure we have things in place. Ms. Potter further shared it would allow us to be more proactive rather than reactive. Director Day shared that it's difficult to be proactive when we don't know until they walk through the door. We do not get records until they enroll. Ms. Potter suggested that part of it is making sure we have the safety equipment stored. Director Day confirmed that we ran out this year, but have ordered more. The group also discussed options and ideas for the 12-hour training.

- PLD day/Billing Statement
  President Lemelin indicated this item could be held for the next CEA/superintendent meeting.

DISTRICT NEW ITEMS:

- Paid Administrative Leave
  Assistant Superintendent Arlt asked if the association had communicated out to their members regarding appropriate communication and following directives when an employee is out on paid administrative leave. Mr. Quinonez shared they had not gotten messaging out, but will very soon. He attempted to indicate that the majority of teachers on admin leave in Spokane County (ignoring Spokane Public Schools) are in the Cheney School District.

- Impact of absences and covering classes
  Assistant Superintendent Arlt indicated the need to hold this topic while a grievance is pending.

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
  Dr. Ferney shared that an invite to the advisory team is going out this week. This will begin the conversations about what it will look like and create transparency. There is an application required. 10-12 people will be selected to come in and provide input on progress. There will be a reminder in January and hopefully the group will meet by the end of January. We hope to have participation from both Airway Heights and Cheney City Councils.

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

AGREEMENTS AND COMMITMENTS:

- The District is continuing to 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 continue to support with messaging regarding the District's requirement to prioritize support for special needs students.
- The Association agreed to share messaging in support of staff members not having personal packages sent to district worksites.
- The District agreed to work on a defined plan of support for students when staff are unexpectedly on leave and then will bring a group together to review. The Association agreed to send ideas to both Assistant Superintendent Arlt and Dr. Niccolls.
- The Association agreed to send a communication regarding appropriate communication and following directives when an employee is out on paid administrative leave.
- The District has ordered additional safety equipment and will distribute it to special education classrooms where needed upon arrival.

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