CEA/DISTRICT LABOR-MANAGEMENT MEETING SUMMARY **January 28, 2025**

12/17 AGREEMENTS AND COMMITMENTS FOLLOW-UP:

- 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.

Director Niccolls shared this work is twofold: the priority is cleaning up EOU spreadsheets and data; and then organizing folders and information.

- The Association agreed to continue to support with messaging regarding the District's requirement to prioritize support for special needs students.

President Lemelin shared she has been answering questions as they come and the message is to make sure students with disabilities have the support required.

- 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.

Assistant Superintendent Arlt shared that he and Dr. Niccolls have begun work on this and have a draft. Director Niccolls shared that the goal is to put together something simple and clear about what's practicable and doable while thinking about best practices, such as, if we are going to copy Google, are teachers aware that is a good place to do/house their planning? Also contemplating normalized communication around all extended leaves that will provide transparency to families. We are working on a checklist. President Lemelin inquired about the timeline of the checklist. Director Niccolls shared the need to get feedback from principals and hopes to have something to share at the next labor management meeting.

- The Association agreed to send a communication regarding appropriate communication and following directives when an employee is out on paid administrative leave.

Assistant Superintendent Arlt shared that this is complete.

- The District has ordered additional safety equipment and will distribute it to special education classrooms where needed upon arrival.

Director Day shared equipment has been ordered, but it is custom made and last time it took eight weeks. The district is anticipating delivery end of February. He further shared that we don't have any site that needs them at the moment.

CEA NEW ITEMS:

- Support for Sped. Students

President Lemelin shared this is more about support for special education teachers who are asking about support and if there is contract language around specific topics, such as: placement of students with disabilities; making sure sped teachers have training and resources they need; sharing concerns when they have a student they don't feel is a good fit in the room. President Lemelin has shared they should call an IEP team meeting. President Lemelin has encouraged special education teachers to reach out to the SSS Directors for support. Assistant Superintendent Arlt inquired if there was anyone specific the district can come alongside. President Lemelin declined, indicating she is working on it at this time.

- CTE Appendix B Prep for bargaining

Ms. Potter shared that she wanted to ensure this is on everyone's radar for mapping out where to go and read the language. Director Reed indicated the committee will come together next year. During this year, the interim CTE Director is working with CTE teachers - working thru some rubrics and hours, to get to a baseline. Ms. Potter inquired whether this year is for research. Director Reed confirmed, stating the CTE Director is working to define the big chunks of time to see what that looks like.

- SSS Overload

President Lemelin shared concerns regarding overload pay. Director Day shared information about the language piece that references exceptions: exceptions are when students don't have a valid IEP or a valid evaluation. Discussion was had around serving students for all or part of the month. President Lemelin indicated that count day isn't always going to match and the employee exited four students on a specific date, but provided services to that date. Director Reed reminded of the contract language that indicates the students need to be on the roster on count day with a valid IEP. Ms. Potter shared that she believes there is a concern about the gap in the middle of the month, in between those count days. She further shared that while she understands the theory and it works in theory, we need to make sure it works for those doing the work. Ensure due diligence. Directors Reed and Day agreed to review some overload submissions.

- PLD

President Lemelin shared there was a communication put out on what the day is going to look like and she wants to be proactive around when staff are unable to attend. Director Niccolls shared it is the expectation of principals that teachers be there. Director Reed further shared that when we are having a guest speaker/presenter come in, there may not be a make-up. It was agreed that if certificated staff are unable to attend, they will notify their administrator and make arrangements to make up the day if possible.

- Kindergarten Support

President Lemelin shared that kindergarten teachers are reaching out and while she agreed to help communicate prioritizing special education, they are sharing that we also have to serve kinder per contract language. She inquired about how we are supporting all kids and shared there is frustration. She further shared that, at Snowdon, it was shared in a staff meeting that all paras would be moving to serving sped first. Ms. Potter shared that it seemed a little more of a blanket move at Snowdon while at other schools, they were still trying to finesse it. Director Noble shared that many of the students needing additional support at Snowdon are in kinder classrooms. She shared the resource room team looked at student needs and looked at instructional support and realigned need with support. When the need isn't there, or when a student is absent - if there is no sped student who needs support, the principal is sharing to check in with kinder.

- Cert. Staff Orientation

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

- Interventionists

Ms. Williams inquired about what was communicated to this group. Director Niccolls shared that dissolving our current intervention model is not about the work of the current interventionists - they have done great work - it's about what sort of support we can provide in the best model. She went on to share that it is understood that it's different at middle level as they are incorporated in the schedules. Ms. Potter shared that she was happy to hear Dr. Niccolls acknowledge the different systems between middle school and elementary. She is also hearing loud and clear that all interventionists have been guaranteed jobs. CEA feels strongly about seniority and does not see them making any major alterations in that system for this situation. It does concern her that if there are positions that are going to be the same, that teachers will have to reapply for their jobs and that is not fair. Director Reed shared that is where the district is seeking feedback from CEA. Ms. Potter stated that CEA cannot say that seniority will not apply. It will be about how the job is written and that is up to the district as it has authority to post what they need. Director Niccolls shared that all schools will receive their categorical funds and determine what their needs are. President Lemelin inquired when principals would be communicating their plan. Director Reed shared that staffing meetings are beginning in February. Superintendent Ferney shared that when he and Assistant Superintendent Arlt discussed this topic with President Lemelin and UniServ Quinonez at their biweekly meeting, the data showed we would need 42 interventionists to serve the current student needs. He reiterated that interventionists are doing a good job, however, we just are not reaching all the kids.

DISTRICT NEW ITEMS:

- "Old" curriculum and materials

The district requested support with communicating to staff to not send discarded items to Teaching and Learning. To assist, we will develop a list of items that are ok to surplus to the T&L warehouse. If the item is not on the list, it should not be sent.

- Qmlativ migration

The district is working on finalizing training and videos, along with a communication plan. Director Reed shared that the big thing is that it's not that different from Skyward, especially on the student side. It should run faster and we should be able to use the data in more dynamic ways.

- Sick and personal leave proration

Director Reed shared that we are getting to the point in the year where people are taking unpaid leave and provided a reminder of contract language where leave is prorated and the compounding effect of the use and proration. President Lemelin will be provided a list.

- Emails and public records requests

Director Reed shared that many public records requests (PRR) are coming in from families and parents, which means emails are ending up in the hands of families. Superintendent Ferney shared that Google Chat is also public record. President Lemelin inquired if this something that principals are putting on their agendas to remind. Ms. Williams shared that it's fair to remind from all avenues. Ms. Potter shared the reminder that communication should be professional. Director Reed further shared that staff are notified when their emails are being released for a PRR.

- PLD Day agenda

See above

- PLD Day make-up

See above

- Contract language

Assistant Superintendent Arlt requested discussion to ensure we are all on the same page about contract language, agreements, and law. President Lemelin stated that at the end of the day, the law supersedes. Assistant Superintendent Arlt shared that the district is still awaiting receipt of the law that was referenced by UniServ Quinonez in the biweekly meeting.

- GenEd classroom placements

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

- Sub rates

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

- Attendance data

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

RECURRING:

- Special education exceptions
- Bond updates

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 District is continuing to work on a defined plan of support for students when staff are on leave and then will bring a group together to review.
- The District agreed to review SSS overload.
- The District will draft a list of items that may be surplused to the T&L warehouse.

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