

1/28 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 that the drive is not yet sorted and forms are in progress. The drive will be available to team leads by June. Then we will continue to clean up and allocate access as needed. When everyone returns in August it will be all ready to go.

- 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.

Director Niccolls shared that she and Assistant Superintendent Arlt have developed a draft of admin processes for anytime someone is on leave. When a teacher goes on leave for any reason, this plan will ensure that all families are communicated with and create normalized, brief communication. Principals will have a clear process, which will include connecting with the team lead on a plan of support for the classroom and for learning. The district does ask that teachers to have plans in place in the event something happens and they need to be out, preferably for two or more weeks. This gives teams time to come together to support. Director Niccolls will talk with team leads about best practices. Ms. Potter questioned asking teachers to have several weeks of plans. Director Niccolls shared that if the teacher is using scope and sequence, it won't be necessary. If they are not using scope and sequence, the other ask is that we don't burden people with the work while we establish next best steps in the teacher's absence. President Lemelin asked if there could be a consistent auto-reply added to the teacher's email. That is something the district can look into. Employees going on a planned leave can enter their own auto-reply.

- The District agreed to review SSS overload.

Director Day shared that the review is complete and found the payments to be accurate. Director Reed indicated that the state funds on count day - a singular day each month, rather than funding for each day of the month. Ms. Potter shared that CEA was looking for gaps for students added and dropped in the same month. Director Day indicated that the district could not find a single month where the student came in and exited in the same month - none that came in after count day and left before next count day.

- The District will draft a list of items that may be surplus to the T&L warehouse.

Director Niccolls shared the short list. Current approved and adopted curriculum; current supplemental curriculum materials may be sent to the T&L warehouse. If there are obsolete items, there are instructions for that on the list. Ms. Williams inquired if there a list of the approved and adopted curriculum items. Director Niccolls confirmed there is a list in the standards and scope and sequence. President Lemelin inquired about BAM. Director Niccolls shared that BAM has been overly represented. Ms. Williams shared that teachers ask about curriculum. Director Niccolls will provide a list.

CEA CARRYOVER FROM 1/28 MEETING:

- Cert. Staff Orientation

President Lemelin inquired about the compensation for orientation days. When previously discussed, the district shared that attendance was optional, however, the email the employee received stated it was required. Director Reed shared that we will adjust our language so it's clear moving forward. We just want everyone to have the opportunity to attend and we want to provide some compensation. President Lemelin shared contract language around per diem rates she believes is applicable. Director Reed indicated that we may not be able to offer those days if it is paid at per diem. Ms. Potter inquired about what can we do for those that were hired this school year. Director Reed requested the email and agreed that she will look into it.

DISTRICT CARRYOVER FROM 1/28 MEETING:

- GenEd classroom placements

Director Day shared that the question has been raised about special education students in general education classrooms. He shared the reminder that all students are gen ed students first. We are required to explain when they are out of the gen ed setting. Students have the right to gen ed setting, but can only be removed as defined by the IEP. He further shared that this is just informational. Ms. Potter inquired whether this goes back to a previous labor management conversation around ensuring those students were on the gen ed teacher's roster and may put them in overload so they would get overload pay. She also stated, so now we are saying that they need to be on the roster. Assistant Superintendent Arlt shared that the district is just trying to provide information.

- Sub rates

Director Reed shared that the district has increased sub rates overall as of January 1st. Additionally we are using categorical funds to increase sub pay at Sunset. We will monitor the data to see if it is a draw.

- Attendance data

Director Reed shared that the district is tracking day by day, month by month and the trend is down right now, while Fridays continue to be a challenge with February being the lowest month to date. Ms. Potter shared that she feels it's interesting to track the data, but leave is part of the compensation package. The district provided President Lemelin a list of those that have taken unpaid leave in case she'd like to offer support.

CEA NEW ITEMS:

- PLD

President Lemelin thanked Directors Day and Noble for having PLD at the ESD and shared she found it to be fabulous. She inquired if it would be possible for the evaluation be anonymous. Director Day shared that the piece that was not anonymous was a feedback form asking about future trainings to assist with planning.

- SSS Overload

See above

- Discipline Process

President Lemelin inquired about how the determination is made when someone goes into a full blown investigation. She further shared that some get notified of an investigation and read contract language aloud, stating that what's being shared is not specific. She indicated that some employees know what they did and others do not. This creates anxiety and stress and makes them worry. Ms. Potter went on to share that, according to the contract, they have a right to know what the concern is - details, while still respecting privacy. Ms. Williams inquired about the training for investigations. Assistant Superintendent Arlt share that he will put some thought into the matter.

- SSS Caseloads: School Psychologist

President Lemelin shared that the contract says we will have 1.0 FTE for every 900 students and she does not think we have that. She inquired if the district is still looking for psychs to make sure we have what we need? Director Day responded that we are not seeking school psychologists at the moment. Mr. Quinonez shared that when they did the math, they came up with 5.5 needed. Director Day shared that 5.5 is the need; however, we have seven psychs in total: four are full-time and three that are less than full-time at 0.8, 0.8, and 0.4 for 6.0 total FTE. There are four at elementary, two at middle level, and one at high school. President Lemelin shared that there are 100 kids at the high school with IEPs and there's one psych at .4. She is doing the best she can and says she's fine, but President Lemelin wants to share there will be exceptions as she's trying to play catch up.

- Admin. Paid Leave

See above

DISTRICT NEW ITEMS:

- 700 Money

Director Reed shared that she just wants to be sure we are clear as a group that when what district policy deems as assets - monitors, TVs, etc - because it's tagged, it is district property. Ms. Potter stated she thinks CEA is clear and can help with that message.

- Inclusive practices committee update

Director Day shared that the group has been meeting once a month. He shared a draft document of the IEP-at-a-Glance. He said the group conducted a survey of sped and separate survey of gen ed staff to see how they would like this to be shared. The group then came together to not only align with the law, but what gen ed teachers wanted and how they wanted the info shared. Ms. Potter inquired about a timeline for the information being shared, for example - a gen ed teacher would have the IEP-at-a-Glance after a student in in their class for "X" days? Director Day stated they group did not consider that, but shared it is a good idea. He said the group indicated that it would be when there was a change in the schedule.

- Intervention model transition

Assistant Superintendent Arlt inquired if the President Lemelin and Mr. Quinonez has followed up with the exec board regarding process and if there was feedback. Mr. Quinonez shared that it is a topic for the CEA/District meeting already scheduled next Thursday. Director Reed asked if the meeting could be sooner as the district is planning to post positions as soon as possible. The meeting was scheduled for Friday, 2/28.

RECURRING:

- Special education exceptions
- Bond updates

AGREEMENTS AND COMMITMENTS:

- a. The District is continuing to work on a defined plan of support for students when staff are on leave. The district will look into a consistent auto-reply that can be added to the teacher's email.
- b. The District will provide a list of current curriculum.
- c. The District will revise the email communication regarding Cert. Staff Orientation for the future and Director Reed agreed to look into compensation for August 2024.
- d. Assistant Superintendent Arlt agreed to thought into the matter of the notification regarding employee disciplinary action.
- e. CEA agreed to help with messaging around 700 money and what policy deems as assets being tagged and district property.

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