CEA/DISTRICT LABOR-MANAGEMENT MEETING SUMMARY **March 25, 2025**

2/25 AGREEMENTS AND COMMITMENTS FOLLOW-UP:

- 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.
    - IT can set up an auto reply. The district will draft a uniform template (for all leaves) that will include a point of contact.
- The District provided a list of current curriculum.
    - Ms. Potter shared that EWU has a supply closet that graduating teachers can access as they graduate and that it would be a good place for things to be donated.
- 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.
    - Director Reed shared information with President Lemelin via email. President Lemelin shared that the CEA Exec Board had not had a chance to review it prior to the meeting.
- Assistant Superintendent Arlt agreed to put thought into the matter of the notification regarding employee disciplinary action.
    - Director Moses shared that a thorough review of the process and contract language was conducted and the district will do its best to continue to share as much as possible while maintaining the integrity of the investigation.
- CEA agreed to help with messaging around 700 money and what policy deems as assets being tagged and district property.
    - President Lemelin share that this was done and CEA has created a video to assist with the completion of 700 money processes. CEA will share a draft of the video with the district.

CEA CARRYOVER FROM 2/25 MEETING:

- None

DISTRICT CARRYOVER FROM 2/25 MEETING:

- None

CEA NEW ITEMS:

- Substitute Teacher Concerns

  President Lemelin shared that while CEA does not represent subs, teachers have shared concerns around the continuous shortage of subs and teachers having to cover. She further stated that some subs have shared that one of the issues in Cheney not found in other districts is that subs are pulled during prep time to sub elsewhere in the building. She went on to share that another concern is when subs are reassigned upon arrival.
- $700 PD/Supply Allocation

  President Lemelin shared that she wanted to check-in regarding how things are going and whether the business office is having to return forms. Director Reed stated that it's been pretty quiet, but she will gather information and provide feedback at the May meeting. She reminded that the biggest challenge is typically June because of the time component. Ms. Potter shared that CEA is encouraging people to submit early. Director Reed shared that summer reimbursement may look different as the district migrates from Skyward to Qmlativ. We will share as we learn more.
- Bus Duty

  President Lemelin shared that teachers are continuing to do bus duty after school at Snowdon and the concern is there are some teachers who are staying past their 3:50 end of workday. Director Reed inquired if anyone has tried to help by emailing the county regarding sidewalks and walk zones that would eliminate double bussing rounds. She further shared that when it comes from the building it helps the county feel more of a sense of urgency. She has previously shared the contact information with CEA and Snowdon.

President Lemelin shared the ask is that the principal work to find someone to cover 3:50-4:00. Assistant Superintendent Arlt inquired if what is happening is outside of the grievance settlement agreement which says, "until the last bus picks up." Superintendent Ferney shared that the agreement was that if there was a pattern - a specific bus - CEA would let us know and we would look into it. The district agreed to dig into it.

- SSS Overload

  President Lemelin shared that SLPs are in overload and concerns have been shared that contract says they are to communicate with SSS and a meeting will be scheduled, however, no meeting has happened. Director Day shared that he has not been contacted. President Lemelin further shared that the OTs are in overload. Director Day indicated he has also not heard from the OTs.

DISTRICT NEW ITEMS:

- Trainings

  Director Moses inquired about training options through WEA. Representative Quinonez shared that WEA has many options, such as behaviors, student management. If the district sends a list of topics of interest, he will look into options.

- August calendar

  Director Moses presented a draft calendar that shares August work and training dates and that the calendar will be posted to the CEA webpage. Director Reed shared that we are working on a plan to share the information more widely once it's finalized.

RECURRING:

- Special education exceptions

Director Day shared there were 67 at the start of March, which is down from 73 in February. He further shared they are mostly at the secondary level. Specifically for IEPs out of compliance, there were 12 at elementary, 18 at middle school, and 22 at high school; for evals out of compliance there were 2 at elementary and 12 were at the high school.

- Attendance data

Director Reed shared that data reflects that Monday through Thursday teacher attendance is 88% and is 84.5% on Fridays.

- Bond update

Superintendent Ferney shared that the bonds are going out for sale on April 1st and there will be another sale in 18 months. He also shared that Garco has been selected as the construction company to build the Craig Road Elementary school, along with Integrus which will be the architect firm that will be under their umbrella. This framework allows them to hire subcontractors that may not necessarily submit the lowest bid. Director Reed shared that it allows us to get the quality of work we need. Superintendent Ferney further shared that it allows us to have local people as much as possible.

Additionally, Superintendent Ferney shared that Ed Specs meetings are underway and the first round is for gathering input. During the second round the lead will share what was learned.

Superintendent Ferney shared that work on the CHS stadium begins May 19th and the work on the bus loops will begin this summer.

- Legislative update

Director Reed shared that the revenue forecast is not awesome. National Board payments are causing discussion. Apportionment discussions are concerning in regard to the shifts being suggested.

3/25 AGREEMENTS AND COMMITMENTS:

- The District is continuing to work on a defined plan of support for students when staff are on leave. The district will draft a uniform template for all leaves that will include a point of contact.

- CEA agreed to share a draft of the 700 money video.
- The District agreed to look into a particular bus consistently running late during pick-up at Snowdon.

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