CEA/DISTRICT LABOR-MANAGEMENT MEETING SUMMARY **May 20, 2025**

4/22 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 draft a uniform template for all leaves that will include a point of contact.
  Director Niccolls shared that the template is built and IT has a structure for principals to contact for the auto reply.
- CEA agreed to share a draft of the 700 money video.
  The video has been shared.
- The District will share planning details of the New Certificated Staff Orientation at the next LM meeting.
  Director Niccolls shared that the orientation will be one day, August 12th, which is also the PLC PD day. Some of the day is still being developed, but the district office team will introduce themselves, new certificated staff will meet their team lead and briefly sit down with them. New teachers will have their tech at this point as well. One new hire session will be provided by SSS, then they will have lunch with CEA. In the afternoon they will go to their school site and work with admin to get into their room and start getting settled. President Lemelin inquired about teams leads who can't be there. Director Niccolls shared there will be a makeup if they can't be there. There was discussion about the details of the August team lead training. Director Niccolls indicated that more details/agenda will be shared once it's finalized.
- The District agreed to hold the billing statement for one month while looking into the PERC training billing.
  Director Reed shared that she has not yet received any confirmations regarding making up the October training. President Lemelin shared they are still working on it.
- The District agreed to bring numbers regarding the Preschool Evaluation Team.
  Director Noble shared that there were 128 preschool evaluation referrals with only 8 that did not qualify. She further shared that the highest months of evaluations were October with 16, January had 12, and May with 10. To further break down the numbers, within the 128 evaluations completed by the preschool evaluation team, there were: 56 OT evals; 27 PT evals; 69 SLP evals; and the teacher completed 79 independently. She went on to share that the feedback she's received is that everyone seems to feel like it's going well

CEA NEW ITEMS:

- Appendix B Additional Days
  President Lemelin shared that she's received some questions around how those days work. She further shared it was the intent of CEA that these be bookend days and they do not recall them being for trainings or PD unless there are some compliance trainings. Director Reed shared that some do have required training and with counselors - the set days of registration is when they are needed to support families. Director Noble shared that this is the first year with those days for ML teachers who have a lot of training to complete each year. She shared they use the bulk of those days for WIDA scores, etc. which are very time consuming and laborious. Director Day shared that SLPs, OTs, PTs generally use those days for report writing and Psychs reserve two of those days for processing. Ms. Potter inquired if any of the days are ever used on weekends during the SY. Director Day shared that is when OTs, PTs, and SLPs typically use them. Director Reed shared that weekends are outside the school year, per the language, it just cannot be tacked on to a Tuesday, for example. The time must be used in half-day increments only.
- PLC Team Leads
  President Lemelin brought up a matter at Snowdon in which a grade band was having difficulty selecting a team lead. When there was no decision, the principal assigned the role through random selection. CEA shared they do not agree with the principal assigning someone to be the PLC team lead when no one on the team wants the extra responsibility. Contract language was discussed and Assistant Superintendent Arlt asked what CEA would suggest when no one from a grade level agrees to be the team lead, referring to the contract language which states in the second bullet, “Teams may choose to vote on candidate(s) or defer to the principal/designee to select the PLC team lead/department chair.” Possibilities were discussed, but it was no longer a concern since the employee assigned by the principal agreed to the responsibility.

- Bus Duty

  President Lemelin shared that there is a still one bus running consistently late. Ms. Williams shared that preschool teachers are keeping their kids in the room, which is tough on staff and students. Superintendent Ferney shared that the district is working on a systemic approach, taking into account feedback from teachers received this year during labor management regarding buses running late, the district has been working with transportation on shifting elementary start and end times (not including Salnave) from 8:50 to 9:00 a.m. with a release time of 3:30 p.m. (from 3:20) with the goal being for buses to arrive when kids get out. Ms. Williams inquired about the effect on coaches getting to secondary schools if we are starting later and getting out later. Superintendent Ferney confirmed they will be 10 minutes later getting to their coaching assignment. Assistant Superintendent Arlt suggested that - just for rest of year, at Snowdon - we could go back to the way it was being done before where everyone got together in the multi-purpose room as it seemed folks were not having to stay as long. President Lemelin shared that for right now it's the preschool group.

- Admin Paid Leave

DISTRICT NEW ITEMS:

- CEA representation in eval meetings and observations

  Assistant Superintendent Arlt inquired about building representatives sitting in on classroom observations and evaluation conferences. President Lemelin shared that her message to the reps is that the evaluator has final say and if the rep sees something, it won't change the outcome. She further shared that CEA members are asking for support. She hopes the admin would let reps observe as another set of eyes. Assistant Superintendent Arlt shared that he appreciates CEA helping navigate these situations. He went on to remind that there is a fine line between support and making sure contract language is followed and that there is no opportunity for reps to provide input on the evaluation. Ms. Williams inquired about the training admin evaluators have with Marzano. She further shared that if an observer is out for a period of time, then the rush to get those caught up may seem harsh. President Lemelin indicated that it could turn into discipline with an unsatisfactory rating. Superintendent Ferney shared that unsat is something completely separate from discipline. He further shared that admin evaluators are required to be trained through the ESD. Assistant Superintendent Arlt shared a request that President Lemelin reach out to him if there are challenges or questions. President Lemelin inquired if principals can say no to reps being present. Ms. Williams indicated that, in the classroom, they can say no. Assistant Superintendent Arlt further shared that, as far as input on the observation or evaluation, yes, they can say no. President Lemelin indicated that CEA just wants the person to feel supported.

- 700 money and tech purchases

  Assistant Superintendent Arlt shared that a teacher purchased a laptop after the IT director denied the request for that particular machine and wants to be reimbursed. President Lemelin shared that the teacher had indicated it would not need to connect to network. Director Reed shared that the conversations during negotiations regarding connecting to the network vs not connecting was not about computers - it was more about the accessories. Our inherent understanding is that all laptops would need internet and then the district is stuck holding this laptop that doesn't connect to our systems. President Lemelin reminded that years ago, we negotiated that language because we didn't all get new laptops. Director Moses shared that was before we were operating under a laptop replacement cycle. Superintendent Ferney that the district's IT director is making sure that what they are buying, will be secure and can be serviced. President Lemelin requested a list of technology items that people could purchase with their $1400 (referring to 700 money rollover). Ms. Williams shared there is a list on IT's website, however, they are not under $1400. Director Reed indicated the district will work with our IT department on some examples, however, it will not be an all-inclusive list. President Lemelin requested to hear from the IT director what makes the laptop in question not ok. Director Reed further shared that the district's insurance also dictates what we can connect as part of the insurance review.

- Communication request – 700 money timelines

  Director Moses asked for CEA's support in communicating that 700 money claims should be submitted as early as possible to ensure payment in July, but no later than June 30th. With the transition to Qmlativ some may not be able to be paid until August.

- Communication request – transcripts to HR

Director Moses requested CEA's support in communicating that the earlier credits and clock hours are submitted to HR for salary placement purposes, the more likely any salary moves will take place with September payroll.

- SSS itinerant positions
  President Lemelin inquired about a provisional teacher who was transferred to Betz from Sunset. Director Day shared that as an SSS-based, itinerant FA teacher, the employee was assigned to Betz for next school year. President Lemelin requested the district post the job. Assistant Superintendent Arlt agreed to look into it.
- LM meetings 2025-26 SY
  CEA shared that the current schedule works, however, the May meeting should avoid the last week of the month

RECURRING:

- Special education exceptions
- Attendance data
- Bond update
- Legislative update

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 20 (rescheduled from May 27)