

Christopher Hodnicki, *President*

Jason Schreiner, *Vice President*

Fritz Schermbeck, *Vice President*

Matthew Durham, *Treasurer*

Wendy McCall, *Secretary*

Tammy Conlan, *Secretary*

***“ “Working Together for our Kids”***

**EXECUTIVE COMMITTEE MEETING LOCATION: Campus Café**

**October 5, 2016 Meeting Begins: 4pm**

1. **CALL TO ORDER 4:15**
2. **APPROVAL OF MINUTES**- Gina Kasper motioned to accept the September minutes. Amy Hannan seconded. Motion passed.
3. **OLD BUSINESS**
4. **NEW BUSINESS**
   1. A question was asked if policy trumps contract and Torian gave a resounding “NO”!
   2. Discussion was held about the “pecking order” when the principal is out of the building. Dr. Hayward doesn’t want to take had teachers out of their classrooms, so she wants administrators to cover for the principals. Some discussion was held about the possibility of a few subs who have their administrative licenses being hired to cover and they are looking for more.
   3. People who are head teacher, who cover for the principal, but don’t have their administrative license aren’t covered by insurance when they are in that roll. Their rates could go through the roof. If a person has an administrative degree and that person has been told in writing to be the principal, then he/she can cover for the principal.
   4. Tracy Hovest would like to motion that all MOUs and MOAs should be brought to a BR meeting and discussed and voted on. This would need to be a change in the Constitution and By Laws. A change to the Constitution and By Laws has to come before the whole membership at a General Assembly which is usually in April. Chris would like to table this until next month to seek more information from other districts and talk to the officers.
   5. Matt Durham is motioning on behalf of Jen Gent to use $500 from the Activities fund for the Candy Budd Amazing Race. Tracy Hovest seconds. Discussion was held about how the money will be used. It was said that it goes for the location, food, prizes and pit stops. Discussion was tabled until we discussed the budget and then these questions were asked: How many members participate? It has been as high as 60 people.

Do we have a limit to how many times we donate? This has not been decided.

Does this activity promote this association? Yes

Does it promote goodwill throughout the district and community? Can TAWLS get recognition on the shirts or somewhere? Yes

Sheri Schober motioned to use $500 from the Activities fund. Linda Goode seconded. Motion passed.

* 1. Washington and Jefferson were told that they would be having one observation and one conference along with submitting a professional growth and improvement plan. This has been around for a while, but they haven’t been using it. The contract says that they can observe any time they deem necessary. Should be more informal than a formal evaluation which means there shouldn’t be a preconference or second observation. There can be walk throughs.
  2. Discussion was held about a secretary shuffle. Sharon Giles had some situational issues due to her choices. She is now the executive secretary for special projects and is housed in DIS for Bob and Sue. Right now she is on vacation. Dr. Hayward does not want to add to district expenses, so won’t hire a secretary. Melissa Cogar and Wendy Farran Krause are both sending out information for Dr. Hayward.
  3. There is training with Dr. Braswell for all BRs on Upslope. Please get a sub ASAP.
  4. If you did not vote in the last election, you may not be registered to vote. Please check to see if your name is still on the list. Tammy sent out a link for you to check. Some people were not on the list. You can go to the poll and use a provisional ballot.

1. **OFFICER COMMUNICATIONS: PRESIDENT**
2. **UPDATES FROM CENTRAL COMMAND/OEALAND** 
   1. Each year, OEA President Becky Higgins calls a meeting twice a school year for presidents of large locals to discuss a variety of issues. This year it was on 9/21 in Columbus. Besides discussions on topics including College Credit Plus, which we have a program set up here, ESSA Implementation, which is beginning to take place throughout the state; to the two big focuses for the year are the 2016 Campaign and New Educator Engagement.
   2. For 2016 Campaign the need is great to work phone banks. Our OEA Board Member, Rhea Young, and I are coordinating a Tuesday or Thursday to go out to the OEA Holland Office and Phone Bank OEA members. Dinner will be provided. More details to follow.
   3. New Educator Engagement. To keep abreast of our new members’ needs we will be have a survey from OEA that we can ask the new member a few questions, which will follow along with our One-On-One Luncheons. Also, connecting and keeping the new member involved is a priority. We started this summer, as officers and New Teacher committee, calling and personally welcoming new teachers and inviting them to our Luncheon at Sidelines. The Officers and I are talking about some other ways and will bring those details this year. A couple of ideas include possibly a Teacher Garage Sale or a Union Buddy program.
3. **TAWLS TAILGATE**
   1. The first TAWLS Tailgate will be held on October 14 from 6pm-7:30pm in a tent behind Jefferson Jr. High.
   2. TAWLS members and their family are invited to attend. Food will be provided by TAWLS and catered by Sidelines. We will also raffle off gift cards, no purchase or donation necessary. This is a great way to support our athletics/football team, plus show our appreciation to the dedicated members in the district.
   3. The cost for the tent rental and fire department permits is around $1200 with a cost of around $700-800 for the catered food to accommodate 100-150 people. Since we are not having a traditional banquet this year, we can use funds allocated for that to help fund this. People were concerned that it was too expensive. Torian said if there is an event that costs less than $12 a member, we do not have to vote. This event costs $3.85 per member. We have to think about our long game and how people see us and if this creates good public recognition. We wanted to keep the cost low for families and allow people to participate with their families.
   4. Please encourage and remind members to come out to this event. We are doing this to create unity in our district.
4. **ONE-ON-ONE VISITS & LUNCHEONS**
   1. TAWLS will be utilizing the one-on-one training to visit all schools in the district.
   2. Recently I sent out a schedule of buildings and dates. If you have conflicts in your building, please let me know. Also, we would greatly appreciate any BRs and Officers to attend and help with the event.
   3. A catered meal will be provided. Still looking at options.
   4. The format will run similar to the luncheons, except that any trained TAWLS leader will be able to come and help by sitting at a table and talking with members to gain feedback.

1. **TAWLS AGREEMENTS**
   1. McGregor Department Chair. Now that the agreement has been board approved, here are some details. Over the summer McGregor teachers approached administration and TAWLS with a request to add another Dept Chair at McGregor due to enrollment exceeding 400, similar to other elementary schools in the district. Elementary schools with large populations are allocated two of the thirteen Dept Chair positions. McGregor Dept Chairs, Rachael Novak, and I meet over the summer to address the inequity. TAWLS and the administration were in favor of adding another Dept Chair. However, the disagreement came with funding. I advocated for new money, $3590, which is not much out a $80 million budget. **Administration** did not want to add new money, instead they proposed using the world languages honoraries and adding $500 in new money, since they refused to fill them-against our wishes. So, instead of that money sitting dormant and being utilized/spent elsewhere in the budget, it was important to support our McGregor Elementary teachers by adding another Dept Chair. The agreement is for this year and will be reevaluated if it is to be extended. They did not want administration to start defunding things so they could use the money for something else- like funding a coach. This was the way to plug that. McGregor teachers wanted to add another department chair and Chris wanted to support those teachers. They were already going to defund these positions.
2. Torian has taken another job in the state of Washington. He has many words of wisdom and here are a few:
   1. Please read your Constitution and By Laws so we can stop wasting so much time talking about things that are already spelled out for us.
   2. Don’t be the guarder of information if it needs to be shared. Share with officers and let people know what is going on in the district.
   3. Torian gave the BRs binders to help us represent our members correctly.
3. **COMMITTEE REPORTS**
   1. **ACTIVITIES –Terry-Time at the Mud Hens, *Emily Schifko & Cheri Schober, Chairs***
      1. Emily Schifko will be in contact with the Mud Hens next week, she & Cheri Schober will have the first meeting soon after.
      2. -TAWLS Tailgate Friday, Oct. 14th from 6 - 7:30 behind Jefferson, food catered by Sidelines
   2. **ACTIVITIES – Candy Budd Crowley Amazing Race, *Jennifer Gent***
      1. Candy Budd Amazing Race will be Nov. 12th at 6:30 - go to tawls.ohea.us to download flyer
   3. **AUDIT & BUDGET (Treasurer’s Report) – Matt Durham*, Chair***
      1. Matt went over the proposed budget. There were concerns about some of the line items. People didn’t want to spend so much for representative assemblies (RAs). Some people would like to work on some numbers for limits & maybe ask people to give a report when they come back from the RA.

Torian told us that OEA will pay for us to go to most things and NWOEA will pay for the rest. He said that he sent us an email to tell us to contact him if we want to go to something.

We have federal guidelines for NEA spending when it comes to events like the representative assemblies, so we aren’t paying for anyone’s “filet minion”. He said to move on with our discussion.

* 1. **AWARDS, *Cindy Lambrect, Chair***
  2. **CALENDAR – *Paula Giovanoli, Chair***
  3. **COMMITTEE TO ELECT (POLITICAL ACTION COMMITTEE) –*Matt Durham, Chair***
  4. **EDI –*Jeremy Elliott, Chair***
  5. **ELECTIONS*, Jen Mayo, Chair*** 
     1. Jen Mayo is very sorry for the confusion about the ballot boxes. Jen is at Shoreland. She and Chris will come to each building to pick up the ballots from this election.
  6. **ELEMENTARY CAUCUS –*Sue Wagner & Lisa Raczkowski, Chairs***
     1. The elementary caucus will be held on Oct. 11 from 4-5:30 at Meadowvale. Dr. Hayward will be attending. She was sent the minutes from the past meetings that included information about kindergarten start date, meetings tallies, etc. People are frustrated with how things have been handled in the past and hope that this administration will take positive action. There will be an open discussion about technology. Please encourage people to come.
  7. **GRIEVANCE – *Fritz Schermbeck,* Chair**
  8. **HCCC – *Linda Markowiak, Chair***
  9. **HUMAN RELATIONS/PUBLICITY – *Tammy Conlan & Wendy McCall, Chairs***
  10. **LEGISLATIVE (FCPE) – *Christopher Hodnicki, Chair***
  11. **LPDC – Lori Bosch, *John Mohn, Mari Tate, Representatives*** 
      1. At the Sept. meeting is was explained to the committee that Dr. Hayward has requested

the LPDC members to divide those staff members that are up for renewal in 2017, and to contact them at least once a semester to hopefully avoid anyone facing the 17 - 18 school year without the proper license. Each LPDC member has 15 staff to contact and R. Novak is contacting the 8 administrators renewing this year.

* + 1. It is still the FULL responsibility of the staff member to follow the procedures of the LPDC as explained on the WLS website

http://www.wls4kids.org/District/Department/59-LPDC?ts=201609290830 this added 2x contact will only serve as a reminder as such.

* + 1. Next Meeting is Oct. 19th, C.O @ 3:30
    2. Please remember to have an IPDP on file. At our last meeting, several files in which the staff member was submitting hours, but the IPDP had not been previously sent to us and approved. The IPDP and examples of goals (at least 2) for you to use are on the WLS website under Departments - HR - LPDC.
    3. If you just renewed your license this past year, get an IPDP in now. It only takes a few minutes to complete.
    4. If you are sending a transcript for college credit, make sure it is an official transcript. We cannot accept unofficial transcripts.
    5. If you want to use the Safe Schools online courses as 2 contact hours (not college credit hours), please send LPDC a request stating that you want to use these ceu's. We will not automatically record it on your Tracking Sheet.
    6. As for those of you who are due to renew in 2017, the state of Ohio made a change last year that you can renew as early as November 1st, and your license will still be issued for the five years following from 7/1/17 to 6/31/22. Remember, you need 6 college semester hours or 18 ceu's (180 contact hours) or a combination of both to renew.
    7. 10 contact hours = 1 ceu

3 ceu's = 1 semester hour

180 contact hours = 6 semester hours

18 ceu's = 6 semester hours

* 1. **MEMBERSHIP –*Christopher Hodnicki, Chair***
  2. **NEGIOATIONS – *Jason Schreiner, Chair***
  3. **NEW TEACHER – *Michelle Hetzel, Kristin McCorkle, Chairs-*** The OTES Committee made the following decisions:
     1. Teacher evaluations will continue to be based on Shared Attribution for the Student Growth Measures (SGM) portion of the evaluation.
     2. Student Growth Measures will be based on Language Arts (grades 4-9) value-added scores.
     3. The Committee will reconvene no later than March or April of 2017 to discuss Student Growth Measures for the 2017-2018 school year.
     4. Members agree that if the SGM option changes to include a percentage based on Student Learning Objectives (SLO’s), there would need to be time built in for teacher training and roll-out prior to the beginning of the 2017-18 school year.
     5. The Memorandum of Understanding that was entered into on February 2016 that included calculations for the final summative rating for teachers would remain the same for this school year.
     6. A Memorandum of Agreement will be entered into for all Accomplished teachers to be evaluated on a three year cycle. Our current negotiated agreement states they will be evaluated every two years.
  4. **POLICY – *Fritz Schermbeck,* *Chair***
  5. **SCHOLARSHIP – *Dana Edmonds & Heidi Hartman, Chairs***
  6. **NWOEA – *Jennifer Gent, Representative***
  7. **OEA *–Rhea Young, Representative***

1. **Adjournment** 5:59 p.m.