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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**

**November 2, 2016 MINUTES Meeting Begins: 4pm**

1. **CALL TO ORDER**
2. **APPROVAL OF MINUTES**
3. **OLD BUSINESS:** 
   1. MOU/MOA Motion by Tracy Hovest from October 5th Executive Committee Meeting to “have all MOU/MOAs brought before the Executive Committee. President moved that this motion be tabled until November meeting in order to properly research and review it so any action can be done correctly.
4. For clarification, an MOU is a Memorandum of Understanding and it deals with the interpretation of the contract as it is written now. An MOA is a Memorandum of Agreement and it deals with a new part outside of the contract.
5. Tracy Hovest contacted 20 other districts about the MOUs and MOAs. She is also sending a petition to each building to ask that BRs return it to her. The petition is written for language only and can look at that exact language. She wants to be sure that we have building reps represented in the Constitution and Bylaws committee and have a process we follow to change these documents to include new language about MOU/MOAs.

The following are her questions to other districts and the answers she received:

***1)How does your association handle MOU's and MOA's?***

***2)Why do you handle your MOU's and MOA's in this fashion?***

3)***Do you have by-law or constitution language that you can share that outlines this procedure?***

4)***Are there any factors that have determined why you handle MOU's and MOA's the way you do****?*

*RESPONSES:*

***FROM FINDLAY:***

1. *We have co-presidents, and they decide to sign it or not. If it's a big issue, (like RttT) we do bring it to the executive committee.*
2. *We don't have language in our constitution.*
3. *There have been issues in the past and all MOUs were brought through exec committee, but with the new officers exec committee didn't feel it was necessary.*

*Typically, we only sign off on an MOU, if it's something that is common sense, or if it's in our favor.  Otherwise, we try to hold off until it can be negotiated.*

***FROM SPRINGFIELD:***

1. *I discuss them with the administration.  When there is a need for one I typically handle the discussion and decision making process, which has come back to bite me a few times.  However, there have been a few times I had told the super I do not have the authority to make that decision and have either taken it back to the Exec Committee or the Neg. Committee.  This past year in negotiations we included 2 MOU's in the contract which were negotiated.*
2. *2)Its always been done that way.*
3. *3)No but we need to, I would be very interested to find out what you guys decide from this research.*
4. *4)Not that I am aware of.*

***FROM ANTHONY WAYNE:***

1. *We do not sign many MOU's.  They are almost always discussed at our meetings, with reps taking the information back to their buildings as part of the process.  For example, we are currently working on language to remove one step in the process of being reimbursed for professional coursework.  Or in another case we have added a supplemental(s) position to our contract.  Major changes, or changes that would negatively impact any member, would not be addressed through an MOU, but rather through negotiations.*
2. Discussion was held about the concern for privacy issues. Although it does go before the Board, the details are not always made public to protect the person’s privacy and even though the MOU/MOA is public, the details are not. We were reminded that we should be using our private emails to discuss MOU/MOA and and to do any voting for these things if email is involved.
3. At this time, when the administration gives an MOU/MOA to Chris, he brings it to vice presidents and they all work out the details. Discussion was held about having the officers continue in this role, but bring the proposed MOU/MOA to the exec committee after the officers have worked out the details. This might be the way to keep the exec committee involved and let the membership know more about this information.
4. President Response: As the motion is not simply a motion, but an amendment to the TAWLS Constitution and By-Laws, which requires following procedures established in the Constitution and By-Laws. The motion, which is an amendment, is more than bringing MOU/MOAs to the Executive Committee. Issues like: Personnel issues, which is a matter of confidentiality and privacy is not a matter for full discussion. Also, what is the role of the Executive Committee: does the entire MOU/MOA come before the Executive Committee for discussion and revision, which contradicts the responsibilities associated with the president and vice president? Or as authorized, the mentioned officers act/negotiate on behalf of the association on the MOU/MOA and then bring it to Executive Committee for a vote, which is a held practice in locals as I discussed with other local presidents and OEA LRCs. My personal recommendation is for the President & VPs to act/negotiate on behalf of the association and then bring it back for a vote as is. However, this is an important issue and topic to make sure that it is done well, I recommend to send this to the Constitution and By-Laws committee, which is practice as done at NEA RA. The committee will meet on November 28th. Once the committee approves it, then it goes to OEA and they have to check it over to be sure it meets all of their criteria. Then it is read for their two meetings and then goes before membership at a General Assembly for a vote. There haven’t been any decisions that were made with malice or to be self-serving. Everything has been done with the best interest of all members in mind. Things have not decided with the intention of keeping things from members. Hopefully, everybody understands that the officers take their jobs very seriously.
   1. Thank you from Sue Wagner to everyone who came to the technology meeting. Dr. Hayward spoke until 5:30pm.
   2. NWOEA gives away three scholarships to attend Ras. Most small locals don’t budget to send people, so many times the scholarships go there. Chris was not aware of this money that Torian spoke about.
   3. A question was asked about the message that Torian spoke about at the last meeting that said if an event costs less the $12 a person, we don’t have to vote on using the money. It isn’t written down anywhere, he said it as more of a guideline.
   4. The Candy Budd Road Rally has grown every year from 60- 100 people recently. All of the money goes to the Employee Recognition Scholarship. If TAWLS no longer wants to sponsor it, it will continue and the money raised will go somewhere else. TAWLS is still sponsoring it this year.
   5. Join the budget committee if you are interested in where the money is going.
   6. Several people texted things they said were quotes from the last meeting. We have to be careful with how we are communicating people’s intentions. Sometimes quotes can be misinterpreted and feelings get hurt unnecessarily.
5. **NEW BUSINESS:**
6. **OFFICER COMMUNICATIONS: PRESIDENT**
   1. **TAWLS TAILGATE**
      1. I want to thank everyone for their support and those who attended the first TAWLS Tailgate that was held on October 14 from 6pm-7:30pm in a tent behind Jefferson Jr. High where 100 were in attendance that included TAWLS members and their families. A delicious buffet was provided by TAWLS and catered by Sidelines. Our raffle included winners: Daneen Cole, Susan Wagner, Linda Good’s son, and Lori Bosch. Prizes included 2 sets of 2 movie passes, one $15 gift card to Outback Steakhouse, and $25 gift card to Home Depot, no purchase or donation necessary.
      2. The overall cost for the event came in at just under $2500. What a great success, I look forward to doing it again next year.
      3. Sue Wagner suggested that we do a similar event near the Field House for a Varsity Basketball game, which is nice idea too, let us look into that. We could meet in the cafeteria and have a pizza party. Maybe we could even ask Pete and Penelope to come share time together. The focus from OEA is to be organizing and getting members to come together.
      4. Chris is open to ideas and suggestions on how to improve the tailgate. If there are ideas, then please tell Chris.
      5. They will look into the money that Torian suggested for the tailgate.
      6. If an event creates unity, then it seems that it can be considered successful. It is also a good place to meet with Board Members.
   2. **ONE-ON-ONE VISITS & LUNCHEONS**
      1. TAWLS will begin the luncheons again this year on Friday with a visit to Greenwood Elementary.
      2. Last school year and earlier this year we utilized effective One-on-One trainings for our Executive Committee. To date, Lori Bosch volunteered to go to Jefferson and Tracy Hovest volunteered to go to certain buildings. I realize that everyone is busy and using release time is difficult, especially with the numerous initiatives and commitments that are going on as we begin a new school year with a new superintendent.
      3. I talked about the low availability with Denise Carmack, OEA LRC, and she agreed that it is perfectly fine to postpone and try again next year, which we will do. I will still attend, bring the food, and ask what the association can do better. I will collect the data and share.
      4. The training can be used to help BRs communicate with their members in their buildings.
      5. We did receive $3000 from OEA/NEA last year for the PIOG to help with engagement, organizing, and professional development. Not to worry, some money will be used to bring Torian back to the HS for the block professional development to train on Cultural Competencies. Since he is no longer employed by OEA, teachers and administration want him to come back, which he has agreed, but we will need to cover his airfare, hotel, car rental. Why should we spend? TAWLS & OEA has built this relationship with administration to bring in professional development, so we need to honor our commitments and obligations. Discussion was held about maybe finding another OEA employee who could give the training for free. It would save money and maybe have more flexible dates.
   3. Discussions are being held about the Feb. Professional Day. There may be stations or choices. There was a contract with Ron Clark’s people that was signed by Patrick Hickey to have someone come speak. Washington Local moved the speaking date from the first day of school to the Feb. meeting. It costs $6,000 + expenses to equal $8,000 total. They would not let our district out of the contract. Since some people may not have an interest in hearing the speaker, they are trying to figure out the plan.
   4. **MOTION FOR YEARBOOK ADVERTISEMENT & PLAY AD**
   5. Matt Durham motioned to spend $60 on a fall play AD and Tina Ward seconded. Motion passed.
   6. Let us make a motion for the Whitmer Yearbook AD. Prices are $75 for Business Card, Quarter Page $125, Half Page is $250, and a full page is $400. We had a half page ad last year. Jason Schreiner motioned to purchase a half page ad. Heather Noland seconded. Motion passed.
   7. **FCPE**
      1. Each Building can take a packet of FCPE information, which includes a poster and flier, which can be displayed on your TAWLS space. I ask that each building, through BRs get one new person to donate. The real value in FCPE is that 25% of all donations to FCPE from TAWLS members come back to us to our TAWLS PAC to use to support board elections. At this time, we have around $1200 in our pot to use to support education-friendly candidates. We get to use this money once a year.
   8. **OEA**
      1. See the handout from Rhea Young. Particular attention to Louisville Education Association and OTES Workgroup pieces.
   9. Jason talked to school psychologist about a problem they are having getting people to come to meetings. These are our members and they are doing things for kids according to the law. They need our support. Please remember to show up and encourage other to support them as well.
   10. **COMMITTEE REPORTS**
       1. **ACTIVITIES –Terry-Time at the Mud Hens, *Emily Schifko & Cheri Schober, Chairs***
       2. **ACTIVITIES – Candy Budd Crowley Amazing Race, *Jennifer Gent:*** Amazing Race will be held on Saturday, November 12, 2016. Race begins at Sidelines in Lambertville at 6:30 p.m. Raffle tickets will be sold in buildings next week for various prizes. All proceeds will benefit the WLS Employee Memorial Scholarship Fund.
       3. **AUDIT & BUDGET (Treasurer’s Report) –Matt Durham*, Chair*** : Fritz Schermbeck motioned to accept the treasurer’s report. Sue Wagner seconded. Motion passed with one nay vote.
       4. **AWARDS, *Cindy Lambrect, Chair***
       5. **CALENDAR – *Paula Giovanoli, Chair***
       6. **COMMITTEE TO ELECT (POLITICAL ACTION COMMITTEE) –*Matt Durham, Chair***
       7. **EDI –*Jeremy Elliott, Chair***
       8. **ELECTIONS*, Jen Mayo, Chair***
       9. **ELEMENTARY CAUCUS –*Sue Wagner & Lisa Raczkowski, Chairs:*** A technology meeting was held at C.O. yesterday. Invited were department chairs and technology facilitators. Concerns were listed by everyone and then prioritized by topic (training concerns, hardware, implementation, etc.). Results will be sent to everyone by Brian Davis or Dr. Hayward. More meetings are planned to discuss how concerns will be addressed.
       10. **GRIEVANCE – *Fritz Schermbeck,* Chair**
       11. **HCCC – *Linda Markowiak, Chair:*** Toledo Clinic was able to reach an agreement with Paramount before the contract expired, so those of us with the Clinic can still receive care from them.
       12. **HUMAN RELATIONS/PUBLICITY – *Tammy Conlan & Wendy McCall, Chairs***
       13. **LEGISLATIVE (FCPE) – *Christopher Hodnicki, Chair***
       14. **LPDC – Lori Bosch, *John Mohn, Mari Tate, Representatives:*** Next meeting is Wed. Nov. 9th
       15. **MEMBERSHIP –*Christopher Hodnicki, Chair***
       16. **NEGIOATIONS – *Jason Schreiner, Chair***
       17. **NEW TEACHER – *Michelle Hetzel, Kristin McCorkle, Chairs:*** Monthly gifts were sent out to new teachers.
       18. **POLICY – *Fritz Schermbeck,* *Chair***
       19. **SCHOLARSHIP – *Dana Edmonds & Heidi Hartman, Chairs***
       20. **NWOEA – *Jennifer Gent, Representative***
       21. **OEA *–Rhea Young, Representative***
           1. Louisville Education Association issued their 10 day strike notice on October 21, 2016. On November 1, 2016 the LEA met to once again vote on the State Employment Relations Board (SERB) fact-finding report. For a second time, the LEA voted against the fact-finding report by more than 3/5 vote. Following that vote, the LEA voted to strike. The LEA bargaining team previously issued a strike notice in accordance with state law on October 21, 2016. Per the notice, their strike will commence at 12:01 a.m. on November 2, 2016. It is hoped that the teachers will be back to work by Thanksgiving, but many think it will be longer, based on the actions of the school board’s attorney. Letters of support can be sent to:

Louisville Education Association

c/o Angela Emmons, LEA Treasurer

P.O. Box 194

Louisville, Ohio 44641

* + - 1. Ad Hoc committee on Core Function Committees recommendations:
         1. That OEA officers work with the Executive Director on a plan to improve planning, training and communications for Core Function Committees starting with the 2017/2018 membership year. Specific recommendations include insuring the committee charges include measurable and relevant goals and developing a new committee handbook that clarifies roles and responsibilities.
         2. That the OEA Constitution and Bylaws Committee develop language for amendments to be considered by the May 2017 RA to modify the structure of Core Function Committees and other Standing Committees of the OEA and providing for the election of chairs at the last meeting of the year of service to begin at the first meeting of the subsequent year.

2016/2017 Legislative Policies for Achieving Excellence in Education will be presented at the 2016 Fall RA. Document additions include:

-ensuring the foundation of a high quality system of public education- OEA is against basing school funding on test scores and supports fiscal accountability measures that require any public moneys returned to the state by charter school, as a result of an audit by the auditor of state, the ODE, or any other authorized agency to be distributed back to school districts.

-supporting student success in and out of the classroom- OEA opposes assigning letter grades to schools and school districts on the report cards issued through the state accountability system and supports providing for a phase-in of the graduation requirements for students taking end-of course exams. OEA also supports ongoing professional development that builds and increases educators’ cultural competence including awareness of one’s own implicit biases, understanding culturally competent pedagogy and becoming culturally responsive in one’s approach to education and discipline.

-The other two sections of the document are protecting the voice and well-being of education professionals and advocating for good public policy.

3. New Business Item- OEA pocket calendars. NBI was a recommendation to print 50,000 copies. That cost would be

$97,000 because staff costs of $44,000 are fixed no matter how many copies are printed. Motion failed.

4. New Business Item- Bargaining GLBT issues. Asks that OEA begin the implementation of the action plan and

program with the goal of providing OEA GLBT members employment protections equal to those provided to other

OEA members covered by employment and harassment safeguards contained in locally bargained contracts. The plan will be an Association-wide plan and program designed to gain equal employment rights for GLBT OEA members through the collective bargaining process at the local level. The program will involve all facets of the Association and will continue until all OEA GLBT members are covered by local contract provisions protecting them from employment discrimination and harassment. Motion passed.

5. The state superintendent is putting together an OTES work group. He also changed the meetings with President

Becky Higgins from once a month to twice a month. Members are asked, when calling ODE, to ask the name of the

person they spoke to. If members feel like they are getting the run around or getting different answers to the same

question, please let me know so I can pass that on.

6. STRS -the STRS fund lost a billion dollars in October. Overall the fund is up 3.1% for the fiscal year. There h as

been some concern about hedge fund investments. Fee transparency has been an issue; also some hedge funds are

using fees to fund anti-education groups. STRS has about 2.5% invested in hedge funds, but is currently in the

process of divesting.

1. During the lunch break, the board made over 1,000 calls in support of Hillary Clinton and recruited 54 people for volunteer shifts.
2. If you have any questions or if you would like an electronic copy of this report, please email me!

***VII. Adjournment*** *5:50pm*