



*Christopher Hodnicki, President*  
*Tracy Hovest, Vice President*  
*Fritz Schermbeck, Vice President*  
*Matt Durham, Treasurer*  
*Tammy Conlan, Secretary*  
*Wendy McCall, Secretary*

## Teachers' Association of Washington Local Schools

### GENERAL ASSEMBLY - **Minutes**

**April 18, 2018**

- A. Call to Order 4:02pm -Tracy Hovest is out for an unexpected medical reason. She wishes she could be with us and wrote some things down that Paula Giovanoli read to everyone.
- B. Approval of Minutes- Amy Hannan motioned to accept the April 5, 2017 General Assembly minutes. Paula Giovanoli seconded. Motion passed.
- C. Presentation of Nominations for Officers: Speeches were given by the following nominees:
1. President – *Jennifer Gent, Christopher Hodnicki*  
Vice-President Grievance– *Melissa Fitzgerald, (nominated from the floor by Rhea Young), Fritz Schermbeck*  
Corresponding Secretary – *Kari Frindt, KaSandra Spain (nominated from the floor by Melissa Fitzgerald)*
- D. Old Business
- E. New Business
1. Contract Discussion- Thank you to the EDI team: Crystal Anderson, Jennifer Gent, Dave Heigel, Chris Hodnicki, Tracy Hovest, Bernie Terry, Rhea Young and Jordan Simmons (observer). Thank you to the TAWLS Negotiating Team: Tammy Conlan, Paula Giovanoli, Chris Hodnicki, Tracy Hovest, Fritz Schermbeck, KaSandra Spain, Sue Wagner, and observers, Kari Frindt, Jen Mayo and Andrea Weaver.
    - a. The team spent many hours in meetings to bring back the best proposal for all of us. They laughed, cried, felt defeated and victorious. They wanted to make sure that respect was given to all of us as professionals, especially in the way of time spent making the best lessons for our students. This isn't just about me or you, but it is about all of us. The things in this proposed contract were fought for to make better working conditions for all members.
    - b. Chris discussed that many things were negotiated about money. The team discussed adding steps, but that would mean reducing the overall pay increase to 1%. The steps only affect a small group of people while the pay increase affects everyone. Administration discussed increasing healthcare costs, but the team was able to keep them low by agreeing to raise the co-pay for urgent care from \$10 to \$15 and for emergency visits from \$100 to \$150. The team discussed reducing class sizes, but they would need to hire around 41 more teachers which would definitely reduce the pay increase, not to mention that it would be difficult to find space for all of those classes.
    - c. We will no longer have a Professional Development Day in February. It will be a conference day. If the contract passes, the Calendar committee will need to be reconvened to make some changes.

d. Discussion was held about the time frame for entering grades into the computer after an assignment is due. Administration wanted to have less than 10 days to enter a grade after an assignment is due. The team was able to keep it at 10 days.

e. As Chris was reading through each new change in the contract and explaining how the agreement was reached in each section. It was suggested that they skip the reading and go straight to discussion, due to the length of the document. He agreed.

f. There was a great deal of concern about Article 7 – Section 1 – Safe Working Conditions- *Sexual harassment, abusive language, inappropriate language, malicious attacks, and humiliation will not be condoned in our District. Board employees who engage in this type of conduct toward fellow employees or students may be subject to disciplinary action, which may include dismissal.* People were concerned that this language would allow for disciplinary action to be taken if they were overheard using inappropriate language. It was explained that we could already have disciplinary action taken if inappropriate language was overheard due to the Licensure Code of Professional Conduct for Ohio Educators. This new language was put in to protect members from being harassed. In the past, if a member was harassed, they would have to hire their own lawyers to represent them. This language was intended to help members get representation from the district if it is necessary.

g. Discussion was held about the monies for special ed and why regular ed didn't get something like that. They said that they have been discussing getting this for special ed for over 15 years. It is not meant to divide teachers. We need to support teachers when there is language in the contract that helps them.

h. If people vote down this proposed contract, the whole document is thrown out and the team has to meet with administration again and start from scratch. Rewording any part has to be renegotiated and the whole thing is void. If the two parties cannot reach an agreement, a third party arbitrator may be called in to negotiate. Fritz has been through this before and we don't have a choice as to who will be the arbitrator. It might not go in our favor. They can look at surrounding districts and if they have larger class sizes, they might say that we should, too. It is possible that it might go the other direction and we could have smaller class sizes, but it might not be worth the risk.

i. Karen Herrera said thank you to all of the EDI and Main Negotiating Team members. It is difficult work and very time consuming. She appreciates all that they did. The room filled with thankful clapping.

j. The contract voting will take place in your buildings on Friday, April 20<sup>th</sup>.

F. Adjournment 6:36 pm

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