



"Working Together for our Kids"

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

EXECUTIVE COMMITTEE MEETING

December 6, 2017

LOCATION: Shoreland Elementary

Meeting Begins: 4pm

I. CALL TO ORDER:

II. APPROVAL OF MINUTES: Sue Wagner motioned to accept the November minutes. Brett Herr seconded. Motion passed.

III. OLD BUSINESS:

- A. Discussion was held about a concern from the November minutes that said there had been a list of 37 things that Mr. Hickey had been accused of and Jeff Fouke had been the one who turned that over to The Blade. It sounded like it was Jeff that chose to share that information. Chris clarified that Jeff was required to draft the list. The draft was leaked to The Blade, not by TAWLS.
- B. Discussion was also held about what recourse TAWLS has when information about teachers has been leaked to the media. The concern was the names of the 7 teachers from camp being released/leaked before there was a full due process. Chris suggested that we can look at policy or put something in the contract about when names/information can be released after something disciplinary. Unfortunately, if a teacher is suspended, that information become public record as the discipline and letter are placed in his/her file. The names of the 7 were found when the media did a public records request on those staff members who had letters of leave placed in their file after the information had been leaked. TAWLS did everything within their power to protect those seven people and would not release names to the public.
- C. Just a reminder that our email is able to be released and made public. Usually information about students and union business is protected, but sometimes even emails with students' names could have that information redacted and the rest would be released.
- D. Discussion was held about extra planning and why it is so difficult to be able to use our two hour delays to actually do our work. Other districts even have one extra planning a week.
- E. People are still concerned about Guided Reading and the time taken away from the class to BAS! Teachers still have to keep teaching the things in the pacing guide, give Schoolnet tests that still have deadlines, but can be extended upon request, and find time to individually assess every student on at least three different levels of books.

People are frustrated that they are sent an email to tell us to do things right away, but it seems to take forever for us to get a solution to our serious concerns. We are even being told not to contact central office ourselves, but to go through our principals, following the chain of command. Chris is meeting with Dr. Hayward on Thursday and will discuss what will happen from the data that was collected at the K-3 meeting.

IV. NEW BUSINESS/OFFICER COMMUNICATIONS: PRESIDENT

PACKO'S PANTHER 5K WALK/RUN SPONSORSHIP:

The Washington Local Cross Country Program is beginning a new program that will raise money for the 400 kids who participate in the WLS Cross Country program, which includes runners in grades K-12. The event will be held on Sunday March 11th at Whitmer with a tentative start date around 9am. Awards will be given to the top qualifiers and every participant will receive a complimentary hot dog from Tony Packo's and a t-shirt. Sponsorship helps to defray the cost of the event, which includes chip timing systems, t-shirts, and awards. Additional money will go back to the kids of the WLS community. There are three levels of sponsorship:

Gold Level Sponsor \$500 or above

- Listed advertisement as sponsor on social media
- Company logo on back of t-shirt, mile markers, and banner at the finish line
- Flyer advertisement in race packet
- Special PA announcements mentioning sponsor name during and after the race

Silver Level Sponsor \$300 or above

- Listed advertisement as sponsor on social media
- Company logo on back of t-shirt
- Flyer advertisement in race packet

Bronze Level Sponsor \$100 or above

- Listed advertisement as sponsor on social media
- Company logo on back of t-shirt

I am recommending that we make a motion for gold level sponsor of \$500. This is a great new event that benefits 400 of our kids in grades K-12, it creates a high profile event for our kids beyond football, baseball etc., and it has made a connection with a local business to help sponsor the event. Plus, the event is just getting started and we could help our coaches, who are members, and kids by supporting them at the gold level. Discussion was held about the amount given to the Panther Prowl. There wasn't information available at the time. We are trying to be consistent. Amy Rowland motioned for a gold level sponsorship of \$500. Julie Hogan seconded. Motion passed.

NWOWEA AWARDS AND SCHOLARSHIPS:

NWOWEA offers the \$1000 scholarship to assist a member in graduate studies in education field, excluding administration. Deadline to apply is January 22nd.

The deadline to submit nomination forms is January 17th. I will be sending the forms to Tammy Conlan to distribute to members. Anybody can nominate anybody who is a

Northwest Ohio teacher. The NWOEA Awards Banquet will be held on March 6 at the Findlay Country Club.

Congratulations to Jen Gent, who is the new VP for NWOEA!

OEA RA UPDATES:

The OEA held its Fall Representative Assembly on December 2nd at Cardinal Hall on the grounds of the Ohio State Fair. Delegates from TAWLS included Tracy Hovest, Linda Good, First Time Delegate Jen Mayo, Jen Gent, and Chris Hodnicki. All declared candidates for governor were invited to speak at the Representative Assembly, but only the four Democratic candidates appeared and spoke to the Assembly. In addition, Ohio's US Senator Sherrod Brown spoke to the Assembly after returning from the Senate vote on the Tax Reform bill. The Senate proposed a \$500 tax credit for teachers, which would increase the current \$250 credit. The House proposed \$0. It may remain at the \$250 level.

In addition, OEA passed two new business items: First: OEA will request information on the number of seniors who are on track to graduate, given their specific guidelines from local presidents, by the end of February and share the information with members through existing communication channels. Estimated cost of implementation is \$18,600. This year we will have 502 seniors with 187 of them not on track to graduate. They have changed the graduation requirements. All districts across the state will see a decline in graduates. Big urban districts may only have 25%–30% graduate. The counselors at Whitmer have sat down with everyone single person who is not on track to graduate and helped them understand what that must do to graduate. These counselors are going everything possible to help them.

Second: Create an OEA Special Education Work Group to develop recommendation for professional development programs, sample contract language, OEA Resolutions, and OEA Legislative Policies that would address the needs of OEA members involved in or supporting education programs for students with special needs. Estimated cost of implementation over two years \$29,600

The Portage Association was on strike for 50 days. They came to the RA to say thank you for the support. It seemed like administration thought they could win against such small association that included only 19 or 20 members, but when they stood together, it made a difference. They will be back on the payroll by the end of the year. Those paychecks will only be half of their regular pay though. Gina Chadwick motioned to donate \$250 to their association. Cindy Lambrecht seconded. Motion passed.

OEA TRI-COUNCIL MEETING:

Local presidents of our uniserv office in Holland held a meeting where OEA Dan Ramos, Government Relations, spoke about FCPE. A few highlights include that OEA currently

has around \$400,000 in their FCPE fund. In the last election, OEA supported and targeted 120 school board seats, winning 90% of them. In addition, OEA would like to grow the FCPE to \$1 million so it can make a significant impact in the Ohio gubernatorial election. Another point of information is that SB 216 is floating around in the General Assembly known as the "Public School Deregulation Act." It would eliminate some policies and requirements for school districts and educations. The most alarming is that it would grant superintendents the right to move a teacher to another subject or teaching assignment without having certification or HQT. Also, OEA will be hosting a Special on Special Education at our January Tri-Council Meeting on January 10 from 5-7:30pm. Look for flyers in your buildings.

SCHOOL BOARD ELECTION UPDATES:

With a crowded field of 9 candidates for three seats, actions done by TAWLS and members allowed us to earn third and fourth place finishes. Former WLS board member Thomas Ilstrup will return in January to the board. Recently, Tom sent a letter to those members who helped his campaign conveying his sincere thanks. As you know, Patrick Hickey came in second place in the school board election. It is unclear the action the school board will take at their December 20th meeting. They could vote on the ban or it could get passed until the new board takes their seats in January. If Hickey is unable to attend the meeting since it is on school property, they could decide to have it elsewhere---we will need to wait and see. Speaking of wait and see, I want to strongly encourage you to put the word out to members to show up at the December 20th meeting. It will be a good opportunity for us to put our eyes on the board. You don't need to speak nor hold any signage, just be a presence. We want to make sure that the board realizes that teachers want to keep kids and staff safe and that we are watching their actions. To do that, we are asking that you wear your TAWLS shirt or a yellow shirt. Also, if you have feelings or a personal story you want the board to be aware of regarding the need to keep our kids and staff safe, feel free to write a letter or email and send it to Susan Hayward so it can be shared with the board. The board and superintendent have been receiving letters from the community asking them to keep their kids safe by voting to keep the ban. Also, I want to ask that you let me know by Friday, the feelings of the staff in your building. Try to get a count, without doing a paper or online survey, of members in your building that would feel uncomfortable if Patrick Hickey is allowed to come on property, into buildings, into your classrooms etc. This will give me some data that can be expressed to the administration from the members, since they are getting feedback from other groups--like the community.

Discussion was held about how the issues surrounding Mr. Hickey are tearing our district apart. People don't know who to trust. Some people have been getting emails from him that say he noticed that the person spoke out against him and remember how he saved that person's job. Some members are concerned about the safety of our

students and staff. They fear that the focus will change to Mr. Hickey instead of our kids.

Thank You

Fritz wants to thank everyone who came out to the corners campaigns. Mr. Illstrup is a very big supporter of our union and of teachers' needs. He has an open ear for us and you can talk to him if you have concerns. Please fill out these negotiations surveys. We want to be able to represent you and negotiate for the things you deem important.

Fritz wishes everyone Happy Holidays and hopes people will come out on December 20th to be a presence and let the board know that our members are active and present.

V. OFFICER/COMMITTEE REPORTS

VI. COMMITTEE REPORTS:

A. ACTIVITIES – *Emily Schifko & Cheri Schober, Chairs:*

B. AUDIT & BUDGET (Treasurer's Report) – *Matthew Durham, Chair:* TAWLS received the NWOEA Public Relations Grant last year and on behalf of the officers decided to spend the \$500 on purchasing a book for every kindergarten student in the district. We chose the book There was an Old Lady Who Swallowed Some Snow. We received \$250 now and will receive the other half later in the year.

Dale Lehmann motioned to approve the October Treasurer's report. Amy Hannan seconded. Motion passed.

Matt Squibb motioned to approve the November Treasurer's report. Kelly White seconded. Motion passed.

C. AWARDS – *Cindy Lambrecht*

D. CALENDAR – *Paula Giovanoli, Chair:* The calendar committee finalized the choices for the next three years. Please note that we could not make any changes to conferences or number of days due to contract language that needs to be addressed in the spring. We will vote on what we think is the best for now and then it may be revised after negotiations are complete.

–Discussion was held about staying on days instead of switching to hours. At the time of the last negotiations, OEA recommended that we stay on days, because they are easier to count. Other districts have gone to hours and it seems that we are going to school longer. The calendar does not supersede the contract. If things are changed in negotiations that would affect the calendar, then the calendar would change. People are angry that they have heard we go to school more days and in order to go fewer days, we would have to get paid less, which was mentioned at the last negotiations. Also, days are built into the calendar to allow for calamity days, which are not allocated by the state anymore. If a district uses calamity days/time, without having time built into the calendar, then they must make them up. TAWLS can consider to negotiate this spring to use the extra time in the calendar for PD or planning.

E. COMMITTEE TO ELECT – *Matt Durham, Chair:*

F. EDI –, *Chair:*

G. ELECTIONS - Jen Mayo, Chair:

H. ELEMENTARY CAUCUS – Susan Wagner, Chair:

I. GREIVANCE –Fritz Schermbeck, Chair:

J. HCCC – Linda Markowiak, Chair:

K. HUMAN RELATIONS/PUBLICITY –Tammy Conlan & Wendy McCall, Chairs:

L. LEGISLATIVE (FCPE) – Christopher Hodnicki

M. LPDC – Lori Bosch, John Mohn, Mari Tate:

N. MEMBERSHIP – Christopher Hodnicki, Chair:

O. NEGOTIATIONS – Tracy Hovest, Chair: Tracy is supposed to be getting the electronic surveys and is hoping to get them to the members by December 11th. They will be due to turn in after the new year. OEA will compile the information from the surveys and give it to Tracy. The survey will include EDI and Negotiation questions. If you are interested in being on the committee, please contact Tracy at Thovest@wls4kids.org . All communications for negotiations will occur through home email so if people have not supplied TAWLS with their home email, please contact Tammy Conlan to do so. They will be choosing the date for negotiations soon.

-Discussion was held about adding steps between 24-35 years of service. This is something to include in your survey. The team tries to negotiate things that will benefit as many members as possible.

P. NEW TEACHER – Michelle Hetzel & Kristen McCorkel, Chairs: no new news– just monthly (small) gifts are being sent to the new members each month.

Q. POLICY – Fritz Schermbeck, Chair:

R. SCHOLARSHIP – Lisa Keller, Mariel Sprunk, Chairs:

VII. ADJOURNMENT: 5:43 P.M.