



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

"Working Together for our Kids"

EXECUTIVE COMMITTEE MEETING

January 10, 2018

LOCATION: Monac Elementary

Meeting Begins: 4pm

- I. **CALL TO ORDER: 4:05** -Thank you to Kari Frindt and the other Monac BRs for hosting the meeting!
- II. **APPROVAL OF MINUTES:** Dale Lehmann motioned to accept the December minutes. Amy Hannan seconded. Motion passed.
- III. **OLD BUSINESS:**
 - A. Discussion was held about Guided Reading. Tracy, Fritz and Chris are discussing Guided Reading at every meeting they have with administration. Teachers in grades 1–3 should have received an email stating that they don't have to find the *hard* level for their winter benchmark. This is supposed to help lighten the work load. However, it was brought to everyone's attention that in order to find a student's highest instructional level, you still have to find their hard level, so it is really not taking away anything.
 - People are frustrated, because they feel like they don't have any input or say in this program and when they say something, people accuse them of not wanting to work hard. This is not the case! Tracy will be visiting a first grade classroom to watch and learn more about how this whole thing works.
 - People are being told that all of their standards will be met in their guided reading groups and this is supposed to include Science, and Social Studies as well. In third grade, they are not teaching reading in January, because they are BASing (assessing) their students, but then they have an AIR test coming up and there won't be time to teach what they need to know before the test. They are being told to stop teaching, but build scores. Some people were told that they are not allowed to show movies while they are trying to get their students assessed and you have to create educational stations for the rest of your class while you meet one-on-one with each student.
 - Some people have kept track of the number of hours they have spent BASing and it is over 26 or even 30 hours for just one time a year and we have to do it three times a year. People would just like more help!
 - Tracy Hovest hosted a meeting for K–3 teachers to discuss this. There were 36 people in attendance. Jen Mayo typed up pages upon pages of concerns. Dr. Hayward doesn't feel that 36 is a large enough representation, partially because other people have told her how much they love the program.
 - A question was asked about the district report card. We scored a B in Literacy and lower grades in most other areas, including Fs in some. Why was the decision made to spend so much money and time on a literacy program when that wasn't our lowest area?

- If you are a K-3 teacher and you would be interested in attending a meeting with administration to discuss concerns and solutions, please let Chris, Fritz or Tracy know. The next meeting will be by February 1st from 4-4:30.
- Dr. Hayward does NOT want to jeopardize the fidelity of this program.

IV. NEW BUSINESS/OFFICER COMMUNICATIONS: PRESIDENT

Cultural Competency:

On Thursday, January 11th, Chris will be out a half day to meet with Brian Davis, Marcus Whiteamire, and Daria DeNoia. They will be discussing a plan to help our staff work to understand the needs of our population and how it is changing. They want to find ways to help build our knowledge and respect for these changes and help us to be the best teachers we can be. This will be a process and take some time. One two-hour delay will not be enough time. There may be speakers, workshops, activities, etc. The high school already had some trainings about this, but it was very condensed. These things will be considered.

OEA flier about Janus vs. AFSCME:

OEA will host an opportunity to discuss the current status and details on the Janus vs AFSCME at the Hilton Garden Inn on Thursday, February 8 from 5-7:30pm.

Technology- Is it our friend?:

Chris, Fritz and Tracy have been handling more and more issues about staff members and their proper/improper use of social media. There have definitely been more issues in the last year than in previous years. BE CAUTIOUS and VIGILANT. Be careful how and where you vent. Call someone if you need vent. You can even call an officer. Be careful about the pictures you share or if your integrity might be in question. There are always people who are trolling social media. ODE has full-time staff whose only job is to check social media. Interpretations of postings can be very different.

-Discussion was held about why teachers are held to a higher standard than other people. It may be, because we interact with children and young adults. Our influence is taken into account. If in doubt, DON'T do it!

-On the other side of social media, parents can harass teachers. If this happens to you, please take pictures, print or otherwise save proof of this harassment and share with your principal. The district can take action. Some parents have been banned from school property or district events. You can even choose to contact the police and press charges.

Whitmer Speech and Debate Team:

Once again the Whitmer Speech and Debate team is asking for sponsorship. There is a \$200, Gold option, a \$100, Silver option, and a \$50, Bronze option. Last year, TAWLS

donated \$100. It comes out of the association contributions. Sue Wagner motioned to donate \$100. Jen Mayo seconded. Motion passed.

Professional Development Day:

You will be given the option to sign up to do your Safe Schools training during the February professional day. Last year there was a limit of how many people could sign up to do this training, even though it was in their own classroom. Elementary teachers are to make parent conferences their first priority. They can choose to work on your Safe Schools training between conferences.

Chromebooks:

Questions were asked about staff chromebooks. Many people have taken classes and were promised Chromebooks, but there hasn't even been a discussion about them. If you have taken a class and believe that you should be receiving a Chromebook, please contact your principal and follow up with this. There was discussion that maybe the Chromebooks that were supposed to be use for staff, were given to students when it was decided to bring about the one-to-one program.

Principals:

If a principal is not in school another administrator should be "on call". They are no longer having a sub administrator to come into sub in their place, since it was very expensive, around \$300 a day.

V. OFFICER/COMMITTEE REPORTS

VI. COMMITTEE REPORTS:

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

B. AUDIT & BUDGET (Treasurer's Report) – *Matthew Durham, Chair:* Matt discussed that the books for Kindergartners cost \$565.92. The OEA grant sent \$250 now and will send the other \$250 later in the year. This report also shows the Portage County Strike donation and the Panther 5K donation. Regina Chadwick motioned to accept the minutes. Matt Squibb seconded. Motion passed.

C. AWARDS – *Cindy Lambrecht*

CALENDAR – *Paula Giovanoli, Chair:* There were concerns about the calendar and if the early start dates are chosen, what will be done for the people who still do not have air conditioning. Some schools have a courtyard and the rooms on the inside facing those do not have good air flow and yet other rooms on the outside of the building were given air conditioners first. There are still plenty of common areas in the buildings that do not have air conditioning. They are still discussing the time frame to have air conditioning in every classroom.

-If we negotiate hours instead of days, our calendar might change. Another school district negotiated 7 minutes onto the end of their day. These are things that will be discussed with the negotiating team.

-The 2nd round of voting for calendars took place. The ballots will be counted and the board is scheduled to vote on our selection at the meeting this month.

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

E. EDI –, *Chair:*

F. ELECTIONS - *Jen Mayo, Chair:*

G. ELEMENTARY CAUCUS – Susan Wagner, Chair:

H. GRIEVANCE –Fritz Schermbeck, Chair: You should know what to do to protect yourself. If an administrator calls you to his/her office –even in passing, ask in an email what it is about and ask if it could lead to discipline. If it could lead to discipline, say that you want union representation. **You have the right to choose your own representation.** Sometimes administrators will say that they already asked someone to be the union representative, but you don't have to have that person be your representative. If you walk into a meeting and there is a union rep that you did not choose, you might think the union member is siding with the principal.

- If an administrator asks you to be the representative in a meeting, say that you have to check your availability, and if possible, check with the member before accepting.
- You also have the right to say if the time they suggest will not work for you and suggest a time that will work.
- Talk to your representative before meeting with your administrator and debrief after the meeting. If you say something in the meeting with your administrator, it becomes evidence. If they ask for a follow up meeting, it is rarely a good thing.
- When people are under pressure, they have all kinds of reactions. Sometimes slowing down the meeting will help.

I. HCCC – Linda Markowiak, Chair:

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

K. LEGISLATIVE (FCPE) – Christopher Hodnicki

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

M. MEMBERSHIP – Christopher Hodnicki, Chair:

N. NEGOTIATIONS – Tracy Hovest, Chair: The survey was closed on January 2nd. Some people said that they did not receive the email about the survey that was sent on December 11th and others said they didn't receive it until after the due date. Tammy tried to stress the importance of giving her your home email address, but some people had not done that. There was also a Remind message sent to help remember the deadline.

-There were between 165 and 185 people who responded to the survey. There were some good insights. The committee will meet and look at the data and will also look at EDI as well. In the past, EDI was separate, but Tracy feels that they go hand-in-hand. Based on the priorities the committee sets from the surveys, they will begin meeting soon after. After a discussion with Susan about negotiating, it was decided to meet at Central Office in March. EDI will meet the end of February. They decided not to spend more money by paying to meet off campus.

- If you are interested in being on the negotiating committee, please contact Tracy Hovest. The meeting dates will be Thursdays, 1/18 and 1/25, along with another date that will be announced. There was a scheduling conflict. They will meet in Room 110 at Jefferson. This is open to all members.

O. NEW TEACHER – Michelle Hetzel & Kristen McCorkel, Chairs:

P. POLICY – Fritz Schermbeck, Chair:

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

VII. ADJOURNMENT: 5:34 P.M.