



"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

March 7, 2018

LOCATION: Jackman Elementary

Meeting Begins: 4pm

- I. **CALL TO ORDER:** 4:05p.m. Thank you to Meg Nester for allowing us to use her room and for all of the Jackman crew for hosting us this month!
- II. **APPROVAL OF MINUTES:** Since school was cancelled for the February meeting, we are approving the January minutes at this meeting. Amy Hannan motioned to approve the January minutes. Amy Rowland seconded. Motion passed.
- III. **OLD BUSINESS:**
- IV. **NEW BUSINESS/OFFICER COMMUNICATIONS: PRESIDENT**

DISTRICT SECURITY UPDATES - On 3/1, I sent out an email to membership asking them for feedback on the issues/concerns associated with keeping our kids and staff safe. Some of the large and repeated areas are listed below but are not limited to:

- 1) **Access & Building Keys.** Access to a building varies based on time the doors are unlocked. In addition, for staff who arrive early, access is granted if they have a key or can contact a custodian to let them in, *which can cause the custodian to leave their duties to open doors for staff. Plus, access to the CTC is locked at 2:30pm which prevents district staff from coming in and using print services after their day is over (plus the CTC building key is different than the HS one).* At the elementary procedures vary from no keys to signing a key out for usage. Another issue is that if a staff member leaves late in the evening and is accosted at the door way, they have no way back in. In addition, there have been many building keys given to coaches, many not even district teachers, so how many are out there? Are we keeping track of them? Different buildings have different policies for checking out or having keys to the building. Chris, Tracy and Fritz will discuss these issues along with how some buildings have buzzers to get into the building and others don't.
- 2) **ID.** Staff and students do not consistently wear IDs, so we may not know who is and is not supposed to be in the building. Sometimes subs and volunteers are required to wear an ID and sometimes they are not.
- 3) **No Inside Locks on Classroom Doors.** Many doors have a single lock which is only accessible/locked from the outside. Plus, there isn't a deadbolt lock to provide a lock on the inside and additional security. Also, our classroom doors have clear and thin glass that can be easily broken by an intruder. In some cases, if rooms are connected, the connecting doors do not have locks.
- 4) **Windows.** Many windows open from the inside and are very durable, so if a staff member needs to break a window to get students to safety, that would not be an option. Some rooms have a special window that opens a different way. How different build entrances are, is concerning.

5) Safety Audit Police did a security audit at Whitmer. They were looking for weaknesses and places for improvement. The Board met last week to discuss safety issues, but this information was not shared. People are wondering if there should be a safety audit for all buildings.

Additional Issues from Staff:

- Consequences for Threats: Students, namely at Jefferson, have made threats to staff and other students and receive a suspension or less, only to return to that same environment/classroom regardless of a 504 or an IEP to cause further issues.
- Students carry backpacks: No way to check the items they are carrying
- Security Staff is too friendly with students: It seems that security is more interested in joking around and becoming a friend to the kids instead of serving as a presence. Rarely do they ask students about a pass or where they are going. There should be more severe consequences and those should be communicated.
- The causeway between WHS and CTC is not enclosed
- Rare security presence in the CTC. No administrator is in charge of the building when Deb is out. If there is a plan, Kristie Martin has not communicated to staff.
- No backpack checks: Recommend metal detectors
- Arming teachers with guns: Only those with a CCW? – This was discussed years ago, and they weren't interested in pursuing it, but it might be time to revisit this. People have many questions though: What if a student overtakes a teacher and gets the gun? What if you accidentally shoot someone else when you are in the process of shooting the perpetrator? What if you are mistaken as the perpetrator, since you will have a gun?
- Classrooms with accordion walls: If an intruder gets into one, they can easily move into another. The WHS Health and CTC Math Classrooms have accordion walls.
- How can substitute teachers keep a classroom locked and secured if they don't have a key. Could they be loaned one for the day?
- Some cameras are not helpful, because you can't even tell who is on the camera.
- What do you do when there is an issue on the playground, the principal is out of the building and there are no subs for the head teachers? We need someone in the building at all times. One person is possibly facing discipline because no one came to help with a fight, so that person handled it to keep the kids safe, but maybe there should be a better way.
- Cherie Moulam told staff not to get involved with fights, but what does our new superintendent say?
- If there is a safety issue and the superintendent tweets something, there should be an email send to staff. Many people are not on Twitter. Staff should be notified.
- People have been told that sending emails with a tagline of "safety and security" should exempt it from public record, but people can still request. Things can be read in the whole email and things that don't fall under TAWLS or Safety and Security can be extracted.
- Locks haven't been changed in years and former employees might still have keys.
- People are being told that the buildings are being locked until a certain time, but then walk in to find students in the classroom.
- Security personal are inconsistent: some people just sit with earplugs in and don't talk to anybody, while others always ask where people are supposed to be

- Some buildings are locking doors at an early time, and staff is being told if they are even a minute late, they have to walk all the way around to the front.
- There is a drug war going on and WLS staff should know more about it. They should know which kids are involved. Staff is afraid and they want to know more.
- At Hiawatha, when someone was shot in their neighborhood and they were on lockdown, only one security guard came for dismissal time.
- When there was a stabbing at Jefferson, there wasn't any communication with staff. There might have been others students involved. Maybe they should have been on lockdown. The students knew something had happened, but the staff could stop the rumors, because they didn't know what had happened.
- There needs to be better communication from elementary to junior high and high school. The student that stabbed the police officer had a history of violent acts in the elementary, but there wasn't anything in his file. Sixth grade teachers meet with junior high counselors, but it seems that information is not being communicated to the teachers. There are at-risk forms that sixth grade teachers spend hours filling out, cannot be found in their files. These things should be in Power School along with suspension records. Some schools don't have the same consequences.
- When students move to different buildings, there isn't any record of their behavior plans, meetings before designating and IEP or things like that.
- There need to be more counselors in the buildings. There are many more people who need counseling, but there is only one person at the elementary and they are pulled to do testing.
- Teachers need to be supported. One person spent \$3,000 of her own money for positive behavior incentives, but was denied a chair for her classroom when she needs it.

Whitmer After Prom

The Whitmer After Prom is looking for a donation to help fund the cost of After Prom 2018. They have a variety of sponsorships ranging from \$6000 to \$100. Last year we gave \$200. UT changed their booking policy this year, so After Prom is being held at the West Toledo YMCA.

After looking in their current funds, discussing the number of students affected, and considering all of the other donations being made it was motioned by Meg Nester to donate \$100 this year. Pam Klem seconded. Motion passed with one nay vote.

Technology

- Frontier is a program that was supposed to be ready to go, but now people are being told to add their own curriculum, which is more work for them. They are supposed to be using it 60–120 minutes a week. People are frustrated, because they weren't asked about what programs they would like that would be beneficial and now there aren't funds for those other programs, because Frontier is so expensive. Many of the topics are outdated and have not been taught at the grade level for years.

- ESL has a new program. Classroom teachers have to find non-instructional time to put these ESL students on the program for a certain number of minutes each week. Suggestions for time were during library time, guided reading time, etc. It is supposed to be a very good program and speaks to the students in their primary language.

Awards

Sue Wagner and Fritz Schermbeck were honored for the NWOEA local service award. Congratulations and thank you for all of your hard work!

V. OFFICER/COMMITTEE REPORTS

VI. COMMITTEE REPORTS:

A. ACTIVITIES – *Emily Schifko & Cheri Schober, Chairs:* The game and banquet will be Saturday, April 28th. Arrival will be 3:45pm with the buffet beginning at 4:15. The first pitch against the Louisville Bats will be thrown at 5:05pm. The menu will consist of: grilled chicken, brats and sauerkraut, mac and cheese, chips, cookies and Pepsi products. Prices have gone up, because the Mud Hens are charging more and the menu is more limited. Last year TAWLS paid for the whole meal, but this year we are asking people to pay \$7 toward their food. Tickets for the game, awards and buffet dinner = \$20 per person. Tickets for the game, awards, buffet dinner and three-hour unlimited bar= \$35. We are trying to raise money for the Zieliniski/Terry fund. Award winners, Retirees and new teachers will receive free \$20 tickets.

Emily is once again asking for your help. Do you know anyone who has a business or would be willing to donate something for the basket raffle? Please contact her if you know of someone who might help. You can buy tickets for the basket raffle in your own buildings or at the event. You don't have to be present to win. Tickets cost \$10 for an arm's length.

There is a possibility of having a 50/50 raffle.

Please talk up this event, especially to new teachers! Look for emails and fliers to be coming soon!

B. AUDIT & BUDGET (Treasurer's Report) – *Matthew Durham, Chair:* Ask Matt if you would like a tax form. We will use association contributions for the After Prom donation. We have donated to Speech and Debate, Packos Panther 5K, Yearbook, etc. We are over drawn in this category, but OEA will be sending \$250 soon.

Due to the snow day in February, we will approve the January and February minutes. Matt Squabb motioned to accept the January 2018 Treasurer's report. Amy Hannan seconded. Motion passed.

Andrea Weaver motioned to accept the February 2018 Treasurer's report. Cindy Lambrecht seconded. Motion passed.

C. AWARDS – *Cindy Lambrecht:* Nomination forms have been sent out and the deadline to nominate is March 28th.

D. CALENDAR – *Paula Giovanoli, Chair:*

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:** Probably filing one soon.
- J. HCCC – Linda Markowiak, Chair:** The Health Care Cost Containment Committee met on February, 13th at Central Office. The cost of health care and the state of our self-funded account were reviewed. Members of the committee agreed the self-funded account remains on solid footing.
- 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:** The committee is considering TAWLS monogram pens and note pads for the membership gift this year.
- O. NEGOTIATIONS – Tracy Hovest, Chair:** EDI already negotiated. Thank you to the committee! They are not talking about EDI until the main negotiations are proposed at the General Assembly on April 11th. They will also discuss officer nominations at the General Assembly.

EDI TEAM:

Bernie Terry (Co–chairs)
 Dave Heigel (Co–chair)
 Jennifer Gent
 Rhea Young
 Chris Hodnicki
 Crystal Anderson (Art, Hiawatha)
 Jordan Simmons (observer)
 Tracy Hovest (VP of Negotiations & observer).

The negotiations team is scheduled to negotiate March 22, 23 and 27th. The survey results were shared with BRs or upon request to Tracy to see them, but they are not circulating. The committee comes up with a plan, OEA recommends ways to clean it up, they run it by legal and use the surveys to choose their top priorities.

MAIN NEGOTIATIONS TEAM:

Tracy Hovest (VP of Negotiations and Chair)
 Chris Hodnicki (TAWLS President)
 Fritz Schermbeck (TAWLS VP of Policy and Grievance & representing junior high)
 Tammy Conlan (representing electives)
 Sue Wagner (representing elementary)
 Paula Giovanoli (high school)
 Kasandra Spain (representing special education)
 Observers include: Jennifer Mayo, Andrea Weaver, and Kari Frindt.

- P. NEW TEACHER – Michelle Hetzel & Kristen McCorkel, Chairs:** Monthly gifts continue to be sent out to new teachers.

Q. POLICY – Fritz Schermbeck, Chair: NEOLA sent 14 documents to review. TAWLS asked for a delay in accepting to give them time to wrap their heads around these and make sure that our interests are being protected. This is happening right before negotiations and there is too much going on. The teams have been working very hard and Fritz is very happy with the team. Our clientele is changing, the state is changing and the teacher shortage is having an effect. Other states are having issues. In Oklahoma, they had to go to four-day work weeks, and cut pay. Charter schools are being eliminated. ECOT stole millions from the state of Ohio. Matt Durham talked about an article in the Washington Post said that in Right to Work states, they can't negotiate and talk about things, so they go right to striking. Michigan is having issues with unified positions, because they eliminated pensions.

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

VII. Adjournment 5:54pm