



"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

November 1, 2017

LOCATION: Meadowvale Elementary

Meeting Begins: 4pm

I. CALL TO ORDER: 4:03pm

A. **APPROVAL OF MINUTES:** There was an addition to the September minutes. The treasurer's report was motioned and approved for August, but that was accidentally left out of the minutes. October's minutes were not as detailed as usual, since the secretary was ill.

Linda Goode motioned to accept the October minutes. Kelly White seconded. Motion passed.

II. OLD BUSINESS:

III. NEW BUSINESS/OFFICER COMMUNICATIONS: PRESIDENT

TAWLS TAILGATE: There was a solid turnout for our TAWLS Tailgate on October 27th from 5:30-7:30pm behind the Jefferson building. We were able to use our four new pop up tents. We also used four other tents borrowed from the district along with some tables and chairs. Around 40-50 members, which included families and friends, attended the Tailgate. Last count we had over 70 RSVP, but there were fewer people in attendance possibly due to the rain. Food was catered by Sidelines at a cost of \$1200. Tracy Hovest provided her famous pasta salad and a further cost of \$85 was due to soda and desserts from Costco. All current members of the school board were invited and all but Jim Langenderfer said they would attend. However, only Pat Carmean and Eric Kiser showed up. Both TAWLS endorsed candidates, Tom Ilstrup and Irshad Bannister attended with their families. We need to purchase four more tents. The district tents were not as easy to put up and did not keep the rain out as well as the newer coverings.

-Discussion was held about the time of year we had the tailgate and that it might be warmer if we held it earlier in the year. It was held in October this year, because there was a teacher work day and it was thought that people may be more relaxed and able to attend the tailgate after spending time getting work done during the day.

MONTHLY LEADERSHIP MEETING:

- a. We are scheduled to meet with Susan Hayward and the other members of the central office administration on Thursday for our monthly leadership meeting. Topics from TAWLS include: special education updates, namely the special ed calculator, protocol for teachers at sixth grade camp, guided reading/BAS Assessments update from our TAWLS meeting of the minds, and a discussion on how to help heal and move the district forward after the election.
- b. Questions were asked about the district protocol for students with academic and behavioral concerns. One teacher was given a 20 step questionnaire to fill out before anything will be done. Since things have changed, people are wondering if there is a district protocol or if each building is in charge of their own plan.
- c. There was a lengthy discussion about the fact that there are many people who have taken children to camp for many years and never considered drinking while they were on the job. Since teachers are paid \$75 a day to be at camp, they should know that it means they are still on the job. The job of TAWLS is to make sure that every member has due process. It is not a get-out-of-jail-free card and sometimes their hands are tied. The fact that someone leaked the names of the teachers from camp to the press put undue pressure on Dr. Hayward. All made the choice to resign. The thought is that they may still be able to keep their license and work again somewhere else. ODE will investigate and it is possible they will lose their license. There was a range of severity of offenses where one person only had one drink and some were drinking every day. One person talked about working in a business before coming to teaching. In business, when a person resigns, the employer has to stay quiet and not disclose the all of the information to the next employer.
- d. People have been saying that there isn't anything in writing about expectations for camp. There is a section in the Code of Conduct that discusses how any time people are supervising children, alcohol is not allowed and we could lose our jobs. Other people would like more clarification for times they take students anywhere that is outside of the school and they go off campus for sports, academics, field trips, etc. It may be more difficult to get people to attend these types of activities.
- e. Questions were asked if staff were allowed to be drinking in the parking lot before sporting events. It is not supposed to happen on school property. We are still representing this district, even if we are not supervising children.

- f. Discussion was held about an article that was in The Blade. A link was attached that takes the reader to a list of 37+ infractions that the district has against Mr. Hickey. The list was submitted by Mr. Fouke, because there are only two employees of the board: one is the superintendent and the other is the treasurer. There was a member's name in the link that was not supposed to be there. That name was leaked to the press. Chris and Fritz are talking to The Blade.
- g. Chris, Fritz and Tracy plan to talk to Dr. Hayward about a way to help the district start to heal and come together after the election. Families don't leak documents and other harmful things and people need to be lifted up and allow healing to begin.
- h. Concerns were raised about our two-hour delays. They are becoming more unorganized and less productive. When the negotiating team added these two-hour delays to the calendar, they were supposed to be time to allow teachers time to collaborate. Travel time isn't being honored and people were asked where the contract stated that people should have travel time coming back from a training in another building. People can put in for mileage when they have to travel to another school for a meeting.
- i. People are wondering if we are going to be given time to complete our Safe Schools training courses. Last year some people who completed them on their own time, had to go to meetings during professional development times, while others were given time to complete these courses. They will look into this.

ELECTIONS UPDATE:

- a. We are close to election day! A special thank you to everyone who has donated time and/or money to our PAC and to our endorsed candidates. Thank you for attending our corners campaign on Fridays before the football game and on Saturdays. We have also had members assist with canvassing/flyer drop for our endorsed candidates. TAWLS PAC ordered 2500 postcard flyers for our endorsed candidates and nearly all of them have been dropped. Through Vistaprint, it only cost us \$178. Also our billboard on Alexis road, near Lewis, is up until the day after election day. After some discussion, it is finally lit at night.
- b. Matt Durham, Marcus Whiteamire, and Chris Hodnicki were able to stress the importance of this election to OEA and that enabled TAWLS to receive help from them. OEA mailers and robo calls have been going out in the community. OEA was able to establish who has voted in the past and those are houses they are

targeting. Matt has talked to many different people in many different neighborhoods.

- c. On Tuesday, for election day, we are targeting the six largest voting precincts: Conn Wiesenberger, St. Clements, Regina Coeli, Washington Library, Washington Township Fire Department and one other. We are asking people who may not be working during the day, as in retired teachers or family members, to stand at the polls and campaign. Please contact Matt Durham if you know someone who is willing to help.
- d. We are doing three more Corner Campaigns. If you are able and willing to help, please contact an officer or BR. The days include: Saturday, Nov. 4 from 10:30-11:30, Sunday, Nov. 5 from Noon to 1 and Monday, Nov. 6 from 4pm-5pm. The locations will be told to anyone willing to attend. The Monday time will be the last push and we really need your help!

Panther Crawl

On behalf of Tony Scott, Amy Rowland asked TAWLS to consider sponsoring the Panther Crawl. Tony will email more about it and Chris will bring it to the executive board for approval.

Communication

Chris does his best to try to keep the communication lines open. If you want/need to contact him, or any other officer, please don't hesitate.

IV. OFFICER/COMMITTEE REPORTS

V. COMMITTEE REPORTS:

- A. ACTIVITIES–*Emily Schifko & Cheri Schober, Chairs:*** Banquet/Terry-Time at the Mud Hens tentatively scheduled for Saturday, April 28th against the Louisville Bats @ 5:05pm.
- B. AUDIT & BUDGET (Treasurer's Report) – *Matthew Durham, Chair:***
- C. AWARDS – *Cindy Lambrecht***
- D. CALENDAR – *Paula Giovanoli, Chair:*** The calendar committee is meeting this month to decide when and how to vote on the calendar choices for the next 3 years.
- E. COMMITTEE TO ELECT – *Matt Durham, Chair:***
- F. EDI –, *Chair:***
- G. ELECTIONS - *Jen Mayo, Chair:*** We are canvassing information for our endorsed candidates and participating in capture the corners campaigns.
- H. ELEMENTARY CAUCUS – *Susan Wagner, Chair:***
- I. GRIEVANCE –*Fritz Schermbeck, Chair:*** There has been a grievance filed from a TAWLS member who had a public records request for a video surveillance film. The district has not released video surveillance in the past and the concern is that this will set a precedent that will not protect our members.

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 looking over the survey and she is looking to send it out electronically through **home emails**. This will hopefully cut down on time spent going through paper data. OEA is going to help set it up. They are hoping to get it out before Thanksgiving. They received the five year forecast and Tracy will ask Marcus Whiteamire to look it over.

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

Q. POLICY – Fritz Schermbeck, Chair:

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

VI. ADJOURNMENT: 5:30pm