



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

*"Working Together for our Kids"*

## EXECUTIVE COMMITTEE MEETING Minutes

September 6, 2017

- I. **CALL TO ORDER:** 4:00 p.m. Thank you to McGregor for being the host school this month.
- II. **APPROVAL OF MINUTES:** Amy Rowland motioned to approve the May 2017 minutes. Maria Snodgrass seconded. Motion passed.
- III. **OLD BUSINESS:**
- IV. **NEW BUSINESS /OFFICER COMMUNICATIONS: PRESIDENT**
  1. There are large envelopes for each building from OEA and FCPE. Please distribute in your building.
  2. **OTES-** They met last month with administration in Dr. Hayward's office. It looks like the student growth component (SLO) will be eliminated next year from evaluations. They may be going toward a performance piece that looks more like the counselors' evaluations. Information was sent out to the members. The committee is recommending that we go with shared attribution again this year. The time it would take to get properly trained in SLOs would take more people out of their classrooms and away from kids and this may not be the best use of time. Since this impacts everyone, the members get to vote. Building Reps should be asking for your vote soon if they haven't already.
  3. **Super Subs:** It was discussed with Dr. Hayward, but since all but a few PTs were hired in the district (and they were hired by other districts), they weren't sure if they were ready to hire other subs without taking a look at their choices. These subs would not be able to sub anywhere else. Some questions were asked if people could just check the ratings subs have been given and use that information to help determine good subs.
    - People told the officers about some principals' plans to divide a class and put the students in other teachers' rooms in the event that there aren't enough subs. They brought it to administration's attention and they were surprised that there was a plan. Dividing up a class should only be happening in emergency situations. An emergency would be something like an employee getting hurt on the way to work, someone has a sudden death in the family or something of that nature. Principals should be looking for solutions at all times. People can be asked to cover a class during their planning and time card it. Principals can cover classes. Title teachers are not supposed to be pulled to sub, but there have been buildings where this is already happening. Some people were told that they weren't able to put in a time card when they covered a class during a planning, because they were supervising, not instructing. More

questions were asked about why the district didn't get subs for the ITs when they are out on school business. Chris said that these are more questions they will bring up at their next meeting with Dr. Hayward.

- Once is an emergency. Twice is an accident. Three times it's past practice.

4. **Personal Days-** Questions were asked about getting approved for personal days around holidays. Some people were getting their requests approved and others weren't. TAWLS discussed this with Dr. Hayward and there was a discussion about judgements and how it is difficult to say one thing is more important than something else, since people are different and find different value in different situations. At the moment, Dr. Hayward is in charge of granting these requests. She is not granting unpaid days at this time. She believes people should be in school. This was decided in May. Discussion was held about another district that allows their teachers to bank their personal days up to a certain amount, even though they are stricter about how and when teachers use personal and sick time. Discussion was held about our administration not wanting us out of the classroom. This could be something discussed at negotiations this year.

#### 5. **Communication**

- a. Reminder to use public email safely. Please **call** officers with concerns instead of email. You can email and ask them to call you, but don't put personal information in public email. Union business is protected, but there are some gray areas, and it is safer not to put things out there that you don't want to be public.
- b. Reminder that there is not to be any campaigning on public email and not during school hours. This is true for school board, mayor, etc.
- c. Tracy Hovest plans to communicate to home emails for negotiations. Please send Tracy or Tammy Conlan your home email. They are not going to try to sell you anything, they just want a safe way to be able to communicate with the members. Tammy is going to create a form for people to type in their email addresses. It can be difficult to read handwritten email addresses.

6. **Negotiations-** There are 10 or 11 people going to bargaining boot camp. They are hoping to learn as much as they can. It is going to be a new group of people on both sides for negotiations this year.

7. **Capture the Corners-** Fritz is organizing these events to help promote the TAWLS endorsed candidates. People will be mobbing designated corners with candidates' signs. The more people we can get, the better it looks. We need to get people out there. Fritz is making up a flier to encourage members to donate to our endorsed candidates. They need this money soon, because it takes time to get things printed and have signs made. We can't do campaign work during the day, but we can hold a meeting after school to pass things out and discuss these ideas. **The is the most competitive board election this district has probably ever seen.** Please get involved. Living in the district, so you can vote is wonderful, but there are plenty of things to do for people who don't live in the district. Please, please, please get involved and support candidates who will help our district go in a positive direction.

## V. COMMITTEE REPORTS-

A. ACTIVITIES/AWARDS- Emily Schiffko, Cheri Schober and Cindy Lambrect

B. AWARDS -Cindy Lambrecht, Chair

C. AUDIT & BUDGET(Treasurer's Report)- Matt Durham

- a. Thank you to Rhea Young for helping us earn the Fiscal Fitness award and \$2,000 from OEA.
- b. Matt met with Jen Gent, Linda Good and Fritz Schermbeck to discuss the budget. They looked at expenses from last year and created the proposed budget. If the budget is proposed and approved, we can still revisit and revise it. We are down 18 overall members, but up in full time staff.

However, they didn't lose any administrators this year, so TAWLS will be looking into that.

-In the activities department, it was asked if they could be a number amount down for each activity, so those chairs will know their budget. It was suggested that the activity coordinator recommend an amount.

-TAWLS Tailgate was really expensive, because the tent and chairs were \$1,200. Maybe look into finding a cheaper way to host the event.

Discussion was held about how to get more money into scholarships for kids.

- c. Dusty Selman motioned to accept the May treasurer's report, Jennifer Ferguson seconded. Motion passed. Dusty Selman motioned to accept the June treasurer's report. Jennifer Ferguson seconded. Motion passed. Dusty Selman motioned to accept the July treasurer's report. Jennifer Ferguson seconded. Motion passed. Dale Lehmann motioned to accept the proposed 2017-2018 budget.

Kelly White seconded. Motion passed. **Dusty Selman motioned to accept the August report. Jennifer Ferguson seconded. Motion passed.**

D. CALENDAR COMMITTEE- Paula Giovanoli

E. COMMITTEE TO ELECT (POLITICAL ACTION COMMITTEE) -Matt Durham -

**Committee members:** Lori Bosch, Matt Squib, Jen Gent, Kari Frindt, Tracy Hovest, Fritz Schermbeck, Sue Wagner, Daneen Cole, Chris Hodnicki

**Other Members in attendance:** Sara Hoffman, Alysia Cloum, Michelle Finley, Jen Baumgartner, Phil Schiffler

- a. On Friday, August 18<sup>th</sup> the committee met with 8 of the 9 school board candidates. They met with the 9<sup>th</sup>, Irshad Bannister, on Monday the 21<sup>st</sup>. All candidates were asked about planning time, class sizes and other important topics. They were also asked what they have done in the last two years and their plans to move our district forward. Matt took notes and the BRs will have a copy of the notes. Please see your BR if you are interested in looking at his notes from these meetings. After much discussion, and deliberation, TAWLS is recommending we endorse **Tom Illstrup** and **Irshad Bannister**. These two candidates brought on only positive responses from all members at the meeting. Although there is a third seat available, there wasn't another candidate that did not have some controversy. Therefore, the open third position is up to each member. The committee felt that Mr. Illstrup wants to be on the board for the right reasons, he has past experience, was a strong member in the past and was the only candidate that said he would not run if TAWLS did not endorse him. This was taken to mean that he values the teachers and will be willing to work with us. The committee agreed that Mr. Bannister was very genuine, was a Whitmer graduate, has children in the district, has done a great deal of community service and everyone only had positive things to say about him. These two candidates will hopefully

lead our district in a positive direction. We really need people to support these candidates!!

**We need people to promote these candidates, even if they do not live in the Washington Local district.**

- b. OAPSE is looking to do a screening, but things have changed several times and they may not even endorse anyone. The decision has not yet been made.
  - c. Thank you to all of the people who worked on this committee! It was a lot of work and it is appreciated!
  - d. Marcus Whiteamire, our LRC, although not a voting member was present at the screenings. He recognized that there were very intense discussions about what to do with the third position. He is proud of how things were handled. He admires the focus of the team and that they weren't listening to outside voices, but wanted to stay focused on what was best for the students, staff and district.
  - e. Tina Ward motioned to accept the recommendation to endorse Thomas Illstrup and Irshad Bannister. Amy Hannan seconded. Motion passed.
- F. **ELECTION** – Jen Mayo- The next elections event will be October 4. Just bring your ballot boxes to the BR meeting. All buildings should have your ballot boxes. Contact Jen Mayo if you don't have one.
- G. **ELEMENTARY CAUCUS** –Sue Wagner & Lisa Raczkowski, Chairs: We would like to thank Dr. Hayward and the curriculum committee for eliminating some of the student assessments at the elementary level. We also appreciate that teachers are now allowed to give School Net tests using paper/pencil if they choose. Thank you for listening to the elementary teacher concerns concerning the amount of assessments that are given to our students.
- H. **GRIEVANCE** – *Fritz Schermbeck*, Chair
- I. **HCCC** – Linda Markowiak, Chair
- J. **HUMAN RELATIONS/PUBLICITY** – Tammy Conlan & Wendy McCall, Chairs
- K. **LEGISLATIVE (FCPE)** – Christopher Hodnicki, Chair
- L. **LPDC** – Lori Bosch, John Mohn, Mari Tate, Representatives-
- M. **MEMBERSHIP** –Christopher Hodnicki, Chair-
- N. **NEGOTIATIONS** – Tracy Hovest, Chair- She is hoping to get out surveys out early this year.
- O. **NEW TEACHER** – Michelle Hetzel, Kristin McCorkle, Chairs: We had our New Teachers' Luncheon at Sidelines, we have 22 new members. Each month, these new members will be receiving little surprises from the committee.  
-Chris asked 9 experienced teachers, who were in the buildings with new teachers, to be a person to contact for questions. Sometimes people who are new to our buildings aren't brand new teachers, so they don't have mentors. These people still need someone to ask questions and help them with things around their buildings. This is something new this year, so we will see how it goes.
- P. **POLICY** – Fritz Schermbeck, Chair
- Q. **SCHOLARSHIP** – *Dana Edmonds & Heidi Hartman*, Chairs
- R. **NWEOA** – Jennifer Gent, Representative
- S. **OEA** –Rhea Young, Representative

## VI. Adjournment 5:43 p.m.