

Exec Board Meeting Agenda

Date: 12-14-20

Time: 4:00PM

Place: Wherever you want to be via Zoom

Attendance: Present/Absent

Mary Jo McLaughlin, Miriam Hogley, Bradley Clark, Alex Castro-Wilson, Susan DuFresne, Julianna Dauble, Margaret Saelens, Susan Hoover, Maria Hernandez (4:15), Bridgett Kawachi (4:15), Yusuf Saadat

Guests: David Nelson (LHS), Silvia Flores (SHE), Shannon LaLonde (SHE/THS), Travis Savala (HHS), Becca L'Amour (HDE), Katie Thorleifson (BHE)

AGENDA

- I. **CALL TO ORDER**
 - a. Meeting has been called to order at 4:05 PM
- II. **ADOPTION OF THE AGENDA**
 - a. Bradley moved; Alex seconded to approve the agenda with flexibility.
 - b. Motion passes
- III. **Adoption of 11/16/20 Exec Board Meeting minutes**
 - a. Susan H. moved; Yusuf seconded to approve the 11/16/20 Exec. Board Meeting minutes as amended.
 - b. Motion passes
- IV. **Reports**
 - a. **Membership Report (Susan H)**
 - i. Susan H. attended a training last week and learned how to use the Membership Application from WEA.
 - ii. Hopes to learn more during break and hopes to have everything in place to report them out at rep council in January or by Exec. Board
 - iii. Things to focus on.
 1. Who are current new hires that are potential members?
 2. Who has been hired in the last 6 months?
 3. Who are permanent no's and some who we can continue to build on?
 - b. **Bargaining Report (Miriam)**
 - i. **Ongoing clarifications**
 1. Nothing additional to report since the Rep Council Meeting as they are on recess until January 2021
 - ii. **Questions**
 1. Margaret: Can the rest of the membership get the bargained MOU as it was only sent to Rep Council Members.
 - a. It can be shared with members but it's a draft and things can be changed but hasn't been signed and such.
 2. Bradley: Hazelwood program moved to Risdon. Who do they fall under?
 - a. The principal connects with the director of Right at Schools.
 - b. Until we return to in-person, report concerns to admin if you see them remotely, report to admin and if it isn't resolved, bring it back to the union.
 - c. **Equity and Social Justice (Yusuf)**
 - i. Hire and Retain Teachers of Color
 1. Going forward to having a listen session with our teachers of color to hear what they need, how they feel right now, and some next steps.
 2. Yusuf moved; Miriam seconded to add Alex Castro-Wilson, Sara Jerger, Rassamy Smith. Bridgett Kawachi to the core team of Equity & Social Justice Committee.
 - d. **Nominations and Elections (Mary Jo)**
 - i. Nomination link open at 8 AM on December 14th
 1. Open Nominations: WEA-RA, NEA-RA, REA President, Primary, Middle School, Special Services
 - e. **Constitution and Bylaws**
 - i. No Report- Meeting in January
 - f. **R.O.C. (Susan and Julianna)**

i. School board strategy from last Wednesday.

1. ROC Committee members attended the board meeting
2. Julianna, Garth, Natasha spoke in solidarity of AFT due to majority staff (bus drivers, cafeteria staff) have been furloughed through all of this and there was no face or visual and just a timer to see the community members.
3. Public Records request can be made about who is in attendance to the meeting.
4. Pam Teal stated that they do not have to take public comment at the board meeting.

ii. Update on current work

1. Heavy recruiting from one building leaders for REA building safety leaders to recognize walkthrough, checklist, guidelines, etc.
2. We have three Zone Coordinators
 - a. Maria Hernandez, Natasha Sommers, Garth Ball
 - b. Meeting tomorrow who was recruiting to go through initial rounds of training for those who have agreed to step up on these teams.
 - c. Cascade is slotted to open on January 5th. Safety Walkthrough is on Wednesday, December 16th with REA, RESP, RPTA, and three people from the district.
 - d. Sierra Heights is the next school that is scheduled to open along with one middle school and high school but has not come up yet.

g. Labor Management (Mary Jo)

- i. There will be a new interim director of HR who is Sheryl Moore and has previously worked for 20 years in RSD and moved to Seattle PS. She retired in November and has come back to support while a new director is hired.
- ii. Continuing to use REA Bargaining Email to add to Labor Management conversation to capture member voice.
- iii. The list have been going down and was always about 25 and now about 5-6 issues at this time.

V. Old Business

a. Notification letter from Ballot Point.

- i. No one has received their election notice and Courtney & Larry will check in.

b. Update on ULP complaint

- i. ULP agreed that the joint issues were valid.
- ii. The district has 21 days to respond to the complaints.

c. Update on 3 jointly filed DOSH complaints. (Department of Occupational Safety and Health)

- i. All three were filed individually but DOSH made them jointly as they were all about the same three buildings.
- ii. Another complaint was filed at Sartori delivered on Friday afternoon at 3 PM where 8 students have returned starting on 12/7/20
- iii. Maria- Who is the COVID Site Supervisor and is that different from ROC REA ones?
 1. COVID Site Supervisor: Usually is the principal, if they are not there, assistant principal
- iv. Susan H.- Is there anyone who knows how to do the N95 mask fitting and teaching/training others who to take off the mask and put on the mask?
 1. Training: Unsure currently
 2. Person who is fitting is trained but not sure about those being fitted fully knowing how to care for the mask.

d. Building safety committee membership form for each building.

- i. ROC & REA will report back as they are working on this.

VI. New Business

a. District lack of communication regarding positive cases in our schools and people quarantined with potential symptoms.

- i. Specific MOU language
- ii. List of district updates that are only communicated with presidents
- iii. Ideas for our own communication system.
- iv. Legality of our plan
 1. Susan H- How will we get the information to members?
 - a. Union Presidents are notified if there is a positive case or suspected case

- i. Communication doesn't include names but just the person, what days they were in the building, etc.
 - v. **How will this information be communicated?**
 - vi. **Possible Options**
 - vii. **Charge for ROC**
 - viii. **Other Questions addressed to manners above**
 - 1. Bridgett- If you come in contact someone who has tested positive, does the whole building shut down?
 - 2. Maria- Are we requiring that people get COVID tested if they have symptoms?
 - a. No. We can't legally.
 - 3. Miriam- Notification of para who went home with COVID like symptoms
 - a. This para fell under Number 6 of the COVID Flow Chart and that if a member (in any unit) that fell under 4, 6, or 7 that the district is to notify staff within 24 hours. If that is not being done, they can file a grievance.
- b. **Unfilled Building Rep Positions**
 - i. Miriam- Make it as easy as possible for us to get building reps.
 - ii. Filling vacant positions throughout the year proposal for nominations and elections. Maybe extend the timelines to host elections.
 - iii. Bradley- Charge nominations and elections committee to look at this process for creating a format for filling vacant position that come up during the year. Any policy that is made needs to be approved by rep council and such.
 - iv. Julianna- Where are the guidelines for elections and such for our current elections (Campaign, etc.)
 - 1. There was no information that was shared that was specific to elections and not local language and wondering how that can be updated to ensure members have that information when running for a specific position and/or delegate election.
 - 2. N & E committee sent the NLRB information and not REA Election Policy and Procedure Handbook.
 - 3. Mary Jo will check in with former WEA staff to see if these are available to check in on this.
- c. **Climate surveys (Miriam presents members asks)**
 - i. Typically happens in the Spring but didn't happen.
 - ii. Typically planning begins in January and wants to keep in on the radar to begin working on it as we usually give it out in March to have a final vision.
 - iii. Mary Jo reached out to Bethany Gordon at the WEA for a remote learning survey
 - 1. In the past it was 150 questions and recently narrowed down to 100 but should be more likely around 50 questions.
 - 2. She will send out a draft to Mary Jo by January 8th and Mary Jo will share with Executive Board when she gets it.
 - iv. Miriam- Would prefer to have the information sooner rather than later, and still be building-specific and not COVID related as there is a close relation to the questions and stances.
 - v. Miriam, Bradley, Bridgett, Susan H. all agreed to join to review the questions to look over the climate survey.
- d. **Upcoming Grievances and committee charge and guidance.**
 - i. Maria Hernandez is our Grievance Chair for REA.
 - ii. Will connect Maria with Chad at WEA.
 - iii. Maria has three to four people interested in this process. Maria will investigate who confirmed and will recruit some additional members to her committee.
 - iv. Committee Charge: Review grievance to determine if they will come to the board for the final steps
 - v. Susan D: We have a charge that has been approved by Rep Council for the grievance committee yet?
 - 1. Rep Council approved at the same time as Equity & Social Justice committee to have the committee approve to begin work.
- e. **Other**
 - i. **Katie Thorleifson**
 - 1. Bargaining Cheerleader: Have a committee to have a committee to support the bargaining team
 - a. Special Events Committee was formed to help with this.

- b. Bridgett Kawachi- Maybe creating a sub-committee to support the bargaining team and include Rachel Lauter.
- c. Julianna- Have a more extended team for bargaining team in other locals that help do research and such around locals and such to support bargaining team.

ii. _____

iii. _____

VII. ADJOURNMENT

- a. **Alex moved; Margaret seconded to adjourn the meeting at 5:54 PM.**