

# Exec Board Meeting Agenda

Date: 1-14-2021

Time: 9:00-3:30

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, Bridgett Kawachi, Yusuf Saadat

## AGENDA

9:00-10:15

- I. **CALL TO ORDER**
  - a. Meeting has been called to order at 9:05 AM
- II. **ADOPTION OF THE AGENDA**
  - a. Maria moved; Bradley seconded to accept the agenda with flexibility.
  - b. Motion approved
- III. **Adoption of 12-14-20 Exec Board Meeting minutes**
  - a. Alex moved; Maria seconded to approve the minutes with amendments.
  - b. Motion approved.
- IV. **Committee Updates (try to keep these as short as possible in case there are questions)**
  - a. **Equity and Social Justice**
    - i. Carmanda Pearson would like to join the Core Team
    - ii. Lori Fleck was able to obtain a list of BIPOC members in each building. Locations may not be accurate.
    - iii. Yusuf will send out a doodle soon to plan to have the next meeting.
  - b. **ROC**
    - i. Met with their representative and Mary Jo to discuss talking points that Mary Jo for the school board meeting.
    - ii. ROC sent out a hustle and got 126 members to commit to speaking, attending, or writing letters and such.
    - iii. ROC will provide a written report later.
    - iv. Zone Coordinators are still working to recruit BSL for buildings that do not have representation.
  - c. **Grievance**
    - i. Mary Jo and Maria have met to begin to set up the first meeting
    - ii. There are 2 confirmed people who want to be on the committee and have taken the training.
    - iii. Mary Jo is working with WEA about a Step 2 Grievance to be filed by Mary Jo for members in schools where there are issues with building administration at locations Honey Dew, Renton Park, and Campbell Hill.
  - d. **Bargaining/ communication of positive cases in buildings**
    - i. Bargaining start again 1/7/2021
    - ii. Thursday 1/7/2021
      1. Interest & Problem Statement- How do we plan for a safe return when we do come back?
      2. REA was included through the scheduling input.
        - a. Both sides agreed with half day schedule if we do return.
        - b. Equity of in-person and/or being remote
      3. Topics
        - a. Staffing
          - i. Minimum of notification for when you can report back
        - b. Class size counts
        - c. Safety
        - d. Plan for School Closures (Possible COVID Cases, etc.)
        - e. Air circulation issues
        - f. Plan for contact tracing
        - g. Special Services
          - i. Will remain remote
          - ii. Do not forget about counselors- Message from member
        - h. Workload
          - i. Report Cards & Grading (moving kids before trimesters, who does it?).
        - i. Staff
          - i. Time to prepare for in-person learning

- ii. Staff that need to move classrooms for staff who cannot accommodate the space for kids
    - j. Leaves & Substitutes
      - i. What are the provisions for leaves and such?
    - k. Evaluations
    - l. Supervised Time
    - m. Nurses- Responsibilities and Workload
  - iii. Bargaining Update is coming soon to membership.
  - iv. **Susan H- Can the school board members be a part/visitor of bargaining sessions?**
    - 1. Typically, there are not guests at bargaining session.
  - v. Julianna- Why can't REA make a proposal to the district board and expect the school board to motion to approve?
  - vi. Julianna- For the staffing models, are we reaching out the NEA/WEA locals for how other locals are going about preparing staff models and having similar?
    - 1. BT has been looking and researching from other areas but with change of UniServ Directors and such, it hasn't been happening as much but looking into as well.
  - vii. Agreement of the parent survey to be able to view
  - viii. School Board listening session & parent listening session.
- e. **WEA BOD**
  - i. WEA Board brought forward a vaccine resolution that was emailed to members.
- f. **Labor Management, L&I and Unfair Labor Practice violation**
  - i. LM is going smoothly and we are down to 8 items
  - ii. After last night meeting, other district leaders are reading the MOU differently then interpreted so that has come to the table
  - iii. Longevity MOU has been dealt with
  - iv. Those who did not get the 16-year longevity pay last year or this year in their November warrant should be getting it on their January warrant or February mid-month.
  - v. WEA Lawyers and Damien will meet to discuss the L&I claims
  - vi. Unfair Labor Practice violation
    - 1. Investigator was in the high-risk category and was not able to visit buildings, so they called the buildings for confirmation of items and another L&I claim was made for unfair

## V. Old Business

- a. **Questions re: Recent MOU (10 minutes)**
  - i. Nurses- Overseeing contract tracing
    - 1. Have a listening session with them and create a statement using their words and put it out in the public like the letter that nurses sent in [Chicago](#).
  - ii. **\*\*Revisit Meeting Norms & Procedures\*\***
  - iii. **Unfilled Building Rep Positions (10 minutes)**
    - 1. Not enough building reps to fill positions and such.
      - a. Could we create a protocol for Spring Election for buildings with representation?
    - 2. Open Spots
      - a. Every high school has opening except for RHS
      - b. DMS- 2, Other MS-1
      - c. Elementary: Many have spots open at each school.
    - 3. C&B add language to have Executive Board members who are newly elected to their role serve a 1-year term and then swap out after that year when a new term has started for new EB members.
- b. **Building Climate Survey Status/ proposed timeline (5 Minutes)**
  - i. Mary Jo met with Bethany this morning to talk about climate survey.
  - ii. The ask is for EB members to review it and give feedback by 9 PM tonight for a follow-up meeting with Bethany tomorrow.
  - iii. The hope is to get to survey out next week.
  - iv. Survey Monkey
    - 1. A survey to send out to members about in-person learning and models coming to members for data and such to present in joint statements and other communication.

## VI. Break (5 minutes)

**VII. New Business (2 hours)**

**a. Classroom Capacity Agreement (7 minutes)**

- i. Set up Classroom capacity agreement
- ii. 6 ½ foot path at the front of the room and teaching space. 6 ½ feet between students from center of chair to center of chair.
- iii. \*\*\*Observations and space for those who must come in\*\*\*

**b. Risk level assessment forms (3 minutes)**

- i. I can/want return
- ii. I can/not comfortable
- iii. Could return/live with high risk
- iv. I am high risk
- v. I have no desire to return without vaccination

**c. Rep Council Charge to the Exec Board (1 hour 50 minutes)**

- i. **Motion** "Establish a position statement on when and how it will be safe to return to in-person work and the executive board will work on a collective statement that will include an opportunity for all member voices and will include an invitation to RESP, RPTA, SEIU, and AFT to collaborate on this work."
  1. Motions be sent prior to the meeting to be sent out to rep council meeting so that they can figure it out.
    - a. Julianna will look into this process if we have that language.
- ii. Communication plan for the document by each unit
  1. Pros and cons of one united doc and each unit using the same template to create their own document with a collaborated release date to member groups.

12:15-12:50

**VIII. Lunch Break (35 minutes)**

12:50-2:50 (Jen Silves will be joining us from 1:00-3:00 to help us plan for a successful GMM)

**IX. Planning for the General Membership Meeting on January 25<sup>th</sup>**

**a. Identify problems from last GMM**

- i. How to resolve these and prepare for any other glitches
- ii. Equal distribution of meeting responsibility
- iii. Purpose- Rationale- Agenda- Polls- Verification of Membership- Identified Talking Points- etc.

**b. Julianna moved; Margaret seconded that executive board adopt the safety resolution as written to propose to the GMM at our next meeting. If the resolution is not adopted as written, any member wishing to revise the statement may do so in a committee. Subsequent proposals of a resolution will be approved via electronic ballot**

- i. Miriam is speaking against the motion and would like provide a different approach of sending out the statement and allowing members to have the chance to meet with EB members to give suggestions and changes to be approved.
- ii. Friendly amendment: EB provides an opportunity for members to provide input on safety resolution as written. Feedback will be considered, and revisions made by EB. The second draft will be proposed to the GMM for approval without amendments.

2:50-3:00 Break

3:00-3:30

**X. Wrap up and assignments /timelines for tasks and actions.**

**XI. Adjournment**

- a. Alex moved; Julianna seconded to adjourn the board meeting at 4:22 PM.
  - i. Motion approved