

REA Executive Board Meeting Agenda

Date: 1/31/2021

Time: 3:00 PM

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

Guests: Simone Boe (WEA), Julie Popper (WEA), Jennifer Silves (WEA)

AGENDA

I. CALL TO ORDER

- a. Called to Order at 3:04 PM

II. January 25th GMM Review of 2nd Motion

- a. At the general membership meeting, the 2nd motion was passed to address the district to recall the reopen of school and what further actions needed to be taken.
- b. Simone and Jennifer have been working to provide additional support for locals who are having challenging bargain to help coordinate and support in consulting and organizing in bargaining in those locals.
- c. Three main principles driving the work
 - i. Will the movement support power for bargaining team?
 - ii. How does the actions and decision made meet that strategy in step 1?
 - iii. How do we build the transparency in communication systems?
- d. If we can't see where it fits back in, we will end up saying that we can't work in tandem and other places that need our assistance.
- e. ROC Next Steps- Plan
 - i. Members who signed up for beginning the charge for the work that is happening and what needs are going to be needed for the charge.
 - ii. Communication support
 - 1. A Salsa out to all member
 - a. Explain more about the actions entails with whatever the school board/district do
 - b. What does that mean? What are next steps going forward?
 - 2. Teaching members with what solidarity is
 - a. How do we support members with that charge?
 - 3. Send out a hustle
 - a. To communicate to help with the communication piece
 - 4. Rep Council
 - a. Rep Council will also be informed on Monday, February 1st with this action.
 - 5. Provide on-going communication
- f. Member Communication (Julie)
 - i. Draft email for Mary Jo
 - ii. Draft Letter to families
 - iii. Talking Points

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III. Discussion around items

- a. Parents and student preparedness and not blind-siding families?
 - i. This is the district faults and other reasons of why you are doing
 - ii. When will educators get it to their families
 - iii. Hope is Monday to have everything to members.
- b. Potential of Survey
 - i. Some of our members don't have Salsa and hustle picks up some of those things.
 - ii. Survey is created and ready to go- Jennifer
 - iii. Getting members to do the survey and have that 1:1 communication
 - iv. ROC wants to know what the next moving pieces so that they can move forward.
- c. Since there was no discussion around the motion as it was asked to closed debate and such, the motion reaches and reads that if the district acknowledges the motion... then that is done and we'd call for another meeting to discuss next steps.
 - i. If there is a response from the district, action wouldn't be taken on the 3rd and that they are recalling a non-vote and we would go forward with planning a general membership meeting.
- d. How long are we asking members to do asynchronous work? Bellevue had a set time, but our membership doesn't have a set time.
 - i. We are anticipating a response from the district on Monday, February 1st.
 - ii. Communication tonight to members would be to clear clarifications and such.
 - iii. That would have to be decided at the next GMM meeting.
- e. If we do move to asynchronous but what counts and what doesn't
 - i. WEA has information about what those look like and such.
- f. Who is going to response and which one matters (school board/district)?
 - i. You won't get a response from the school board meeting on February 10th
 - ii. The communication would come from the district in the meantime
- g. Time for members who didn't come to the first meeting, can they come tomorrow.
 - i. They can attend the meeting as it was communicated on Monday.
- h. What does asych mean for specialist/TOSA roles?
- i. How does our work impact the other bargaining units?
 - i. It was asked in bargaining and such about these units.
- j. [ROC Charge Re-Cap](#)
 - i. Develop a network of communication between buildings and leaders
 - ii. Approach new leaders and training BLST
 - iii. Identified issues and bring them to the board.
 - iv. Carry out other duties of the board, rep council, and the membership.

IV. Bargaining Updates

- a. Prep Time- Workload
 - i. One full asynch day for everyone will be scheduled.
 - ii. The day before students start in-person for different grade levels asynch but there would be 30 min for each session to meet their new roster of students.

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- iii. ½ day per diem pay for all Pre-K through 5th grade and self-contained classroom staff.
- iv. 1 additional day per diem for all staff returning to in-person
- v. 2 additional days per diem for staff who make a grade change.
- b. Class size
 - i. Contract language (CBA 9.8) around class size targets will continue to be followed. Class size continues to be based on the overall daily count of students and overload will continue to be paid based on contract language.
 - ii. There will be a cap of 15 per in-person session.
 - iii. If there is space available, students can move into in-person learning.
 - iv. A request to exceed the class size cap can be made to Asst. Sup of HR and President of REA, who will work in labor management to evaluate the circumstances and make decision.
 - v. Every effort will be made to limit the number of people in a room (both staff and students) to 18 people in a room. However, if there is a request to go to 19 people, it will be discussed in labor management. Labor management will review the request and the classroom capacity parameters and then make a decision.
- c. Grading/Report Cards
 - i. The end of the grading period may be adjusted due to a return to in-person learning. Any standard that were not taught due to the potential shortening of the trimester, will be marked IE on the report card and may be assessed and scored in the 3rd trimester.
- d. Safe Start/SEL time-
 - i. The 30 minutes of Family/Student Access time to incorporated into the calendar was revisited. Initially this time was scheduled to assist families with access to technology and it was intended to be repurposed once families were more comfortable with remote learning a transition to in-person learning time occurs, that time will be allocated for safe start/SEL time based on the following agreement
 - 1. There will be 30 minutes of safe start/SEL time Monday-Thurs
 - 2. Safe Start SEL time replaces the Family/Student Access to instruction
 - 3. For the in-person learning- Safe start/SEL time will occur the 15 min prior to each in person session (8:15-8:30)
 - 4. For remote learning- Safe Start/SEL time will be 15 minutes of time (for each session) used for SEL work. The time does not have to be added at the beginning of the session
- e. Elementary Counselors-
 - i. Counselors will make the decision to work in-person or remotely
 - ii. After 1st grade has returned, we will revisit at BT.
- f. For all staff
 - i. Evaluations
 - 1. Changes will be made to how student growth goals will be scored for staff evaluations

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2. All staff are to be considered proficient unless that staff member wants to do to classify for distinguished
- ii. Other
 1. **If a notification is made about assignment change, you are given 3 days min.**
- iii. **Special Education**
 1. Secondary ILC will start in-person full day at the start of the 3rd trimester. They will not start with ½ day programs.
 2. A joint question and answer session will be held with RSD & REA for all ILC teachers in order to address questions and concerns relating to the return to in-person instruction and the safety concerns that are more specific to these programs.
- iv. Continued Bargaining
 1. Secondary Return to in-person
 2. Bargaining everchanging return to in-person learning.
 3. Subs
 4. Classroom Coverage (remote/in-person)
 5. Communication around safety and COVID tracking