

REA Executive Board Meeting Agenda

Date: 5-17-2021

Time: 4:15 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

AGENDA

- I. CALL TO ORDER at 4:07pm
- II. ADOPTION OF THE AGENDA - Susan Hoover moved to approve agenda, Bridgett Kawachi seconded. Motion passes.
- III. APPROVAL OF THE MINUTES - Miriam Hogley moved to approve minutes, Susan Hoover seconded. Motion passes.
- IV. REPORTS
 - a. Labor Management
 - i. Displacements -
 1. All but three have been placed in positions.
 2. Staff cannot displace into “comprehensive schools” or into “RIZ schools”
 - ii. Nominations and Elections
 1. Mary Jo recommends that there is a representative from the executive board on the Nominations and Elections Committee. Bradley recommends that we have two exec board members who are not elected in the same calendar year as representatives on the N&E committee.
 - iii. Evaluation
 1. District has committed to providing additional training for administrators. Is also looking into what it would cost to hire Susan Ormbrek to provide some training. They are also hiring a .5 position to cover evaluation and the BEST mentor program.
 - iv. ATP student situation
 1. Mary Jo described a concern with a student with additional needs in ATP who is creating an unsafe working environment for staff. Contract requires a safe working environment for staff.
 2. District is requiring staff to take a course on Canvas prior to approving 1:1 aides. REA is looking into the legality of this requirement.
 - v. Two potential new grievances
 1. Sick leave monitoring
 - a. inappropriate discipline for use of sick leave
 2. Employee submitted evidence in evaluations.
 - a. administrator refused to admit any evidence entered into evaluation by staff member.
 3. Grievance filed by member at Renton Park (On her own- checking on progress and timeline. She may be filing a second one on an act of racism against her during a meeting.)
 - a. Member is filing a grievance due to administrator’s response to her explanation of what staff member feels was a cultural misunderstanding.
 4. Julianna asked about the possibility of training by Annie Lamberto(?) on what other districts are doing about rights for SpEd staff.

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- b. Other reports
 - i. membership-
 - 1. Did not receive any response from Rep council to help contact the final 30 or so people who are not yet members. Susan would like to send handwritten cards to potential members. Majority of them are new hires.

V. Unfinished Business

- a. Charge for Political Action Committee
 - i. Anthony Ase- Interested. Mary Jo recommended Anthony as Chair, Julianna will reach out to him to see if he is interested and will start working on getting PAC committee started.
- b. MLK Labor Council
 - i. Need a small group to work on the communication circle to include the exec board, rep council, and general membership.

VI. New Business

- a. Financial Policies presentation and discussion
 - i. Maria moved; Julianna seconded to approve the policies presentation and discussion including the conflict of interest form.
 - ii. Motion passes.
- b. Building Decision Making Matrices
 - i. Board will review the examples sent in Google Sheets from Alex and will provide feedback by Monday, May 24th, 2021 by 6 PM.
- c. Climate survey presentation
 - i. Data came in and was attached to email. We will need to draft building reps with protocols and regulations for how to present information to staff.
 - ii. Miriam is looking to see if there is anything that was created from prior years and will see if we can use/apply that this year.
- d. Renton Park waiver
 - i. Miriam moved; Bradley seconded to extend the deadline for waivers and present Renton Park's waiver for DO PASS for recommendation at June Rep Council.
- e. Retirees' celebration
 - i. Mary Jo reached out to HR and has not heard back
 - ii. Will be working with Special Event Committee to prepare.
- f. Open board positions
 - i. Yusuf: Omar A. | Dimmitt MS | ELA teacher (Ethnic & Minority Rep)
 - ii. Tai Kaku | Maplewood Heights | 3rd Grade (Intermediate Rep)
 - iii. Appointment would begin at the end of the gavel at NEA RA in July and will be active EB members if they accept appointment from current REA President.
- g. Exec Board retreat
 - i. August 10th & 11th
- h. End of year stipends
 - i. Will aim for the first week of June.
 - ii. Make it clear that they can either come get it themselves, have someone designated pick it up, or email and we can mail it.
- i. Proposal for a small benefit for "new to the district" teachers.
 - i. Topic was tabled after discussion.

VII. Other

- a. _____
- b. _____

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VIII. ADJOURNMENT

- a. Alex moved; Maria seconded to adjourn at 6:32 PM