

Exec Board Meeting Agenda

Date: 11-16-20

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, Bridgett Kawachi, Yusuf Saadat

AGENDA

- I. **CALL TO ORDER**
 - a. Meeting called to order at 4:05 PM
- II. **ADOPTION OF THE AGENDA**
 - a. Susan H. moved; Julianna D. seconded to approve the agenda with flexibility.
 - b. Motion passes
- III. **Adoption of 10/19/20 Exec Board Meeting minutes**
 - a. Alex Castro moved; Maria Hernandez seconded to approve the minutes with updating Maria's last name.
 - b. Motion passed
- IV. **Membership Report- Susan Hoover**
 - a. Susan has attended training with WEA, met with Brad from WEA, and the President.
 - b. We have lots of the data
 - c. Mary Jo gets updates every Friday from the district for new hires.
 - i. Whatever content area/grade area that is hired, they are also connected with the reps on the Executive Board and connect them with another buddy in their grade level/content band.
 - ii. Susan is working on stock emails to send out to members.
- V. **Bargaining Report**
 - a. **Ongoing clarifications**
 - i. Staffing & Scheduling
 1. Using the inquiry process for special education students who aren't
 - ii. 21 students are potentially identified needing in-person instruction.
 1. 6 Satori students will be coming back November 30th
 2. 14 staff are being asked to come in.
 3. Jennifer T. from RSD hasn't responded to communication and saying discussions are being made at the building level.
 - b. **Bargaining updates**
- VI. **Old Business**
 - a. **MLK Labor Union**
 - i. When we voted on 10/19/20 was 1,026 members
 1. Total cost for membership is \$0.65/per member, per month
 2. Approx. \$8,002.00
 3. Membership starts from Nov. 1st- August 31st
 4. Delegates/Reps allotted is 5 plus one principal officer
 5. First Meeting is November 18th, 2020
 - ii. **Process for joining**
 1. Bradly moved; Julianna seconded to determine as an executive board which six will attend this coming Wednesday meeting in lieu of nomination and election which will be held before the next meeting.
 2. Motion passes
 3. Mary Jo, Julianna, Susan H., Susan D, Margaret will attend for the Wednesday Meeting.
 - iii. **Process for selecting delegates/representatives to attend meetings.**
 1. Miriam moved; Bradley seconded that we use the same nominations from the floor protocol at Rep Council at the December Meeting to nominate and elect the delegates at the council meeting.
 - a. There was discussion about the motion and Miriam had agreed to table the motion.
 - b. **NCUEA Attendance and registration**

- i. Dates
 - 1. Thursday December 3rd: 3:30-5:30
 - 2. Friday, December 4th: 3:30-6:30
 - 3. Saturday, December 5th: 9-2:10 PM
- ii. Mary Jo will send out information to sign up through REA to membership again within the next 24 hours.
- iii. Julianna moved; Susan D. seconded that we send more people within reason to the NCUEA Fall Conference.
 - 1. Motion passes

VII. New Business

a. Election Dates, forms, Ballot Point...

- i. Deadline is 4 PM on February 19th, 2021
- ii. We can use BallotPoint as the system to take voting and such.
- iii. Both elections for WEA RA & NEA RA will be hosted at the same time.

b. Election guidelines and timelines for:

- i. exec board offices,
 - 1. President, Secretary, Primary Representative, Middle School Representative, and Special Service Representative are up for election this year.
 - a. Mary Jo will reach out to N & C about elections and such.
- ii. WEA RA and NEA RA delegates.

c. Potential grievance regarding the opening of Meadow Crest without a safety team and safety walk-through with union to make sure all requirements are being met.

- i. Initial contact with WEA Legal- Aimee Iverson-WEA Legal Director, Erik Hanson-WEA Attorney (ULP specialist), Annie Lamberto-WEA Director of Special Education Support center
- ii. Facts
 - 1. Student has been accepted to transfer from another district with an IEP that has "in-person" instruction in their IEP.
 - 2. Meadow Crest has been
- iii. Perceptions
- iv. District's Response
 - 1. Scheduling and staffing were placed in priority before Safety.
- v. Next steps
 - 1. Susan would like to have the discussion at another time about REA's stance on interest-based bargaining as something to consider.

d. Two documents for guidelines to the district regarding health and safety adapted from bargained documents in Kent.

- i. **Protocols for Presumptive, Positive and Negative COVID-19 Cases**
- ii. **Safety Team Site supervisor and building team**
 - 1. **Additional edits**
 - 2. **Discuss and vote for use by bargaining team**
 - a. All board members agreed to have this protocol to be presented after meeting with WEA staff for final reviews.

e. Anti-racism, equity, social justice statement presentation

- i. **conversation and possible adoption.**
 - 1. Statement requires action, state and what policies we want to see eradicated, changing our practice that we have as teachers.
 - 2. Support teacher autonomy appropriately within their classrooms.
 - 3. How do we go from paper to action?
 - 4. Evaluate all policies that support or enable systemic racism.
 - 5. What work can be done within our contract?
 - 6. Economic justice. Independent recession because of COVID and how our BIPOC families are going to be affected.
 - 7. Guidance from WEA in their stance for Black Lives Matters.

ii. **Charge for Social Justice and Equity Committee**

f. **School board strategy to focus on the current trends in Covid numbers**

i. Possible Options

ii. Charge for ROC

VIII. Other

a. WEA Director Report- Julianna

i. Hiring for the Executive Director of WEA, most of Fridays session

1. Amy Iverson will take over as the Executive Director of WEA in January and has been with WEA for 30 years.

ii. Four resolution that have been created

1. Adopted BLM

2. Indigious people in the state

3. Recognize land acknowledgements that are given by local tribes that can be given to WEA and associations.

4. WEA will support any local with staff who choose to engage in Striking on January 20th if the current President of US doesn't leave office.

IX. ADJOURNMENT

a. Alex moved; Julianna seconded that we adjourn at 6:49 PM