

## TFESP 461 October General Membership Meeting Minutes 10/14/25

Meeting called to order 5:00 pm

Motion to approve minutes from the June meeting passed

### Kari- president's report:

Right Response training is required for all ESPs per our current CBA. We have to recert annually. The district is going to be checking that everyone has the training. It's not offered during regular work hours. The CBA said it had to be offered during work days when students aren't present, but that hasn't happened because all of the trainers have to work those days in their buildings too.

Kari and Enrie have been talking to the district about the situation with MTSS and hourly staff. They plan to talk with a lawyer to find out if we have a case to file for an unfair labor practice because the district took the lunch/recess/crossing duties out of our CBA. There is also inequality because many MTSS people have been assigned these duties and they are ESPs, but the hourly people have these same duties for less pay/no benefits.

(Niki Moss reported that she's an MTSS and has been assigned 1:1 support. Kari will bring this up at labor/management meeting)

(Melissa Roach reports that ESPs were asked to do crossing for no pay at her building, but they were then paid retroactively.)

The district is updating its toileting policy because of new OSPI guidelines. OSPI guidelines are posted online, TPS isn't yet. Toileting can be a duty for any ESP, including substitutes.

(Brief group discussion: A second staff member needs to be close enough to see or hear the person helping a student with toileting. One building uses radios for this.)

Because of a recent action taken by a group of TPS employees, Kari stated that sick outs are illegal and the union can't support them. All actions have consequences and please make sure everyone knows the possible consequences of their actions before they do anything. Talk to union leadership to try and solve problems in legal, sanctioned ways. We vote as a local before striking.

(Enrie, AFT rep- The union can support people by ensuring their Weingarten rights are protected no matter what. Remember that withholding your labor is a last resort tactic and we can try other things first.)

### Melissa-VP report:

Our secretary moved and had to resign. Tim Neuberger volunteered to be interim secretary, but we need to have a special election. Nominations at the November meeting, election in December, we may be able to do internet voting. We need an election committee to double check for eligibility and count votes. Asking for committee volunteers.

The AFT is sponsoring labor to neighbor canvassing for candidates this upcoming weekend and there are No Kings events on 10/18/25

Anitra-Membership report:

The district changed orientations for new hires from in person to virtual, so that changes how we talk to new hires about the union. Please reach out to new people in your building.

Email Anitra: [461vicepresident2@gmail.com](mailto:461vicepresident2@gmail.com) if you got transferred to a new position or if you want to do building rep training

Communication report:

The website is still under construction but it's being updated and has meeting dates posted

Enrie-AFT report:

84 members of a local in Olympia/Greys Harbor who are all Head Start workers got "Reduction in Force" layoff notices because of federal cuts to Head Start. Over 200 families are losing Head Start services. There is a solidarity rally being planned for next month.

Cheryl Ann- Treasurer Report:

Will have a budget written for next month.

Several people had general questions

Kathy: What if your duties aren't in your job description?

Kari: Talk to your admin if you have concerns. You can also email Kari at [461president@gmail.com](mailto:461president@gmail.com)

Betty: Has gotten lots of questions from coworkers about PD and stipends. The district has cut a lot of class offerings and many are really short

Kari will ask management about getting more options

Melissa: OSPI classes can be used and non-required Safe Schools trainings also

Cheryl: Do we need approval from admin for classes?

Kari: We just need approval for the paperwork after we take classes, not pre-approval.

Cherisse: Can we use district computers to send emails for union meeting notices?

Kari: Ok if it's on your own time.

Enrie: Ok for meeting notices and regular communication, but not organizing or anything political

Kathy: Is Right Response and Fundamental Course of Study required for all new hires?

Kari: Yes

Emmett: is parapro cert required?

Kari: No

Jennie: Do early learning ESPs have to do the Fundamental Course now? That's new

Kari: Thinks so, but will double check

Training questions can also be directed to Andrea Frazier, the district PD person

For the Good of the Order

Jode is overseeing a bylaws committee and looking for volunteers. Please email [buildingrepc461@gmail.com](mailto:buildingrepc461@gmail.com) if you're interested.

Meeting adjourned 5:55 PM