**TACOMA FEDERATION OF PARAEDUCATORS LOCAL 461**

**MINUTES OF MEETING OF GENERAL MEMEBERSHIP**

**NOVEMBER 18, 2019**

**Meeting called to order by President Glory Tichy at 5:30 p.m.**

**Reading of Minutes**: **A motion was made and seconded** that the minutes from the October 21, 2019 meeting be approved as presented. **MOTION PASSED**.

**Updates**:

* Contested Vote: Glory reported that AFT National has completed its investigation related to the complaints of our May, 2019 election. The AFT report is lengthy and will be put on the website for all to review. Glory read the final paragraph. “For the foregoing reasons, AFT concludes that there is not substantial evidence in the record to further investigate the union officer election or set aside the election results. Our decision in this matter is final.”
* SEBB Bargaining: Glory reported that there is a meeting with the District tomorrow. We need to change our contract language related to SEBB and the end of Sound Partnership. We also need to clarify language related to benefits for subs.
* Para Cert Funding: Glory reported that she met with Andrea Frazier and that the legislature will give funding to school districts to be paid to paraeducators required to complete the paraeducator certificate courses. However, the funding for the 14 hours required in 19/20 will not be distributed to school districts until the 20/21 school year.  TPS will decide how to compensate paras for these hours.  Ideas so far - add an additional 14 hours of available PD to paraeducators required to take the courses or allow a third stipend to be submitted. If you have PD hours available and submit for pay you will be paid for hours after completion. Funding is coming from the legislature but because we are already offered paid PD, this would mean some sort of additional hours and/or compensation.

**Reports**:

* Treasurer’s Report: Treasurer Laura Robyn reported that we have hired a new accountant to help with our taxes/990’s. We are able to pay this accountant less money than we have paid in the past to have our 990’s done. The new accountant is also going to help Laura with accounting software. It has been discovered that our 990’s are filed with the IRS and are current.
* Labor Management: Glory reported that we are working on a new Memorandum of Understanding (“MOU”) related to guidelines for paras displaced during the school year. They should be assisted in finding another job before becoming displaced or put in the sub pool. In anticipation of more budget cuts at the end of this school year we’ve started discussing a MOU for what the process will look like. The administrators for Early Childhood will be at the Labor Management meeting this month to discuss Early Childhood concerns.
* Endorsement Committee: Janet Hubbard reported that candidates that we endorsed, Lisa Keating and Enrique Leon, were elected to the School Board.
* PCCLC: Janet Hubbard reported on the Pierce County Central Labor Council. There was a meeting last Wednesday. They discussed successes, including the Sumner para strike. Coming up is a scholarship. Janet also reminded us that PCCLC provides assistance for members in need.

**Other**: Glory reported on how to submit Safe Schools hours, including the extra time for the two new required courses for para certification. She also reminded us that the 12/2 no student day for Elementary is connected to the Thanksgiving break, so we cannot take personal or family leave that date. Many members plan to take training toward the Para Cert that day. Hours may be adjusted, as long as the same number of hours are worked. Members may need to authorize this with their administrator.

**Q & A/Public Comment**:

* Professional Growth Plans. Optional or required? See page 32 in our CBA (which can be found on the website).
* District is misrepresenting class sizes (because of “co-teachers” [i.e. specialists]) District is claiming class sizes are half as large. Example: class of 26, with “co-teacher” (P.E. teacher or librarian a few hours a week) is being reported as a class of 13.
* Members and parents are encouraged to go speak before School Board, especially related to safety issues.
* MyTime – Flex time was discussed. Specifically, clock in early, clock out early or clock in late, clock out late. Differing responses/willingness from building timekeepers as ultimately these adjustments to hours have to be made in MyTime by timekeeper. Any flex time MUST be approved by your building administrator.
* Para Cert Deadline: August or April – which is correct? Glory will get clarification and post on website. See email from Andrea Frazier sent 10/8 with more information.
* We want to put together a new committee of substitutes to discuss sub issues. **It was moved** **and seconded** that a new committee entitled “Substitute Committee” be formed. **MOTION PASSED.** Glory reported that substitutes will be a “big topic” at the Labor Management meeting. Issues include one pay rate as well as substitutes being assigned to students with extreme behaviors.
* Vice President Kathy Unruh is on a committee with District to discuss hiring and retaining substitutes and hiring and retaining paraeducators.

**Next Meeting**: January 13, 2020

**Meeting was adjourned by President Glory Tichy at 6:25 p.m.**

Respectfully submitted, Elizabeth Walle, Secretary