

## EXEC COUNCIL VEA 24-25

June 11

Lisa

Matt

Manda

Teresa

Aristy

Jason

Chris

Kathleen

Sarah

### Transfer of leadership

Elections have taken place, and we are officially removing use of the debit card and access to funds. Teresa moves to remove Lisa Miller and Jenny Granum from the accounts, seconded. Teresa moves to add Chris Stone and Matt Tilden to the account, seconded. Both movements unanimously accepted.

### Bargaining update

Bit of a struggle: tomorrow small group bargain- focus on Sped at CES with Julie, AMY and Katherine. Next Monday and Tuesday full group. Prediction is that the bargain will be completed with the new interim and signed in the fall. Will try and push through, only extend if needed.

### Interim Sup

Some google search drama, perhaps related to identity politics. The board has fully vetted her. Uniserv rep has positive things to say. "She is strong and direct; good at arguing, but doesn't hold against the person when opinions differ. She will start on July 1st.

Do we want to have a person, or rotate, attend each board meeting?

Job descriptions - have been sent via google, they are on the by-laws.

End of year gifts: VHS has completed, needs cards.

Leadership retreat: WEA is inviting 5-6 people on Sept 23rd, WEA will pay for release time, and food. Teresa, Manda, Kathleen, Matt, Chris are all interested.

Next regular meeting tentatively scheduled for Wednesday, Sept 10th, 4pm. There will need to be a new member meeting.

May 14

Jason

Sara

Jenny

Lisa

Sarah

Manda

Aristy

Chris

Wednesday, May 13

1. Reciprocal Mentorship
  - a. [Flyer](#)
  - b. Dates - June 2 all day meeting. Fall, winter, spring meetings with subs covered. \$500 stipend for each participant.
2. Year End Party - Camp Colvos Friday, June 20th.
  - a. Flyer - Manda
  - b. What are we covering? Two drink limit, we will buy snacks
  - c. Space is reserved
3. Retirement Gifts
  - a. Susan Swan - Sarah will buy gift certs for massages
  - b. Nan Hammett
4. Science Adoption at CES - decision made, no pilot. Roll out next year? No PD, people being asked to teach a unit next year. Nobody seems to want to do a curriculum adoption. It has been contentious at the middle school, which may be trickling down to CES. At PD this Friday CES will see if there are teachers who want to do an adoption, or is what was chosen the best option?
5. Bargaining update - no movement yet. Next bargain is May 30th.
6. Welcome of new council members - Matt, Teresa, Kathleen
7. The Interim Superintendent will be hired by the Board, and then a full process will be done next year.
8. Mis-communication and mis-allocation of funds. Issues with the finance department.

April 9, 2025

Jason  
Sarah  
Manda  
Lisa

Chris  
Jenny  
Aristy

1. Election - form sent, due by Monday
2. Bargaining
3. Sparks - off the table for this year (at least)

4. New Superintendent - School Board Meetings - goal is to hire an interim superintendent, and then run a full interview process in the following year. This will hopefully allow for someone to work with Slade before he leaves in July, and still have a very thorough process for the actual hire.
5. End of year party to be held at Camp Colvos on Friday, June 20th.

March 12

Lisa  
Manda  
Aristy  
Jason

Sarah  
Chris  
Jenny

1. Update on Bargaining - Bargaining retreat for the team March 18.  
Bargaining Dates: April 15, 16, May 30, June 16, 17 Dates are later so that the budget will be more fleshed out.

2. Elections - send out a query
3. SPARKS - [INFO](#)
4. Spring Things

Try to help admin make sure that staff have input on these things!

**1. Use of non-instructional time -**

INPUT/REVIEW Principals, staff, PLC leads, district admin - Input

**DECISION - District admin, principals and PLC leads - Decision**

TIMELINE - Spring prior to the school year, and throughout - Time Line

**2. PLC work**

Input/Review - Principal, staff, PLC leads

**Decision - PLC team**

TIMELINE - Ongoing

**3. Building Discipline Process -**

Input/Review - Principal, staff

**Decision - All staff**

Timeline - Spring, fall, and midyear

**4. Building culture/collective commitments**

Input/Review - Principal, Staff

**Decision - All Staff**

Timeline - Spring, fall, and midyear

**5. Regular Daily Bell Schedules**

Input/Review - Principal, staff

**Decision - BLT (PLC leads and admin)**

Timeline - Input in spring, decision in fall

**6. Smart/Homeroom**

Input/Review - Principal, staff, tier 1 team

**Decision - BLT (PLC leads and admin)**

Timeline - Input in spring, decision in fall

**7. Intervention schedules**

Input/Review - Principal, tier 2 & 3 staff, PLC Leads

**Decision - Principal, tier 2 and 3 team/teachers**

Timeline - End of the year review and plan for following year

**8. Master schedule (including intervention blocks)**

Input/Review - Principal, staff

**Decision - Scheduling team (including teacher representatives)**

Timeline - Input mid-year

**9. Building discretionary budget**

1. Principal, staff

**2. All staff**

3. Spring, fall, and midyear

Seniority List posted by March 15

Leave Of Absence Requests to the superintendent by April 1.

Request Transfer by the first Friday in April - Amy will send something out about this!

April - Consider Club Reclassification - Page 53

“The administration will present salary proposals to the Labor/Management team. In April, the Labor/Management team will review and approve salaries for club offerings for the following academic year and consider proposals (if any) for reclassification of stipend level.”

February, 12

Sara  
Sarah  
Manda  
Aristy

Chris  
Lisa  
Jenny

1. Spring things -There are a number of things that should be decided on by PLC leads - the PD for the next year. We need to have PLC leads look at this and not let the district run away with it. For example IPP seems not to be working, but has been decided by district. PLCS should choose something that is tied to SIP and Strategic Plan. See page 12 of CBA, and decision making matrix
2. Calendar - Calendar is done, but has not yet gone to the board for approval.

3. Our job today is to have a conversation about what our bargaining priorities for this bargain will be. Chris, Jason, Jenny and I will spend a day with Rina going over all of this information as well, but I would like to get a feel for what the council is feeling our priorities should be.

1. [VEA Council Interview Summary](#)
2. [VEA Bargaining Suggestions](#)

January - general meeting

December 11

Lisa	Chris
Sarah	Jenny
Aristy	Jason
Manda	

Discuss steps to plan for bargain

#### General Meeting - January 11

Structure

Content - Nuts bolts of process- members on the team + Rina vs admin and DA, process is called interest based bargaining.

Food - pizza by 4pm ish

Invite

Structure of one-on-ones: BAT

November 13

Lisa	Jenny
Sarah	Chris
Sara	Manda
Jason	Aristy

Gathering some information about special education - SEPAC (special education parent advisory council) report is bleak, amount of turnover, lack of support. Very well done, and very critical of leadership in SPED. SEPAC is presenting at the Board Meeting on 11/14. Building reps to check in with current SPED folks and see how they are doing. What are the current issues?

Clarifying time to meet with para educators - Friday mornings

Bargaining timeline - Workshop this Saturday (Chris, Jason, Jenny and Lisa)

December meeting will be dedicated to setting up for the General meeting on Jan 11. Jason will work on VHS theater as a location. 4:15-5:30

Building Check In:

CES- Julie is responsive, special education is having some strife - often with rearranging para schedules to account for para absences.

MCM- Everyone is plugging along. Sub shortage? Teachers are having to cover. Staff is unhappy with the way that the secretarial staff is handling it. What does "effort to find a sub" mean, how does it look in each building? Topic for labor management.

VHS- Issues around Admin being out of the building, who is in charge if something goes sideways? Provisional staff are worried about spring... No nurse in the district is troubling.

Budget - Extra expenses expected due to bargain year, this will be covered from funds in the current accounts. There are funds to cover anticipated costs without changing revenues. All parties present approve the motion. See published budget doc.

Anything else? Labor Management is on Monday.

October 9

Jason	Aristy
Lisa	Manda
Sara	Lisa
Sarah	Chris

Bargaining: We have interest based bargaining, so negotiation based. Identify problems, work together to find solutions. Task is to talk to members and identify issues that will need to be addressed. We may want to incorporate some structures prior to a general meeting such as:

Compare contracts?

How can we find evidence for the changes we wish to see?

Can we find a way to get the Paras and Teachers time to meet?

General meeting January 14th,  
BAT teams out and wrapped up by February 11th

Budget: Currently in the black, and looking good although we are still waiting on FTE to know revenue and create a budget. Additional costs will be incurred this year due to bargaining. As things are updated a copy will be made available to members via the website.

If the small, rural grant comes in, consider using it to make the general meeting fun.

Update membership: we have a few non-members

New discipline rules: Everyone coming together about what exclusion means, what it looks like to rejoin the class, and when parents need to be contacted and by whom. Ambiguous rules made in 2018, WEA is working to clarify where there are discrepancies (admin vs teachers) It will be locked in by next school year.

Second Meeting 10/09/24

Topic	Who?	
Signing Up New Members (Who do we need to get yet?)	Jenny	
Budget	Jason	
New Discipline Rules	Manda/Jason	
Bargain	Lisa	<a href="#">DOC</a>
Recess at CES/Has the math situation settled down?	Aristy and Manda	

First Meeting 9/11/24

Topics that you would like us to talk about.

Topic	Name	Result if any
Signing up new members	Lisa	<a href="#">Members</a>
WEPAC - Chris will contact Sarah and send an email.	Lisa	

Scheduling Regular Meetings with Admin at each building	Lisa	
Cleaning Up Email Members	Lisa	
Para movement from Tier 2 Reading to ML Reduced the number of students in Tier 2 who can be served. Who is making this decision and why? (Principal, Tier 2 intervention, PLC leads give input and review intervention schedules.)	Manda	
New Discipline Rules Manda, Sara, Jason		<a href="https://awsp.org/informed-principal/blog/blog-detail/awsp-blog/2024/08/16/new-emergency-discipline-rules-from-ospi-now-in-effect">https://awsp.org/informed-principal/blog/blog-detail/awsp-blog/2024/08/16/new-emergency-discipline-rules-from-ospi-now-in-effect</a>
Finances Look at budget and see if we agree. May have to add some stuff.	Jason	
31 - 2nd grade math students in CES. Trying to hire a para to be a certified teacher.  MCM - 30 students, 6 without needing additional support.		
Update on the VHS & McM PE "Double Double" class size clarification.	11 days after - algebra to highschool. Adding more staffing. From Slade and Greg. Amy is going to reach out. I know that you are. Verify at labor management. No language for anyone who is less than 1.0.	
Sub coverage for ACE classroom teachers	Special Ed Teachers at MCM. They agreed to do it. Now they want to be paid. You have para support. Put in for a sub.	



