**WEA Executive Committee Meeting Minutes**

**01/12/2015**

**Call to Order:** Rhonda called the meeting to order at 4:17pm.

**Approval of Minutes:** Kelly Modlich moved to accept December’s minutes. It was seconded by Jackie Ryan. Motion to accept the minutes passed.

**Treasure’s report:** David was not in attendance, so Rhonda discussed the report and moved to accept. The motion was seconded by Cathryn Crane. The motion passed.

**Communications:**

Save the date: May 6th is the date for the WEA Spring Reception. Please don’t schedule meetings or other school events for that day. Encourage your members to attend this once-a-year event to celebrate our members who are retiring, elected Educators of the Year and Friends of Education. This is our association’s annual event that raises money for our scholarship program.

**Building Reports:**

Teacher Evaluation/OTES: There doesn’t seem to be consistency among the administration within a building or across the buildings as to how they are implementing the OTES Pilot. One member reported that their admin isn’t treating this seriously and not encouraging teachers to strive for an “Accomplished” rating. Another member reported that the pre- and post-conferences aren’t being conducted in a timely manner. Months are going by between the observation and post-conference. All principals should be using district forms. There are many things about OTES that need to be negotiated into the new contract.

Repeated diagnosis: A member in one building reported that a teacher was recently diagnosed with cancer. This is the 16th person from the one building. Rhonda will follow-up with this concern.

Discipline: Some principals don’t seem to be responsive to teachers requesting student discipline. The principal is minimalizing the severity of some actions by students towards teachers. Rhonda suggested that the Fac Reps meet with the principal to discuss the issue in an official capacity. The meeting should be treated as on the record with notes being taken. If the problem persists, Rhonda can step in. Teachers need to feel safe in their school.

Teacher conferences/discipline: A teacher who is placed on an improvement plan should have goals set and observations completed to track the progress of goals being met. If a teacher does well for a few months, then reverts back to old ways, the principal can put a report into his/her file documenting the regression. The teacher must sign the form, not indicating approval of the report, but merely proof that the teacher has read the report. There is no specific timeline stated in the contract as to how long the period of time is between the improvement and regression. Many Human Resources staff members are new, so Rhonda has been monitoring and helping them follow the contract in these situations.

**Committee Reports:**

Elections: NEA-RA State Delegates are needed. There are typically 4 positions available. Please encourage your staff to think about running for this position. The NEA Rep Assembly will be held July 1-6 in Orlando. If anyone is interested in running on the state ballot, let Rhonda know or go to the OEA website. Forms need to be returned to the OEA office by Jan 31st. No faxed forms. Another opportunity to run as a local delegate will be announced at the next Exec Meeting.

**Old Business:**

Sub issues: Surrounding districts are not happy with the company that Westerville is using, ESC. HR is trying to petition administration to bump up the sub pay after a sub has been in the position for 30 days. Let Gary Smetzer or Rhonda know if you know someone wanting to become a sub for the district. The question was raised to pull out of ESC, but that probably won’t happen. Gary, from HR did meet with secretaries to see how it was working.

T-Shirts: Rhonda distributed shirts to those who were at the Fac Rep Workshop. WEA was given approval to sell shirts to WEA members that include a $2 additional fee. That fee will go towards a scholarship that is given to 3 seniors (one from each HS). The cost of the shirts is as follows: S-XL = $15, 2X = $17 and 3X = $19. Cash or checks (made payable to WEA) are accepted. Order forms will be created and forwarded to Fac Reps soon. Please have order forms and money to Rhonda by Jan. 31st. The t-shirts can be worn any time. It’s an excellent way to show solidarity during this bargaining year.

**New Business:**

Work-day and after-school trainings: If a teacher is required by the school principal to attend training on a teacher work day, it is permissible by the contract for up to 3 hours. The contract doesn’t allow for the option (typically by suggestion of the principal) of doing some of the required training after school because the training is going to be longer than the 3 hour maximum on the work day. For example, if 2, 2-hr trainings are being required, the principal cannot break up those 4 hours to 3 on a work day and 1 after school (or any combination of hours) as a requirement. Please let Rhonda know ASAP if this is happening to anyone in your building.

New Trainings: The effectiveness of new intervention programs MyOn and Lexia are being questioned. Is there research to support the decision to change intervention methods? Teachers who used Lexia in the summer saw the benefits but all the students in the class needed intervention (summer school). The summer school teachers do not support using or purchasing MyOn.

Physical Education Waivers: Students in other districts can be WAIVED from their P.E. class if they participate in 2 seasons of a sport or marching band. Westerville’s BOE is considering this policy change and will have the second reading of this proposed policy at tonight’s meeting. Students do not get a P.E. credit (.5 that is required to graduate) or grade for participating in the sport or band. They will need to pick up that .5 of credit with another elective course. Administration is confident that this change will not result in the reduction of FTE and may allow for restoration of programs at the middle school level. Other districts have been following this option for many years and have not seen a large number of students waiving their P.E. classes.

**Announcements:** None at this time

**Drawing:** Winners this month are Jill McMasters, Pam Ayler and Jackie Ryan.

Mark Brugger moved to close the meeting. Michele Bertus seconded the motion. The motion passed and the meeting adjourned at 5:17pm.

**Next Meeting:** Monday, February 9, 2015