**Monday, Dec. 14, 2015**

**Executive Committee Meeting**

**Call to Order:**  Rhonda called to order the meeting at 4:24 pm.

**Approval of Minutes:**  Kelly Modlich moved to accept the minutes from November.  The motion was seconded by Teresa Wagner.  There was no discussion; and they were approved.

**Treasurer’s Report:** David Johnston moved to accept the November report.  It was seconded by Jill McMasters.  He discussed a few items from the budget. It was unanimously passed.

**Communication**s: Please remind staff that pictures of students should not be included in what you are posting.  You must have something in writing directly from a parent.  Photos posted to a Westerville publication is covered by the district form, but other pictures are not.  Refer to PowerTeacher for an icon with a camera marked out in red if you are not sure if a picture can be taken of the student.  Talk to your principal if you are in question about specific situations.

**Committee Reports:**

1. CIPD grants:  Grants are awarded once in the fall and once in the spring.  All activities must fall between June 1st, 2015 and May 31st, 2016.

**Building Reports:**

1. Discipline Concerns at the elementary schools: The students are not being assigned a suspension for severe behavior issues such as threatening a substitute teacher, cussing at teachers, etc. at the direction of “higher ups”. Missing a recess doesn’t curb the behavior and it seems that discipline doesn’t fit the behavior. This directive undermines the teacher’s authority and is leading to low staff morale. Parents are being notified, but teachers feel they are not getting support from home either.  Also, teachers aren’t getting feedback as to what consequence was assigned.  Is this a function of statewide testing? Are the number of suspensions being reported to the state in the attendance record of students, so district officials don’t want many absences on a student’s record?   The situation is becoming worse and this can also impact securing substitute teachers to cover certain classes.  It impacts duty aides, as well, possibly causing much of the turnover seen and them being out for weeks at a time for a 2 or 3 week vacation.
2. Duty Aid issue: Because of many absences, teachers must cover their duties. It’s happening more and more frequently. Reminder, you MUST get your 30 minutes for lunch.  Rhonda is talking to our LRC about getting this resolved and what can be grieved.  What constitutes an “emergency” can vary by principal and OEA.
3. Longfellow: This building is having terrible issues with leadership.  Each building should have their own principal.  However, that’s a district decision and not covered in the contract.
4. Early Release Days: How many should the district have?  The suggestion is 1 per quarter, but there are 2 in the 3rd quarter because it makes no sense to have one in the 4th quarter. It’s not a contract issue.
5. Criteria for placing an assistant principal in a particular building?  It’s totally a management call.  Rhonda isn’t dissuading anyone from asking, though.
6. Duties at the High School: A question was asked regarding traveling teachers not having a duty. That is accurate. Traveling is part of the “duty” period. At the elementary level, contact time with students is reduced, plus 20 minutes for traveling is added.
7. Technology and Testing: There should be NO streaming of videos when the Chromebooks are being used for PARCC/AIR testing or retakes. This also means, no Lexia.
8. PowerTeacher Assignment input deadline: There are no deadlines in the contract. There are a small number of teachers who still use the paper gradebooks and don’t enter grades online until the end of the quarter.
9. Intervention strategies for Non-Special Ed students: Unless they are on a 504 or in the RTI process, interventions need to have parent permission. It was questioned as to who pays for intervention tools, like sensory objects. Talk to the district Special Education Coordinator for your level about a specific situation.
10. Reading Teachers pulled to cover other classes: OEA suggests that whenever this happens, that it be documented. WEA can create a form, if needed. If a teacher is pulled to where they are no longer meeting with their students for 50% of the year, it will affect the SLO.
11. Number of hours that meetings can be held on a Work Day: Administrators can call a meeting for up to 3 hours. This is in the contract under section 21.1.5. This doesn’t apply to the work days in the beginning of the year.

**Old Business**

OEA Visit Update: The overall themes of the survey include the following: Science safety, SLO and OTES questions, Lack of salary, and weakening of the union. Next steps from the information gathered include:

* 1. How we handle internal messaging. Members need information about the structure of the unions (WEA/OEA/NEA), benefits, etc. However, much of what union leadership does is done “behind the scenes” and confidential, so the message needs to avoid breaking confidences. There will be a group of people who will work on drafting a message.
  2. Another “next step” will be to work with OEA to develop a professional development session on SLOs and OTES. Please ask your members what specific topics related to SLOs and OTES they need addressed.

\*SLO/OTES Questions/concerns brought up through the discussion: Members still feel that they will get a different answer to a question by different administrators. If an SLO was returned, it was done so by the principal. If you need answers as to why it was returned, ask him/her. There are sample SLOs on ODE’s website and on Schoology. There is also a group dedicated to SLOs on Schoology. Some members would like more help with assessments and wording of the document. A suggestion was stated to limit the groups during training so it can be geared towards them. Also noted was the fact that if your OTES process isn’t being followed, note any delays or issues. WEA can create a form if needed.

OEA Visit Update (con’t):

* 1. OEA suggests that WEA use members’ home email address to communicate information. Please ask your members if they would prefer to get the “everyday type” communiques on their home email or work email. Let Rhonda know what you find out. Keep in mind the changing nature of home emails and the difficulty in maintaining current addresses.
  2. A video project was suggested that will highlight why WEA is important. This could include a Youtube video on the history of WEA based on a presentation created by a former WEA president and was presented at the Fac Rep Workshop in 2014.

Climate Survey: Advisory has been working on a draft that will be finalized soon, but addresses only issues at the building level. It should be coming out soon after break. Last year, WEA was able to draft a Climate Survey quickly because the group didn’t include district administrators. However, the administration didn’t find the results to be valid because they didn’t help in its construction.

**New Business:**

1. Contracts; how many hard copies are needed? One is automatically given to officers and Fac Reps. Please ask your members if they would like a hard copy. An electronic copy will be listed on the WEA Website (togetherwecan) and on the district intranet. Rhonda suggests that you write down the names of the people who want it, so when they come in, you know to whom it should be given.
2. District Professional Development Committee: A committee was formed in the summer to help develop August’s Waiver Day. The committee reconvened to discuss the survey results (264 responded) and to discuss the upcoming Early Release days. January 28th will be a building level ER to possibly do a mid check on CIP goals, and Feb. 25th will be a district ER separated out by content area and/or grade level.

1. Taxes based on buildings: This is a very complex topic. Members affected will get an email detailing the information. Taxes on income are assessed by the municipalities of the location(s) of the building(s) in which a member works. If a member works in multiple buildings, multiple municipalities will tax the income. There are 3 municipalities in Westerville. If you work 12 or more days in a building, you will be taxed by that municipality. Starting in January, the municipality of the building where you spend the majority of your day will be the one that taxes your income. However, you can be taxed by multiple municipalities if you spend your day in multiple buildings. If you are or have been overtaxed because of this, you may file a refund form. You may do this for up to the last 3 years. You’ll get a form from each of the taxing municipalities (for each of the affected years) and take it/them to the treasurer’s office who will verify the information and send it to the municipalities, who will then pay the refund. If you have any questions, please contact Laura Hendricks, the assistant treasurer.
2. Upcoming WEA Professional Development Opportunities:
   * 1. SLO Training by OEA Trainers in Jan/Feb: Please talk with your members about what specifically they would like training on and let Rhonda know.
     2. Social Justice by NEA Trainers in March: Dates and times along with signing up for the workshop are yet to come.

Announcements: None at this time

Drawing:  Winners are Elisabeth Fleckenstein, Connie Brown and Amanda Koenig

Meeting adjournment: A motion to adjourn was made by Katie Workman and seconded by Elisabeth Fleckenstein. The motion passed, and the meeting ended at 5:52 pm.

Next Meeting is January 11, 2016