**WEA  Executive Committee Meeting Minutes**

11.09.2015

Westerville North Media Center

1. **Call to Order:**  Rhonda Gilpin called to order the meeting at 4:20 pm.
2. **Approval of Minutes:**  Kelly Modlich moved to accept the minutes from October’s meeting. The motion was seconded by Jackie Ryan and approved.
3. **Treasurer’s Report:**  David Johnston discussed the pertinent budget items. He made a correction to September’s report.  He found an error in the beginning balance and left off an item which then caused him to adjust the ending balance.  He moved to accept the amended Treasurer’s report from September. It was seconded by Emily Winship.  David discussed October’s expenses.  The budget report from September with the correction was approved as was the October’s budget report.
4. **Communications:**
   * 1. CIPD Grants: Each building received a packet that included CIPD Grant applications. The grant cycle is from June 1, 2015 through May 31, 2016. So, if you go to a professional development activity within that period, even if it hasn’t happened yet, you may apply for a grant nowand submit verification after the activity. They are due to Julie Thompson at Alcott by Friday Dec. 4th. Talk to newer members who are not aware of this grant opportunity. Forms can also be found on the WEA website.
5. **Building Reports:**
   * 1. Amy Hinz:  Are walk-throughs supposed to be announced?  No, they don’t have to be announced.
     2. Half day kindergarten gets 30 minute for specials.  It was on the table at bargaining to increase that amount of specials time but the District doesn’t want to hire additional teams to make this happen.
     3. The new contract is still being reviewed.  The edited draft will be coming back this week for Rhonda and Tom to review.  They will go through it with a very critical eye before it gets signed and printed.
     4. Post-Conferences have not been consistently done within the 10-day window of time.  Some administrators have rescheduled a number of times. Any type of procedural errors MUST be documented.  If the final Summative Rating isn’t what you expected, it could be used as evidence that the process wasn’t fairly followed. Geoff Mize attended a workshop at the OEA Summer Academy that informed him of OTES procedures.  Mentioned at the workshop was that you could have an “OTES Buddy” to attend the pre- and post-conference with you if you choose.  If you think you might have a meeting that could end in a negative outcome, you may have a second set of eyes and ears to help document the procedure.
     5. The pre-conference form does not need to be completely filled out on eTPES nor completely filled out on a hard copy. The pre-conference form contains questions to guide the conversation between you and the evaluator to inform him/her what he/she will see when he/she comes to observe you.  Some have said that the principals are having the teachers fill out the form completely which can take hours.  The form does contain questions that will provide evidence for several sections on the evaluation rubric, so it’s in the teacher’s best interest to complete whatever sections that will document that evidence.  Either form (eTPES or TESC) can be used.   If the pre-conference form is returned for clarification, it should not negatively affect the overall summative rating.  It was suggested that the group code to join Schoology be sent out to teachers again so they can join and access the TESC forms.
     6. Sub issues across the district are continuing.  Dr. Kellogg is requesting teacher attendance records to assess the situation.  The data isn’t going to be used to pinpoint any particular teacher’s attendance habits.  Also, Reading teachers are being pulled frequently.  They should find volunteer first.
     7. ESL/SpecEd teachers for OGT make ups are not getting breaks during the day for bathroom and lunch breaks. Rhonda will look into this once specific teachers’ names and buildings are sent.
     8. Parents who want to observe your classroom must request permission prior to the observation and it must not disrupt the classroom.  A teacher can tell a parent when it’s not appropriate to come observe his/her classroom, but this is a fine line because we don’t want to be perceived as hiding anything.
6. **Committee Reports:**
   * 1. Elections:  OEA-RA Delegates

a. Rhonda announced who was elected as your OEA Representatives to the OEA-RA.  Those members are: Mark Brugger, Kathy Conley, Tom Cook, Cathy Hall, David Johnston, Karen Lee, Tami Martine, Geoff Mize, Kelly Modlich, Cathy Monteiro, Jackie Ryan, Lori Seafoss, Diana Tisdale, Kari Tucker, Jordi Vilanova and Rhonda Gilpin.

b. Also some of those delegates attended this past Friday’s Central Area Briefing and Meeting. Thank you to those who gave up a Friday evening to represent us.

1. **Old Business:**
   * 1. OEA Visits

The representatives from OEA met with 377 WEA members through last Wed.  Six more buildings were scheduled for last Thursday and one for Friday so the numbers should be higher. We have over 1000 members, so if we find that we need to schedule them again, it will be done.  There is no data yet to share.  Once we get that, we will share with the Exec Committee.

1. **New Business:**
   * 1. Educate Membership:

a. Some members don’t know the basic facts of how our union is organized.   For example, some are not sure what OEA is and what they do, and how we relate to them. Geoff Mize created a presentation for our Fac Rep Workshop in 2014.  Rhonda will send that to Fac Reps.

b. Members may not know that they can take a Fac Rep into meetings with the principal if they feel that disciplinary issues will be discussed.  If during a meeting members are beginning to feel trapped, they can stop the meeting to invite a Fac Rep to join.  Principals know how this works and shouldn’t pressure members into a meeting that they know may discuss employment or disciplinary measures.

* + 1. eDay Lessons (blizzard bags)

a. The bargaining team worked hard to negotiate 4 calamity days.  For most of the members, Blizzard bags will start for students on calamity day 5, 6 and 7. Teachers will be in the classroom on all days after day 4.

b. For afternoon kindergarten, that will be different.  If you subtract the time for WD, Early Releases, and any other reasons the day is shortened, the blizzard bags for the students start on day 3, 4 and 5.  If we go beyond those 3 blizzard bag days, the days must be made up.  As in the past, teachers can be creative and combine classes to lessen the number of days that need to be made up.  The district is willing to allow creativity.

c. For morning kindergarten, if there’s a late start or delay, those hours will start being deducted, as well.  We aren’t sure about how many late starts will cause blizzard bags to start for the students.

d. Lessons for the blizzard bags can be planned ahead and updated as needed. The district will not tell you how to use the grade for the assignments given. Someone informed us that the website www.infohio.org has blizzard bag lessons.  On the website, click on the “Tools and Resources” link. You can give the link to the kids, as well.  The district has not yet had Rhonda sign the paper from the district that has us using the blizzard bags.

3. Central Delegate Briefing

Mark Brugger reported on the Central OEA/NEA Delegate Briefing.  STRS is doing better financially.  Geoff Mize added that STRS pays out more than it brings in. Jackie Ryan also commented that we could share the Standing Rules with the members.

4. FCPE Drive… When?

Rhonda conducted an FCPE drive with the new teachers in August at their orientation. WEA needs to meet a minimum percentage of members donating to continue to receive grants from Central OEA/NEA as well as from OEA.   Many new teachers filled out the form to donate $1 or $2 per pay through payroll deduction, which is the preferred method. There were many suggestions as to the best time in which to conduct a drive for all members. Nothing will change in the members’ paycheck until Treasurer’s office receives the form. It was decided to hold our FCPE drive in Feb and March. You will get more information at the Jan. and Feb. meetings.

1. Announcements:  None at this time
2. Drawing:  The winners of the drawing are Jami Patton, Molly Wassmuth and Valerie Thompson.
3. Next meeting:  Monday, December 14th 2015