

SEA/SSD Collaborative Meeting

3/21/2019

District Office

SEA: Michelle Kerslake, Dawn Gunner, Marie Ehlis

SSD: Chad Quigley, Chris Scacco, Shane Backlund (beginning of meeting)

- **SSD Topic** – February Financial Update
- **SSD Topic** – Lines of Communication for Concerns
- **SSD Topic** – Reductions for 19-20 and Provisional Positions
- **SSD/SEA Topic** - Follow up from February Meeting Topics
- **SEA Topic** – Overload Pay for JCP Teacher
- **SEA Topic** – Dean of Students FTE Reduction
- **SEA Topic** – SMS Math Plan Time (topic from February meeting)
- **SEA Topic** – Safety at SHS
- **SEA Topic** – Calendar Request

**Old Business**

**SMS Math Teacher Plan Time**

Reaffirmed that SMS math teachers were receiving their required plan time.

**Safe School Modules**

Chris M. is continuing to clean up modules and the District anticipates Safe Schools training modules to be ready for staff to access in early August this year ahead of the August optional day dates. Anticipate a block of time being provided for Safe Schools and/or classroom prep during a portion of time at one of the August optional days across the buildings this year.

### **Admin TRI Question**

Resolved at last meeting.

### **Long IEP meetings going beyond the regular day for general education teacher reps**

Betty agreed that in unique cases a general ed. teacher could be paid for the additional time. She also shared that a better solution may be that the general ed. teacher leave the IEP after presenting their information and if so the case manager would just need to know so that they could indicate this in the IEP notice and also provide parents with a heads up beforehand.

### **Student Safety Concern**

The Principal confirmed that they had communicated with teachers involved in the concern. This led to a conversation not only around student behavior and discipline but also the communication process for issues like this between staff and administration as well as the unawareness of the legal changes in student discipline law enacted in 2016 with phase one of implementation this year and phase two scheduled for July of 2019. The administrative team is attending a 3-hour PD session hosted by Porter-Foster-Rorick in June and will look to strategies to bring staff up to speed on the new legal requirements. Also to this specific concern, it was confirmed that the student was placed on an emergency expulsion which requires a conversion to another form of discipline within 10 school days of issuance and that the emergency expulsion may have been interpreted to have been an expulsion which is not authorized by the revised student discipline laws for this particular situation which also highlighted the need to provide some awareness training to staff.

### **New Business**

SSD Topic

#### **Lines of Communication for Concerns**

Shane: Stressed the interest and importance for the group to ensure that agenda items specific to buildings be discussed with member(s) and building administrator(s) providing an opportunity to resolve concerns before they make it to the monthly collaboration meeting agenda. Chad also recommended that both SEA reps and SSD reps insure that email communications have been collected for issues of concern that make the monthly collab agenda and they be brought to the meetings to ensure discussions and efforts were made at the building level to resolve the concern(s) first.

SSD Topic

### **Reductions for 19-20 and Provisional Positions**

Chad: Emphasized the District will reduce provisional staff for performance issues as it has done in the past. These reductions combined with attrition (retirements and resignations) will be used before considering any additional non-renewals of provisional staff for financial reasons and/or implementing a RIF. Chad asked SEA for their position on non-renewing provisional staff before issuing a RIF of permanent employees based on seniority and also encouraged SEA to discuss the options with Janet at Mid-State assuming enough reductions could not be made with attrition and non-renewals of provisional staff for performance reasons. At the moment there are 3 retirements and 1 resignation for a staff member moving out of the area.

SEA Topic

### **Overload Pay for JCP Teacher**

SEA shared a concern brought forward by a member regarding overload pay eligibility. After a quick discussion of the issue Chad shared that he was aware of the issue and had already communicated to the staff member in question and that after investigating the staff member was indeed paid for their overload and confirmed that payment was also reported on the employee's monthly pay statement. Chad also provided documentation of the conversation and resolution that reaffirmed the importance of bringing email communications of issues being reported to both SSD and SEA that make their way to the collaboration meeting agenda as this was a non-issue that made it to the agenda but had already been resolved. Chad also reminded the group that there was a proposed MOU drafted back in November on the topic of a prorated amount of overload pay for JCP Dual Language teachers similarly to teachers who are prorated at SIS, SMS and SHS because some Dual Language teachers at JCP may only be at an overload number for a portion of their core classes each day. SEA agreed that this MOU needed to be signed. Chad said he would draft the MOU for their review as the previous draft from November only included Kindergarten Dual Language teachers but that this could also be the situation for first and/or second grade Dual Language teachers in the future as well.

SEA Topic

### **Dean of Students FTE Reduction**

After a quick discussion between the group it was clarified that the percentage reduction for the Dean of Students was not based on a percentage of dollars but rather based on the percentage of staff reductions by the administrative group just as the projected reductions for other groups was based on the number of positions being reduced compared to the total number of positions in the given group generating the reduction percentage. This was an important clarifying discussion for everyone.

SEA Topic

### **SMS Math Plan Time (continued topic from February collab session)**

After a quick dialogue it was confirmed that this was the same topic from the February meeting and SEA also confirmed that this issue was actually clarified and resolved even prior to the February meeting after they followed up on the concern. In short, no additional work was needed though the example again supported the importance of discussions happening at the building level prior to making the collaboration agenda and also the need for an email chain to clarify what has and has not been communicated early on at the individual building level.

SEA Topic

### **Safety at SHS**

This was a continuation in part to the February collaboration meeting regarding student behavior challenges and staff concerns. Concerns during this session also included the need for gang awareness and a feeling being communicated by some students that they feel they don't report issue(s) or concern(s) because from their perspective "nothing happens" to the student. Resources have been provided to building principals including the recently revised SSD Policy and Procedure for student discipline, the revised WAC for student discipline reflective of the legal changes starting with the 2016 adoption of the new law and the OSPI Q&A document specific to the new discipline rules. It was also suggested that time (possibly a staff meeting to start) be dedicated to bringing staff up to speed on the changes in the law as well as a brainstorming and strategizing opportunity focused on ways to increase communication relevant to student conduct through the Building Leadership Team.

SEA Topic

### **Calendar Request**

SEA proposed that the District keep the Friday, February snow make up day as simply a non-school day and place the snow make up day at the end of the school year starting next year. SEA is hearing that staff like the "long weekend" in February and for planning purposes it would be easier to know in June if the added day for snow make up would be needed or not. SSD will look into the idea further.

SSD Topic

### **February Financial Update**

Prior to Chris discussing the report she had prepared for the Board meeting, SEA and SSD had a productive conversation about SEA's interest in staffing reductions and also shared they would present their position so the Board was aware of their interest in implementing reductions to include BEA positions that did directly work with students in a classroom on a daily basis. There was also some concern that not eliminating these positions might cause class sizes to increase. SSD also discussed the impact of not using categorical funds used to provide intervention and facilitator support as well as the

requirements around supporting versus supplanting with program funds. Chris provided the updated budget report for February including her summary as well as the financial report generated out of the system which SOA requires her to do when communicating the budget status to the Board.