



AGENDA

REPRESENTATIVE COUNCIL MEETING

Tuesday, October 24, 2023

4:30pm-6:00pm

Oak Harbor High School Library

- I. Call to Order**
- A. Roll** - Mike Fisher, Glenda Jackson, Kevin Boyer, Nicole Bouvion, , Amber Hagel, Erica Schulle, Brandie Duda, Christina Hwang, Jo Grunewald, Liz Loftus, Jeff Laiblin, Anne-Marie Cavanah, Elizabeth Anderson, Katie Payne, Hannah Adamson, Kasi Steimer, Mariah Spear, Misty Martin, Kurt Jaehning, Tiara Gore, Susan Jensen, Peter Esvelt, Jerry Mumper, Sarah Stuurmans. Sabrina Underwood, Abby Woodward, Phillip Southwick, Linda Schuldt, Emily Smith, Deb Rusnak, Will Lewis, Terri Jackson, Kate Brodt, Candice Esvelt, Liz Squires, Jason Schmid, Sherri Garrett, Kevin O'Toole, Kelly Ricketts, Rebecca Roberts, Rain Davidson, Dana Montgomery, Amber Rankin. Absent: Amber Craven, Jen Bryan, Therese Forster, Michael Peterson.
 - B. Approval of the Agenda** - Amber Hagel moved and Christina Hwang seconded to approve the agenda as written. Motion passed.
 - C. Approval of the [Minutes](#) of the Last Meeting** - Jo Grunewald moved and Brandie Duda seconded to approve the minutes as written. Motion passed.
 - D. Representative Council Expectations - meet monthly with principals, hold 10-15 minute building meeting, get input from members for and send out reports regarding Rep Council meeting**
- II. Building Representative Training/Information**
- A. 15-minute Building Meeting [Agenda](#)**
 - B. Money for Building Meetings**
 - I. \$5/member/yr. To help with face to face time**
- III. [Budget Report](#) *Kevin Boyer** - Kevin reported that we brought in \$9500 last month. Expenses were as expected. We spent about \$5000. Our accounts are in good standing. The full report is available on the website.
- IV. Officer and Committee Reports**
- A. Bargaining Report *Jeff Laiblin**
 - 1. Bargaining Survey** - Mike reported for Jeff. The bargaining team met to create the survey. It will be sent to home email. Please encourage members to complete the survey. If members do not receive it, ask them to check all of their other folders: spam, junk, social, etc. If it is not there, they should contact Mike. **The survey will be open October 29, 2023 - November 17, 2023.** Encourage members to complete the open response in detail if they have issues that are not addressed in the survey itself. Mike explained the next steps after the survey is complete. WEA analyzes the data as does the bargaining team who will write goals based on member feedback. In March, the goals will be presented to Rep. Council for approval. Discussion followed.
 - B. Vice President's Report *Glenda Jackson**
 - 1. School Board Report** - The next meeting will be Monday.
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C. President's Report *Mike Fisher

1. **SPED & 7.2.2 discussions** - Mike and Glenda had a lengthy discussion with Michelle and Patrick at Contract Maintenance about [7.2.2](#). They had an open discussion about the systemic issues around special education. A large number of members have filed [7.2.2 forms](#) this year. Please remind your members that they need to have a conversation with their building administrator/special programs administrator before filing. Submitting a 7.2.2 can in no way affect a member's evaluation. Mike shared more about the discussion. Discussion followed. Michelle and Patrick are following up with administrators. It is OHEA's position that face to face conversations are what should be happening when a teacher is over 30%. More discussion followed.
2. **Membership Update** - <https://www.washingtonea.org/eJoin/> - Please reach out to new staff at your building if they haven't yet joined. We're at about 96% membership. Thank you! We are stronger together. This is the highest membership we've had in a while.
3. **Local Elections** - Please consider supporting our endorsed candidates. Check your home email for information that was sent out a while ago.
 - a) **Canvassing (Door to Door) for Jessica Aws**
 - (1) Saturday October 28th 10AM-3PM - Meet at Lynn Goebel's house at 9AM for a debrief and to hand out walking sheets/maps.
 - b) **Sign Waving for Jessica Aws**
 - (1) Thursday October 26th, 3:30-5:30PM, Pioneer/Highway 20
 - (2) Saturday October 28th, 3:30-5:30PM, Whidbey Ave/Highway 20
 - (3) Thursday November 2nd, 3:30-5:30PM, Pioneer/Highway 20
 - (4) Saturday November 4th, 11AM-1PM, Whidbey Ave/Highway 20
 - (5) Monday November 6th, 3:30-5:30PM, Whidbey Ave/Highway 20
4. **[Building Engagement Form](#)**

V. Representative Council Member Reports

- A. **Hand-in-Hand Early Learning Center/HomeConnection/OHVA *Amber Rankin, Dana Montgomery** - Nothing to report.
- B. **Substitutes *Kurt Jaehning** - Kurt asked the group to consider substitutes needs when completing the bargaining survey. They haven't had a pay increase in three years. There is a question about when subs can leave on early release days. Kurt shared other suggestions for bargaining. Mike reported that we are one of 15 districts in the state that represent subs. Discussion followed. He encouraged members to push the legislature to increase funding for subs. He explained how the state currently funds our district to help pay for subs. OSPI will be proposing a plan to increase funding. We need to encourage our representatives to support this proposal during the legislative session.
- C. **Broad View Elementary *Anne-Marie Cavanah, Elizabeth Anderson, Katie Payne** - Nothing to report.
- D. **Crescent Harbor Elementary *Deb Rusnak, Will Lewis** - There is still a question about mentorship for new teachers. Mike reported on the discussion about this at Contract Maintenance. HR will be handling the program this year and they are working on it. Mike and Glenda will bring it up again in November. This is an item for bargaining. Will reported on a positive response to a member's 7.2.2 request that helped a student and their family. There was also a question about the late night for conferences this week and child care needs. Members should provide feedback on the bargaining survey if they would like to see a change in

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the current conference schedule in the contract. Discussion followed. All buildings should be using the language that is in the contract.

- E. North Whidbey Middle School *Kelly Ricketts, Rebecca Roberts, Michael Peterson, Rain Davidson** - Nothing to report.
- F. Oak Harbor Intermediate *Liz Squires, Jason Schmid, Sherri Garrett, Kevin O'Toole** - Building reps are still working on an issue with the lack of support for the Access class. There is also a concern about a co-teacher covering a class when the general education teacher is out. Discussion followed.
- G. Olympic View Elementary *Terri Jackson, Kate Brodt, Candice Esvelt** - Nothing to report.
- H. Oak Harbor Elementary *Misty Martin, Tiara Gore, Susan Jensen** - The same issues continue to be of concern. The lack of progress is discouraging.
- I. Oak Harbor High School *A100: Peter Esvelt, CTE: Jerry Mumper, PE: Sarah Stuurmans, A200: Sabrina Underwood, SPED: Abby Woodward, B-WING: Phillip Southwick, MDW: Linda Schuldt, Counseling/Specialist: Emily Smith** - There is a question about a teacher who is mentoring a new teacher. The mentor teacher was told that they did not qualify for a stipend. There is uneasiness about administrator's visiting classrooms. There are also concerns about a lack of support with discipline. There was a push last year to reduce the number of students in production lab. There is a question about how progress monitoring is supposed to happen when the resource room teachers don't have a chance to get to know the students in a production lab setting? They don't know how to support the students if they don't have a chance to get to know them. A conversation has been started with Arnie Otterbeck but no improvements have been made. Mike shared that at Contract Maintenance they discussed some work that the district will be doing around scheduling at the high school. Students with a need for support will be scheduled first. Discussion followed. Mike and Glenda will be following up at Contract Maintenance. There are some co-taught classes that are over 50%. There is not enough support for true co-teaching to happen. Discussion followed. OHEA's position is that if the district adopts a particular pedagogy it needs to be done with proper fidelity which includes training and support for teachers. Teachers who teach stand alone Read/Write and Math classes for students on IEPs are lacking curriculum and training. Those teachers should file a 7.2.2. There was a positive report that an issue was resolved.
- J. Hillcrest Elementary *Hannah Adamson, Kasi Steimer, Mariah Spear** - There is still the question of mental health counselors at elementary schools. Mike and Glenda brought it up at Contract Maintenance and Michelle and Patrick expressed that the decision was made by the district to use all of the funding for secondary buildings. Teacher Directed Mondays are teacher directed. If a member is asked to attend an IEP meeting, etc. they may say no. Case managers should strive to be aware of the Mondays that are teacher directed. Kindergarten teachers are greatly impacted by the WA Kids assessments. They need additional support. Anacortes and Coupeville have contractual language that supports teachers much better. Our current language only provides one day (7.10). Teachers report it takes as long as 5 days to complete all of the work around this state mandated assessment.

Meeting adjourned.

VI. Next Meetings/Events

A. Contract Maintenance

1. November 7, 2023, 4:00-5:30 pm, Superintendent Office

B. Executive Board Meeting

1. November 14, Tuesday, 4:30-6:00 p.m., OHHS A171

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C. Representative Council Meeting

i: November 28, Tuesday, 4:30-6:00 p.m., OHHS Library

VII. Information Items

A. Minutes to the October Meeting of Exec Board

B. President's Daily Record Summary for September 2023

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