



MINUTES

REPRESENTATIVE COUNCIL MEETING

Tuesday, November 28, 2023

4:30pm-6:00pm

Oak Harbor High School Library

I. Call to Order

- A. **Roll- Absent members:** Peter Estvelt, Abby Woodward, Linda Schuldt, Nicole Bouvion, Amber Craven, Jeff Laiblin, Will Lewis, Kelly Ricketts, and Rain Davidson.
- B. **Approval of the Agenda-** Christina Hwang moved to approve, seconded by Brandi Duda.
- C. **Approval of the [Minutes](#) of the Last Meeting-** Jo Gruenwald moved to approve, seconded by Brandi Duda.

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. Officer and Committee Reports

- A. **[October](#) Budget Report, Kevin Boyer** - Kevin reported total income for October of \$15k with a fourth corner grant. Stipends were paid out for both months. Building grants for snacks and gift cards. Total expenses approximately \$8700. CDs continue to do well.
- B. **Bargaining Report *Jeff Laiblin-** Reported by Mike. WEA sent back the survey results before Thanksgiving. 65% of OHEA members filled out the survey, which is above our engagement goal. The bargaining team hopes to have bargaining goals to Rep Council by March 2024 meeting. Rep Council will review and approve bargaining goals at that time. Discussion of Spring Bargaining process ensued. Jeff will be reaching out to building reps for next steps.
- C. **Vice President's Report *Glenda Armstrong-**
 - 1. **School board report-** Board recognized Bob Hallahan for 8 years of service. Josh McLean will replace him next month. High school report on winter sports. Dr. KC reported on her 15 goals, update on strategic plan, safety plan and single point entry for specific schools, SpEd Advisory Think Tank, operations and management, budget and reductions. The board will have a meeting on December 11th to review these goals. CFO interviews were completed today.
- D. **President's Report *Mike Fisher**
 - 1. **CFO Interviews** - Interviews were completed today. Mike will be sharing information and updates on this new hire when appropriate.
 - 2. **OHSD Budget** - Glenda and Mike will be participating in a stakeholder's meeting around budget. There are budget issues around the state that are significantly impacting other districts. The capital gains tax money is supposed to be earmarked for public education. WEA will be setting priorities for what looks like upwards of \$900 million dollars from this new tax. The district is saying we are in a deficit, and OHEA leadership will be reviewing that and advocating for members and programs with an emphasis on moving forward. Conversations around prioritization will be happening based on the survey results. The

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bargaining team will be asking cohorts to think about creative solutions for relieving pressure that don't cost money. Cohorts should start talking and brainstorming some of these creative ideas. The bargaining team would like access to these ideas before they get to the table, so share these ideas with your executive board reps. Discussion followed. We are not near RIFs.

3. **Dec 7th & 8th Leave Options** - December 7th is a teacher work day and you may not take leave. If you need to miss it, you need to have a conversation with your administrator or evaluator and it will need to be made up within 30 days or you will lose pay. December 8th is district controlled in the morning and teacher controlled in the afternoon. Leave is available on December 8. If you want clock hours for December 8th, you will need to sign in.
4. **Winter elections for WEA & NEA representation** - Nominations will be open next Monday. Look for an email from Mike. Discussion followed.
 - a) **Nominations: Dec 4-7th @4pm**
 - b) **Elections: Dec 11-14th @4pm**
 - (1) **WEA-Spokane-April 11-13, 2024** - 7 delegates and 2 alternate positions are open for nomination.
 - (2) **NEA-Philadelphia-July 3-7, 2024** - 2 delegate positions are open for nomination.
5. **Membership Update** - We are at 96.5% for membership at this time. If non-members come to you with questions in this bargaining season, you can encourage them to join.
 - a) <https://www.washingtonea.org/eJoin/>
6. **[Building Engagement Form](#)**

IV. Representative Council Member Reports

- A. **Broad View Elementary *Anne- Marie Cavanah, Elizabeth Anderson, Katie Payne** - nothing
- B. **Oak Harbor Intermediate *Liz Squires, Jason Schmid, Sherri Garrett, Kevin O'Toole** - 7.11.6 issues with 30%, continued focus to support the ACCESS teacher with compensation for lunch and planning lost time. Building reps will continue their work.
- C. **Substitutes: Kurt Jaehning** - Sue Karahalas is here in Kurt's place. Subs are asking the membership to be aware that subs are hoping for a salary increase this bargaining season. She asked OHEA to look into the subsidies for substitutes from the state. Mike shared that it is \$189 for four days for every certificated staff member. OSPI has a proposal to take that to \$215 and fund 12 days. Substitute folders are preferred to electronic information, please specify what computer should be used if there is more than one, and if there are any technology nuances in your room.
- D. **Olympic View Elementary *Terri Jackson, Kate Brodt, Candice Esvelt** - Nothing.
- E. **Crescent Harbor Elementary * Therese Forster, Deb Rusnak, Will Lewis** - Nothing.
- F. **Hillcrest Elementary *Hannah Adamson, Kasi Steimer, Mariah Spear** - Nothing. One rep asked for the seniority list to be shared with members again this year. Mike shared that it will be coming out every year around the same time that the calendar comes out. Discussion followed.
- G. **North Whidbey Middle School * Kelly Ricketts, Rebecca Roberts, Michael Peterson, Rain Davidson** - There is a concern about a teacher being hit while trying to break up a fight in their room. What is the role of the teacher in these situations? Mike recommended standing back, making a verbal direction to stop, and calling the office for support immediately, rather

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than stepping in physically. If you are injured, file an incident report immediately and follow up with a doctor, if needed, for documentation. Discussion followed.

- H. Hand-in-Hand Early Learning Center/HomeConnection/OHVA: *Amber Rankin, Dana Montgomery** - nothing for HIH. OHVA had a member ask about where money comes from for substitute coverage when covering an additional prep or class. This is funded by the state/district, but will be funded by the building if..
- I. Oak Harbor Elementary *Misty Martin, Tiara Gore, Susan Jensen** - Concerns with Winter Break schedule were voiced. There is a classroom that has had a broken heater since before Veteran's Day. Teachers have brought in their own heaters and would like some help getting it resolved. There was a member who was injured on the job in September, and has questions about compensation from the district vs. L and I.
- J. Oak Harbor High School *A100, Peter Esvelt** - absent, **CTE, Jerry Mumper** - Is 7.2.2 only sped? No. It is for IEPs and 504s. If your class is over 30% initiate a 7.2.2 and discuss with your admin. Discipline concerns were shared. Discussion followed., **PE, Sarah Stuurmans** - there are concerns with progressive discipline and will be shared with admin in the monthly meeting. When will panorama staff survey results be shared out with staff? Mike shared that there are steps that need to happen at building leadership meetings before the results will be shared with staff. Do teachers have the ability to decline a meeting with an admin or a parent? Mike shared that there is no contractual language to say we can decline the meeting. , **A200, Sabrina Underwood** - nothing, **SPED, Abby Woodward** - absent, **B-WING, Phillip Southwick** - nothing, **MDW, Linda Schuldt** - absent, **Counseling/Specialist: Emily Smith** - nothing.

V. Next Meetings/Events

A. Contract Maintenance

- 1. December 5, 2023, 4:00-5:30 pm, Superintendent Office**

B. Executive Board Meeting

- 1. December 12, Tuesday, 4:30-6:00 p.m., OHHS A171**

C. Representative Council Meeting

- i: January 23rd, Tuesday, 4:30-6:00 p.m., OHHS Library**

VI. Information Items

A. Minutes to the November Meeting of Exec Board

B. President's Daily Record Summary for October 2023

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