



Minutes

REPRESENTATIVE COUNCIL MEETING

Tuesday, March 26, 2024

4:30pm - 6:00pm

Oak Harbor High School Library

I. Call to Order

- A. Roll** - Mike Fisher, Glenda Jackson, Kevin Boyer, Nicole Bouvion, Erica Schulle, Jen Bryan, Brandie Duda, Christina Hwang, Jo Grunewald, Amber Hagel, Jeff Laiblin, Anne-Marie Cavanah, Elizabeth Anderson, Katie Payne, Kelly Ricketts, Rebecca Roberts, Rain Davidson, Liz Squires, Jason Schmid, Sherri Garrett, Kurt Jaehning, Amber Rankin, Dana Montgomery, Therese Forster, Deb Rusnak, Will Lewis, Tiara Gore, Susan Jensen, Hannah Adamson, Kasi Steimer, Mariah Spear, Terri Jackson, Kate Brodt, Candice Esvelt, Peter Esvelt, Jerry Mumper, Sarah Stuurmans, Abby Woodward, Phillip Southwick, Linda Schuldt, Emily Smith. Absent: Misty Martin, Michael Peterson, Sabrina Underwood, Amber Craven, Liz Loftus, Kevin O'Toole.
- B. Approval of the Agenda** - Mariah Spear moved and Amber Hagel seconded to approve the agenda as written. Motion passed.
- C. Approval of the [Minutes](#)** - Abby Woodward moved and Susan Jensen 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. Officer and Committee Reports

- A. [February Budget Report](#) *Kevin Boyer** - Kevin reported on the budget. The total income was \$9300. Expenses were as expected and included notebooks and t-shirts. Accounts are in good standing. The full report is available at the website.
- B. Bargaining Report *Jeff Laiblin** - Jeff presented the proposed bargaining goals for Rep. Council approval. He reported that the bargaining goals take into consideration feedback from members, the survey results, and information from the meetings he has had with several groups of members. The bargaining team worked as a group to create the goals presented. The goals include seeking improvements in the areas of time, compensation, class size/caseload, safety, and new teacher mentorship. MOTION: Mariah Spear moved and Brandie Duda seconded to approve the 2024 bargaining goals. Motion approved.
- C. Vice President's Report *Glenda Armstrong**
 - 1. School Board Report** - Glenda reported on the board meeting. Her report is available at the website.
- D. President's Report *Mike Fisher**
 - 1. Labor Management**

PRESIDENT – MIKE FISHER

VICE PRESIDENT – GLENDA ARMSTRONG

SECRETARY – NICOLE BOUVION

TREASURER – KEVIN BOYER

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- a) **Calendar 2024-25** - Updates were made to adjust fall conferences and one of the trimester workdays.
- b) **Emergency vs. Annual Leave (Article 5)** - Please communicate with members! Emergency Leave is only for emergent situations clearly defined in the contract and not for planned vacation or leisure activities. Annual Leave is for any activity a member chooses.
- c) **Seniority List** - Please have members check to make sure everything in the seniority list is correct. This is an annual check that is in the contract and has been for several years.
- d) **District Small Group Meetings Updates**
 - (1)**Budget** - The group met last week. They meet again in May where it is expected that the group will make recommendations. Right now a RIF for certificated staff is not expected. Discussion followed. Budget cuts will be coming across the district.
 - (2)**SPED** - One more meeting is scheduled. The goal is to make Special Programs more efficient K - 12. Discussion followed. It is hoped that the group will make recommendations for the school board to consider.
- e) **Spring Elections**
 - (1)**Nominations: Open May 6-9, 2024** - All positions are open.
 - (2)**Voting: May 13-16, 2024**
- f) **OHEA Scholarship** - The deadline is April 1.
- g) **Transfer language reminder 4.9.2** - Right now it is unknown how much of a transfer process will happen this year due to budget restrictions and the possible need to move current staff around. The district is still working on their staffing matrix for next year. Discussion followed.

IV. Representative Council Member Reports

- A. **Broad View Elementary *Anne-Marie Cavanah, Elizabeth Anderson, Katie Payne** - Nothing to report.
- B. **North Whidbey Middle School *Kelly Ricketts, Rebecca Roberts, Michael Peterson, Rain Davidson** - Building reps continue to work with administrators to improve communication.
- C. **Oak Harbor Intermediate *Liz Squires, Jason Schmid, Sherri Garrett, Kevin O'Toole** - Nothing to report.
- D. **Substitutes: Kurt Jaehning** - There is a concern that our sub pay is not competitive with other districts. There is also a question about why subs can't leave early on Mondays.
- E. **Hand-in-Hand Early Learning Center/HomeConnection/OHVA *Amber Rankin, Dana Montgomery** - A new school model was presented to the HIH staff yesterday for the 24/25 school year. They will be moving to 12 full day classes with more services provided to community partners such as ECEAP, Headstart, and CDC. Discussion followed. Staff has many questions. Dana will send them to Shane. Mike and Glenda will follow up at Contract Maintenance. OHVA members would like to know if there is an average caseload number for special education providers.
- F. **Crescent Harbor Elementary: *Therese Forster, Deb Rusnak, Will Lewis** - There are concerns about student discipline. Discussion followed. If a student continues the same behavior day after day with restorative practices not being effective, what do we do? More discussion followed. Contractually, a conversation needs to occur between the principal or their designee and the teacher before the student returns to the class. The state law restricts the actions schools can take.

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- G. Oak Harbor Elementary *Misty Martin, Tiara Gore, Susan Jensen** - Nothing to report.
- H. Hillcrest Elementary *Hannah Adamson, Kasi Steimer, Mariah Spear** - Nothing to report.
- I. Olympic View Elementary *Terri Jackson, Kate Brodt, Candice Esvelt** - Nothing to report.
- J. 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** - Who should attend an IEP meeting in place of an administrator if an admin is not available? OHEA is working with Special Programs to make sure that clear communication is sent out to everyone in the district with this information. Discussion followed. A lot of work needs to be done around this issue. If principals are not available, they should be responsible for finding their designee. What do we do if an administrator says they will be present but they never show up? More discussion followed. Mike will include this in discussions with Special Programs. We should not be putting more work on the special education teachers and we should not be putting members in a legally sticky situation. There is a question about the timeline for a member being moved to a different position within the building. There is no timeline in the contract for internal moves. There are concerns about equitable distribution of students with IEPs amongst classes as well as equitable class size in general. Discussion followed.

Meeting adjourned.

V. Next Meetings/Events

A. Rep Council

- 1. May 28, 2024, Tuesday, 4:30-6:00 pm, OHHS Library**

B. Exec Board

- 1. April 16, 2024, Tuesday, 4:30-6:00 p.m., OHHS Room A171**

C. Contract Maintenance

- 1. April meeting TBD, 4:00-5:30 pm, Superintendent Office**

VI. Information Items

A. Minutes to the March Meeting of Exec Board

B. President's Daily Record Summary for February, 2024

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