



Minutes

**REPRESENTATIVE COUNCIL MEETING
WEDNESDAY, September 26, 2023
4:30pm - 6:00pm**

Oak Harbor High School Library

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- I. Call to Order**
- A. Roll** - Mike Fisher, Glenda Jackson, Nicole Bouvion, Erica Schulle, Jen Bryan, 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, Tiara Gore, Susan Jensen, Peter Esvelt, Jerry Mumper, Sarah Stuurmans, Abby Woodward, Phillip Southwick, Linda Schuldt, Emily Smith, Therese Forster, Deb Rusnak, Will Lewis, Terri Jackson, Kate Brodt, Candice Esvelt, Liz Squires, Jason Schmid, Sherri Garrett, Kevin O'Toole, Kelly Ricketts, Rebecca Roberts, Michael Peterson, Rain Davidson, Dana Montgomery. Absent: Kevin Boyer, Sabrina Underwood, Amber Rankin, Amber Craven, Amber Hagel, Kurt Jaehning
 - B. Approval of the Agenda** - Brandie Duda moved and Jason Schmid seconded to approve the agenda as written. Motion passed.
 - C. Approval of the [Minutes](#) of the Last Meeting** - Mariah Spear 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** - Mike reported on the budget in Kevin's absence. Our budget remains in good standing. Expenses included scholarships, and meetings. Please remember to cash OHEA checks you receive in a timely manner.
- IV. Action**
- A. 2023 - 2024 [Proposed Budget Discussion](#) *Kevin Boyer** - Mike reviewed the budget proposal and explained changes from last year to this year. MOTION: Sarah Stuurmans moved and Erica Schulle seconded that we approve the proposed 2023-2024 budget. Motion passed.
- V. Officer and Committee Reports**
- A. Bargaining Report *Jeff Laiblin** - We need to collect all members' home email addresses to prepare for communication during bargaining including the bargaining survey. Send updated email information to Mike. The survey will be coming out in October/November. It is very important to have as many members as possible to participate in the survey. Please remind members to take their time on the open ended questions. We need to be able to present member voices to the district when we are at the table. Also remind members to consider the

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past three years when they are completing the survey and not just the first couple of months of this school year.

B. Vice President's Report *Glenda Jackson - Glenda thanked members who have been showing up to support PSE.

1. School Board Report - PSE members spoke about their current bargain and the need for a living wage. High School student representatives were sworn in. The board discussed the strategic plan work that is taking place this year. Glenda's full report is available at the website.

C. President's Report *Mike Fisher

1. PSE Negotiations - The group discussed the ongoing PSE negotiations and how that affects OHEA.

2. Membership Update - Mike sent info to building reps about cert. staff in buildings who have not yet joined. Please speak with them one on one and encourage them to join. Discussion followed on the benefits of membership.

a) <https://www.washingtonea.org/eJoin/>

3. OHEA Social - Join us!

a) **9/29/23 China City 3:00-6:00 pm**

4. Local Elections - All OHSD School Board positions are up for election. OHEA has decided to offer endorsements to candidates if they choose to complete our interview process and mirror our association goals and principles. Some candidates have chosen to participate and others have not.

5. [Building Engagement Form](#) - Funds are available to engage members at the building level.



VI. Representative Council Member Reports

A. Broad View Elementary *Anne-Marie Cavanah, Elizabeth Anderson, Katie Payne -

The Title/LAP teacher has questions about the extra days in the contract for counselors. Why are they not included in the extra days as well? This would be an item for bargaining. (Contract: [6.5.8](#))

B. Substitutes *Kurt Jaehning - Not present.

C. Hillcrest Elementary *Hannah Adamson, Kasi Steimer, Mariah Spear - WA Kids remains a workload issue for kindergarten teachers. (Contract: [7.10](#)) Mental Health support has been taken away and members are concerned. The district received a grant for grades 5 - 12. Why can't this be applied to HCE as the largest elementary school? It appears that none of the elementary schools receive additional mental health services. HCE had someone part time last year but that person is no longer there. Mike and Glenda will bring this up at Labor Management.

D. Oak Harbor Elementary *Misty Martin, Tiara Gore, Susan Jensen - There is a question about what will happen to specialists if a levy is not passed. The levy is in place until 2025. A member was injured at work and she is having to use her sick leave. Mike has already addressed this with the district. He will follow up with Patrick Harrington tomorrow. There is a question about support for new teacher mentors. Mike and Glenda will follow up on this at contract maintenance.

E. Oak Harbor High School *A100: Peter Esvelt - There is a question about why we haven't signed our contracts for this year. Mike explained that it is a formality because we were all approved by the board in May. Mike will follow up again with Patrick. Discussion followed about how a member can be released from their contract mid-year. There was also discussion about the salary schedule. **CTE: Jerry Mumper** - All is well. **PE: Sarah Stuurmans** - Nothing

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to report. **A200: Sabrina Underwood** - Not present. **SPED: Abby Woodward** - There are concerns about co-teachers being evaluated in the co-teacher's classroom where they don't necessarily have a say in the classroom set-up or lesson. OHEA will follow up with the high school administrator and at contract maintenance. Co-Teaching is a bargaining item that the high school would like addressed. Life Skills teachers are concerned by a lack of paras. They are losing planning time because the admin says that they will come and cover but they don't show up. Please encourage all members to ask "Are you mandating me to use my lunch/prep?" If the administrator says yes, the member should be compensated. We need to empower members to say no if they are not mandated. Discussion followed. How are special education providers compensated for overages? It triggers a [7.2.2](#) discussion with the building administrator. (Contract: [7.11.3](#)) More discussion followed. Make sure that members who have a 7.2.2 discussion with administrators are prepared with possible solutions when they go into the meeting. Teachers are concerned that administrators are popping in too often. This is not a contractual issue. Co-Teaching classroom limit is 50% as opposed to 30% for gen ed classrooms. (Contract: [7.11.6](#)) 50% is the legal threshold that turns a gen ed class into a sp. ed. class. **B-WING: Phillip Southwick** - All good. **MDW: Linda Schuldt** - All good. **Counseling/Specialist: Emily Smith** - All good. Erica Schulle asked about Job Alike expectations at the high school. The Job Alike days are district controlled. Mike and Glenda can ask for Patrick and Michelle's opinion at Contract Maintenance.

- F. Crescent Harbor Elementary *Therese Forster, Deb Rusnak, Will Lewis** - Sp. ed. numbers are high. The lack of mentors for new teachers is a huge concern.
- G. Olympic View Elementary *Terri Jackson, Kate Brodt, Candice Esvelt** - There was a question about the evaluation schedule. First three years are comprehensive. (Contract: [Article 12](#)) Focused for five years before going back to comprehensive. Discussion followed about what a member should do if they are placed on comprehensive when they should be on focused. Administrators should be communicating to the member why they are being placed back on comprehensive. TPEP is meant to be a collaborative tool.
- H. Oak Harbor Intermediate *Liz Squires, Jason Schmid, Sherri Garrett, Kevin O'Toole** - There is a concern about a special education teacher not receiving their lunch and prep. Jason will follow up.
- I. North Whidbey Middle School *Kelly Ricketts, Rebecca Roberts, Michael Peterson, Rain Davidson** - Members request that the district/building be more transparent about where the building was going to make their 10% cuts. The district set the cuts for 10%. Each building decided where the cuts were going to be made. There is a question about health insurance and the [increase in health insurance premiums](#). Unfortunately, this is not a local bargaining issue. This is all dealt with at the state level.
- J. Hand-in-Hand Early Learning Center/HomeConnection/OHVA *Amber Rankin, Dana Montgomery** - Members are being asked to provide services at Headstart and ECEAP. A TOSA did this work last year but that position was cut. This is a workload issue. Members met with Rebecca Washington and she will be following up with them. Dana will keep Mike up to date.

Meeting adjourned.

VII. Next Meetings/Events

A. Contract Maintenance

- 1. **October 3, 2023, 4:00-5:30pm, Superintendent Office**

B. Executive Board Meeting

- 1. **October 10, Tuesday, 4:30-6:00 p.m., OHHS A171**

C. Representative Council Meeting

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i: October 24, Tuesday, 4:30-6:00 p.m., OHHS Library

VIII. Information Items

- A. Minutes to the September Meeting of Exec Board**
- B. President's Daily Record Summary for August 2023**

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