



# Minutes

## EXECUTIVE BOARD

November 14 2023 4:30-6:00 pm

OHHS A171

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- I. Introductions**
- A. Roll** - Mike Fisher, Glenda Armstrong, Kevin Boyer, Nicole Bouvion, Christina Hwang, Amber Hagel, Liz Loftus, Brandie Duda, Jen Bryan, Erica Schulle, Jeff Laiblin. Absent: Jo Grunewald, Amber Craven.
  - B. Approve Agenda** - Brandie moved to approve the agenda as written. Erica seconded. Motion passed.
  - C. October Minutes** - Kevin moved to approve the minutes as written. Christina seconded. Motion passed.
- II. Expectations**
- A. Conflict of Interest**
  - B. Communications**
  - C. Review of Expectations Sheet**
  - D. Constitution & By-Laws**
- III. October Budget - Kevin Boyer** - Our accounts are in good standing. Expenses and income were as expected. The full report is available at the website.
- IV. School Board Report - Glenda Armstrong** - Glenda reported on the school board meeting last night. The IS Dept. gave a report and the school board discussed budget issues.
- V. Bargaining - Jeff Laiblin**
- A. Survey** - Mike reported for Jeff. Our survey returns are looking good. Mike will send one more reminder. It closes on Friday.
- VI. Discussions/Action**
- A. Local Elections**
    - 1. Results** - Our endorsed candidates won the school board seats they were running for. Discussion followed.
  - B. Labor Management**
    - 1. CFO Interviews** - Mike will represent OHEA on the interview committee. Interviews will be held on November 28. Discussion followed.
    - 2. OHSD Budget** - The district is already setting the groundwork for possible cuts. Staffing is about 89% of the total budget. They consider that to be high. Discussion followed. The district is creating a budget team that Mike and Glenda will be a part of. OHEA needs to know if members are hearing anything from administrators that is concerning such as saying that our salaries are too high to be sustainable.

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3. **Counselor Subs** - There are subs available. There are two to three in the pool. If a counselor is out for only one or two days, the job will not be posted. The district would prefer to fill counselor positions with subs only when it is a long-term leave. Discussion followed.
4. **Mental Health Counselors** - Equity of access to counselors between elementary and secondary was discussed. The district was under the impression that if there was an emergency the elementary buildings could access the counselors that work at OHHS and NWMS. The district will be working to clarify this with all involved staff. Discussion followed. This isn't a perfect solution and it doesn't meet the elementary need but it is something. Discussion followed about the need to define what an emergency is and how the mental health counselor would be contacted. Members should not be reaching out on their own.
5. **December PD leave options - December 7** - Teacher directed - If you don't work, you can make it up with principal approval, no leave can be taken. If you don't make it up, you will lose pay. **December 8** - All leave is available. The morning will be district directed, the afternoon will be teacher directed. The district is considering offering clock hours for the whole day.
6. **Special Education Work Group** - Mike, Glenda, Liz, and Amber will be sitting on a committee with the district to look into special education matters and planning for the future. No date has been set for the first meeting.

## VII. Executive Board Reports

- A. **OHI - Amber Craven** - Not present.
- B. **ESA - Amber Hagel** - Amber reported on issues that are still being worked on. High School Counselors are concerned that they will not be receiving a stipend for Hi-Cap work as they have in the past. Discussion followed.
- C. **K-1 - Christina Hwang** - WA Kids continues to be a concern.
- D. **OHHS - Erica Schulle** - There is a lack of urgency when teachers use the emergency phone number. This makes members feel unsafe. Inconsistent discipline remains a concern. DVDs are not playing well on desktop computers. Members should put in help desk tickets if there are problems with technology. There is a question about health insurance premiums going up. The premiums are set at the state level.
- E. **Specialists - Jo Grunewald** - Mike reported for Jo. When school board policy changes, how would we know? Members should check the district website and track updates themselves. OHEA reads through them regularly. Discussion followed. There were a couple of questions about language in the contract. There was a question about the sharing of bargaining survey results. The bargaining team keeps them private and shares a summary with Rep. Council. A member is interested in being able to take sick leave for one to two hours. This would be an item for bargaining.
- F. **2-4 - Brandie Duda** - There is a question about how cluster groups are assigned. That is the purview of the building principal. Discussion followed.
- G. **SPED - Liz Loftus** - The high school would like information about being injured at school. Does the district cover leave? It depends on whether or not a member chooses to claim L&I. Discussion followed. Do we need stronger language in the contract? OHEA generally recommends that members file with L&I because it will protect them better in the long run. There are concerns that Right Response training doesn't occur soon enough in the year. Discussion followed. There are safety concerns. Caseload limits are a concern and issue for special education members. A secondary special education member has had over 28 students on their caseload for quite a while. He has reported it several times and Special Programs has

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not responded. There is a question about IEP meetings with two special education teachers. Each building is doing something different and there is no consistency. An elementary resource room teacher has a very high caseload. There are workload issues that come along with this. They still have not turned in a 7.2.2. Discussion followed.

**H. NWMS - Jennifer Gorder-Bryan** - There are several special education concerns. A general ed. teacher had three IEP meetings in one day. Discussion followed. There are several bargaining items that members have been encouraged to put in the survey.

## **VIII. Next Meetings/Events**

### **A. Rep Council**

**1. November 28, 2023, Tuesday, 4:30-6:00 pm, OHHS Library**

### **B. Exec Board**

**1. December 12, 2023, Tuesday, 4:30-6:00 pm, OHHS Room A171**

### **C. Contract Maintenance**

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

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