



MINUTES

EXECUTIVE BOARD

December 12, 2023 4:30-6:00pm

OHHS A171

-
- I. Introductions:** Roll: Mike Fisher, Kevin Boyer, Erica Schulle, Jeff Lablin, Jennifer Gorder-Bryan, Brandi Duda, Liz Loftus, Glenda Armstrong, Christina Hwang, Amber Hagel, Jo Gruenwald, Amber Craven; Absent: Nicole Bouvion
- A. [November Minutes](#)** Jennifer Gorder-Bryan moved to approve; seconded by Brandi Duda
 - B. Approve Agenda** Christina Hwang moved to approve; seconded by Kevin Boyer
- II. Expectations**
- A. [Conflict of Interest](#)**
 - B. Communications**
 - C. Review of [Expectations Sheet](#)**
 - D. [Constitution & By-Laws](#)**
- III. [November Budget](#)- Kevin Boyer**
- Expected expenditures this month with a continued good standing balance. CD continues to do well.
- IV. School Board Report-Glenda Armstrong**
- The board welcomed the new director Josh MacLean. Board reorganization resulted in a change of Sharon to WIAA rep. New CFO was introduced, Amber Porter from Blaine. Dr. Kuss-Cybula gave her updates. Nikki Tesch gave the legislative update. Discussed budget and budget reductions. Currently 88% of the budget is salaries/staff and they want that reduced.
- V. Bargaining-Jeff Laiblin**
- Survey results are in, but the team was waiting until after the end of trimester. 262 members responded. Open comments will be reviewed by the team and next steps will be announced from there. There may be a bargaining training in January.
- VI. Discussions/Action**
- A. OHEA Fall Elections** - elections end on Thursday. Please make sure you vote. There was a great turnout for nominations this year. 11 for WEA and 5-6 for NEA.
 - B. Labor Management**
 - 1. CFO Position** - The position has been filled by Amber Porter from Blaine. Former auditor for OSPI, and has an extensive background and experience. Discussion followed.
 - 2. Calendar** - Conversations have begun re: next year calendar. Anticipate it in members' hands by February 1st.
 - 3. Seniority List** - April 1st is the date they are hoping to have it in members' hands. The purpose is transparency. There are no conversations for RIFs with certs at this time. Discussion followed.
 - 4. OHSD Budget**

PRESIDENT – MIKE FISHER

VICE PRESIDENT – GLENDA JACKSON

SECRETARY – NICOLE BOUVION

TREASURER – KEVIN BOYER

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- a) **Advisory Committees** - *Budget*: Meeting of stakeholders re: budget with the purpose of presenting a preliminary plan to the board. This will start in the new year with Mike and Glenda representing OHEA; *SPED*: Mike, Liz, and Amber will participate as OHEA representatives. Meeting with the purpose of identifying what the goals and vision of the department is; *Capitals*: Meeting with the purpose of deciding if we are running another bond or a capital levy (only needs 50% to pass). Dwight and Brian Hunt will lead this committee with OHEA roles to be determined.

VII. Executive Board Reports

A. SPED-Liz Loftus

- OHHS has concerns with how to progress monitor students that they do not have in any classes. There are concerns with how to manage this and continue co-teaching and student support. Concerns have been shared with OHHS admin. Discussion followed.
- There are safety concerns at OVE re: the amount of exits.
- There are concerns that the gen ed teachers were not notified about the co-teaching model before the start of the year. Discussion followed.

B. NWMS-Jennifer Gorder-Bryan

- Three issues came up but have resolved themselves for the most part.
- Counselor has a question about stipend or overload pay for covering two caseloads. Paperwork for pay is at the ASC. Mike will follow up.

C. K-1-Christina Hwang

- There was a question about standards based grades that was discussed with the building admin. Not a contract/union issue. Discussion followed.

D. OHHS-Erica Schulle

- Co-taught classes with over 50% of students with IEPs. Class size is being increased by adding another gen ed student, which brings the percentage below 50. Concerns have been shared with the building admin. Discussion followed. Co-taught or not, gen ed classes cannot be at 50% for SPED. Members are encouraged to document these instances.
- Concerns about Job Alike days
- Concerns with building morale

E. OHI-Amber Craven

- Concerns with building morale. Discussion followed.
- There are a few members who are concerned with the start/end time of the school. It is impacting educators' ability to get to their own children's sports events. Discussion followed.

F. ESA-Amber Hagel

- Counselor issue as mentioned at NWMS. What is the standard time that an employee needs to be gone before a long term sub is initiated? What is the standard for teachers? Mike said it depends on the position and what the person on leave tells the district. Likely anything over a week. HR initiated that in this instance and the building admin was working on it since that happened.
- Continued concern and advocacy for mental health support. We have had contracted employees from Island County Mental Health that have served in a social worker like capacity. Discussion followed. Members are encouraged to advocate at the legislative level to get earmarked money for mental health dollars in schools.

G. Specialists-Jo Grunewald

- Concerns with budget and services. Discussion followed.
- Concern after panorama survey data review at OHHS. Discussion followed.

H. 2-4-Brandie Duda

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- What happens when a student assaults a teacher or staff member? What are the consequences? Board policy and state law was discussed.

VIII. Next Meetings/Events

A. Rep Council

i: January 23, 2024, Tuesday, 4:30-6:00pm, OHHS Library

B. Exec Board

i: January 9, 2024, Tuesday, 4:30-6:00 p.m., OHHS Room A171

C. Contract Maintenance

1. January 2, 2024, 4:00-5:30 pm, Superintendent Office

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