

Representative Assembly **Agenda**

2/26/18
4:02 p.m.
NUEA/IEA Offices

1. Welcome
2. Superintendent Dan Bridges visit

Questions:

- Share a celebration. What are we doing well
 - One on one digital initiative
 - Google
 - Investing in Learning Commons
 - Collaborating with the community – to see classrooms working with the community, speakers, students interacting with the community – good to see in the classroom
 - SEL
 - NEF
 - Validating and supporting the importance of SEL
 - Responding to Crisis situations
 - Seeking information from stakeholders – asking for feedback
 - Using Twitter, other technology to communicate with all stakeholders
 - PLCs
 - Knowing early of the snow day (by 5pm);
 - Health insurance
 - Still ranking nationally
 - Curriculum cycle
 - Summer School
 - Assistive Technology
 - Learning Coaches
- What do we need to do to get better? What should be changed or needs an updated?
 - Common language – cohesiveness across buildings, ex: team teaching, etc.
 - Better support educators with needs of students, training for staff, behavior issues
 - Class size – as they increase, obtaining assistances
 - Look at what we can do to support SPED, students
 - Number of initiatives that come down at one time at grade levels (20/20 plan)
 - Balance between being a classroom teacher and being on committees/cultivating leaders
 - Professional responsibilities – amount of time

- Amount of time teacher is out of the classroom and providing assessment assistance
- SEL – amount of time students are spending on outside activities (swimmers), students who are sick, theater students, etc.
- Calendar times...not having conferences, grading deadlines, task deadlines all the same week.
- Collective site of websites, apps, etc. that we have access to as well as the training that goes with it
- Classroom furniture
- Professional Conferences (district wide to school) – more responsibility in sharing what is being learned. Have a variety of people attending
- Where are programs placed in certain buildings, SPED, Dual – all at the same building
- Institute a more compassionate FMLA – parental leave policy
- Jr High LRCs – hard for them to coach when they are out too much
- What do we need to STOP doing?
 - Open house
 - Teachers expected to attend all socials – we can't attend all of them (Adult social-wants teachers there – what are you going to contribute to this?)
 - Spring conferences – see students are struggling
 - Have conferences after the report card
 - Stop having an institute day on the last day of school
 - Do we have to conference on the same day/time at all levels (elementary, Jr High, High)
 - Evidence – do we need this if parents aren't using it
 - Length of time for conferences (adjust based on student needs)
 - Workday on last day of school instead of institute day
 - Need work time in Institute Day – it's packed.
 - Work day needs to be NO MEETINGS
 - No "Optional Meetings" during our lunch time
- What are we not doing that you wish we were?
 - Parent support coach – parents need help
 - Columbus Day off
 - Linden Oak – have parent training (incredible)
 - Outdoor learning classroom (like Ranchview) at all schools

3. District Wellness Presentation

Carole Christensen

- Benefits will be moving under HR – Gretchen
- Michelle – Benefits Coordinators
- Video: Health & WellBeing 203 will be shown at the schools in March and April. It will also be posted to the website (ASAP).
- Confidential – how is it communicated that our premiums go up – District will receive a list of names of who qualifies. For example, I have a list of staff who didn't go to the screening. Next year, I will receive a list of people who either didn't attend the screening or didn't qualify. District

will NOT know if you qualified or not, attended screening or not. This way the district will change your premiums (\$300 or \$600). This is confidential.

- Currently if we don't go to blood draw (\$300 or \$600).
- If you have a family plan...concern. We have spouses who may be covered
- Insurance committee decided, Single coverage - \$300 for no blood draw. If you are family coverage and you choose not to attend - \$600. It has been this way for years.
- We are a self-employed insurance program. When someone chooses not to get help (talk to their doctor, or get blood draw), we shouldn't ALL have to pay for that person. Carol will bring this back to the committee to discuss this.
- Everyone can
- CHC – will develop a form that will be between you, CHC, and your Doctor to verify you met the requirements. They may never meet the metrics, but they are attempting to get healthy. They need to be under the care of a doctor. We don't want members doing nothing when there is something wrong.
- Clarify: 95% of members attended blood draw. CHC gave us reports. Our numbers are very lenient. We have less than 5% who didn't meet the benchmark.
- CHC does all review – no one at the district will know anything about your health.
- If you are in this 5% - you see your doctor and turn your form into CHC.
- CHC sent an email readjusting the blood pressure numbers. We are 140/90 – required. Committee looked at American Heart, Center for Disease control, and Mayo Clinic recommendation for the numbers.
- What if I don't meet requirements? What is the process? How long do I have to do this?
 - Screenings start in Sept – Nov. (want to get it earlier in year)
 - Once you do this, the numbers come in within 24 hours.
 - On screen for CHC, there is a box for 203 employees – it shows you 1, 2, 3, 4, or 5. It is comparing your numbers to our numbers.
 - For example, I had a 2 out of 5 – I didn't meet. I go to my doctor, take my form in. But I saw the doctor over the summer. Ask your doctor to sign off on the form saying I've seen the doctor. I then turn this into CHC so I don't get charged. If the form comes in late, I will be charged until the form is turned in. As soon as your name comes into the district office, the additional charge will be changed. However, you must get it turned in by January 1.
- CHC hasn't developed the form just yet.
- Where to find the information on the district site: Go to HR – WellBeing link and a link to CHC.
- District will send emails out as well as CHC.
- Is the target that is currently set going to move? Carole – I don't know. The committee decides this. The goal is to keep our premiums low. We want to keep our plan at the best rates.
- Blood Pressure cuffs – concerned with the inaccurate readings. You can always ask for the manual read. Carole – we are working with CHC to do everyone manually.
- Debbie S: I've read that now you should have 2 blood pressure readings. You can ask for another reading if it's high.

- If there is a medical reason that the member can't have a blood draw, the district will work with the individual. (These individuals are under special medical care with a doctor.) The letter was turned into Andy. They were never told by the district if it was approved. Carole – it would be listed on the paystub if they were charged. They can call Andy. This is something that we would handle one on one.
 - EyeMeds – we are still under Humana, new plan number came out in January. She should double check with Humane.
 - Jefferson Jr. High – seems like the blood draw person wasn't well trained because members were stuck 5-6 times, one even between the fingers.
4. Approve Secretary's Report Christine Bell
- Motion to accept January minutes by Kristyn Reed, seconded by Tina Dohm - Motion passed
5. Election materials Christine Bell
- Issued envelopes
 - We are missing the Reconciliation Form on Election day (how many spoiled)
6. Treasurer's Report Dave Carroll
- 351 – RA refreshments are paid for political action fund, so will be 0 at end of year
 - 510 – Negotiations - \$221 goes towards committee to interview the team. This is for food to feed them since they had to spend two evenings here.
 - Net Worth: \$321,524.65 – we are current with all our payments to the state.
 - Motion to accept January minutes by Kristyn Reed, seconded by Tina Dohm - Motion passed
7. UniServ Director Report Julie Resh-Jelliff
- Julie is out with sick child.
8. Student Behavior Update Mark
- There will be an update coming soon. District is working on this.
 - Everyone will be trained with “de-escalation” training.
 - We need to have consistency across the district for behaviors (certified, non-certified, bus drivers, etc.) Students need to see this consistency.
9. GPA Report Debbie Sterneky
- IEA has endorsed JB Pritzker for governor.
 - Need people to canvas door to door, contact Michelle.ishmael@ieanea.org
 - Quamy Raul for attorney general
 - <http://www.iea.yourvoter.guide> – you can see all the people IEA is recommending in your area.
 - Janus Vs Ask Me Case – Supreme Court is hearing this. It will take away fair share from all unions and have huge impact on education.
 - Kathy Griffin, message – put out a message about IEA not arming teachers.
10. Student Walk Outs March 14 & April 21 – 10:00am Mark
- Students are planning two walk outs.
 - What we need to know: Principals at NN and NC are talking to students to talk about alternatives like an assembly. If our students decide to walk out, our obligation is to get back into their seats and walk out. We are to stay in our classrooms. This is from Dan Bridges.

- Shootings in FL – the walk outs that are being considered is that students walk out for 1 minute for each person that was killed – 17 minutes.
- Our contract states that we do NOT walk out. However, if there is an assembly, then we follow the direction of the principal.
- Staff members can't walk out. Mr. Bridges will work on a communication. As of right now, we can't initiate and walk out. If the principal says, you may walk out with your students you can if Dan approves it.
- As a teacher, I may say, "I would appreciate if you stay in your seat to continue our learning."
- Tina – we would feel more comfortable if the principal gave us something to say.

11. Upcoming Events

Mark

12. Old Business

13. New Business

- Membership cards for new members – hand this to them

14. Raffle: Must be present to win!

Mark

15. Adjournment

- Vicki Fisher motioned to adorn the meeting, Kevin Mehan second. Meeting adjourned at 5:40pm.