

**FEA**  
**NOVEMBER 2, 2016**  
**Phone Banking 3:30-4:30 at Memorial**

Call to Order: Pledge of Allegiance

Secretary's Report: nothing to report

Custodial Unit Report: There is a new maintenance manager-Tom Pederson. Custodians all have contracts, and we are waiting on SSES to return receipt of contracts.

ESP Para Unit: We met with Rick and Roanne to discuss problems at SSES. They were very receptive and curious on how things were going. We discussed PD day and people will find out what PD they are attending soon. SSES is having trouble finding paras to hire as is McKay. The hiring process is delayed because of fingerprinting and other issues. Any paras who have ABA and are willing to go to another building, please speak up if you are willing to switch positions/schools.

Treasurer's Report: Dues are as follows: \$870 teachers/\$58 paycheck (a bit different for 20 paycheck people), paras \$300/\$20 per paycheck, custodians \$485/\$32.33 per paycheck. At the annual meeting last May, it is discussed how much dues are. In our contract you either need to be a member or pay the agency fee. 1st step is to go to HR and ask for a letter to terminate employment. The employee has 6 months to respond and if we need to go to court, we can.

P. R. & R. : Nothing to report

President's Report: X2 Survey results from the Elementary Survey-Paula and Andre are aware of the survey. Results will be shared when Adam goes to cabinet next. 75% said PD was not adequate. Most people disagreed with handouts being high quality. Adam had asked to push back on x2's October 1st deadline. Parents have not been assigned logins to the portal at the elementary level.

Subbing Issues (ESL, Title One) There are not enough subs district wide. FHS sends students to cafeteria. A few times the principal asked teachers to cover if they had a free period. Adam has brought it up at cabinet. Cabinet has said they can't get subs. Paula has said that Title One and ESL should not be subs.

McKay PBIS implementation-5th grade behavioral management plan. Lourdes implemented a behavior plan for the entire grade. The teachers got 45 minute training on this.

Old business- October 8th canvassing-very good turnout. People canvassed the neighborhoods. Phone banking was done as well.

New business-

FHS-Administration came up with new attendance policy over the summer. On Sunday night, an email went out saying if students go over the attendance mark this quarter, the teachers will put NC (no credit). This is something administration usually does. X2 components do not talk to each other so teachers must look up each student individually to figure out if students are absent more times than they are allotted. There are many issues with this.

A rep list will be emailed to each school.

If there is a sickness or death in a members' family, please notify Tamara Modig so the Sunshine Fund can send something out.

Goodrich-

Longsjö-Two new building reps-Alice Heckley and Carey Mount.

Memorial-

McKay-

Crocker-

South Street-Coaches are doing walk throughs with the principal. Coaches are supposed to be invited in for a 9 day coaching cycle.

Reingold- X2 parent gradebook- Teachers were told this will be part of their evaluation. Bus issues-On Friday, there are still students in rooms until 3:05 when dismissal is at 2:48. They have been told if you are out sick, make sure you find your own coverage for duties. Kinder paras are asked to sub for teachers, but they won't get a para to sub that day. This means a kinder room goes from one teacher and one para to one para that day.

They still don't have fridges. Evaluation meetings are taking place during preps. This is beyond the 4 prep periods a month. The teachers are being asked to eat lunch with students. This is your time to eat. You have 25 minute duty free lunch and you do not need to eat with the students. Personal days are for your personal business-not for medical appointments. Use sick days for medical appointments.

Motion to adjourn at 5:57 and seconded. Meeting dismissed.