

ICEA Building Rep Council Meeting
October 12, 2016 from 4:45PM to 5:45PM
Wickham Elementary School

Buildings Represented: Alexander, City High, Garner, Horn, Kirkwood, Lincoln, Longfellow, Lucas, Shimek, Tate, Van Allen, West, Wickham, Wood, Off Site/Transitions

Minutes:

The meeting was called to order at 4:48PM by Brady Shutt.

Review of minutes from September Building Rep Council
Beth Hieronymus moved to approve the minutes. Monique Cottman seconded. Motion passed unanimously.

Special Education Update—Survey conducted by Ulowa will be forthcoming [4:50-5:00PM]
Brady discussed the rationale for the District's external review of the climate/culture survey that will look specifically at special education. ICEA has been working extensively with ECUU and the District Admin Teams to find a group to do a secure, external review to determine the extent of the "retaliatory culture" that was mentioned in the Department of Education's Special Education Report that came out this summer. The University of Iowa Public Policy Group is going to do the survey. ICEA leaders will contact building reps when the survey is ready to be sent to special education staff. ICEA assured building reps that the survey would be anonymous and secure. The survey can be completed from home computers and personal phones. The District will only receive meta analytical data from the UI. ICEA has also tentatively identified people who could help us with culture/climate issues in special education.

Sub Update—Posting up for "permanent" subs at 4-6 elementary schools; ACA clarification will allow District to move forward, but may create problem in the spring [5:00-5:05PM]
A discussion regarding the sub shortage and the crises that it creates for classroom teachers and staff members. The higher needs elementary buildings do have "permanent" sub positions currently posted. Mitch made the point that one of the things that we will look at when contract language is re-opened is to make sure that there is equity between the elementary and secondary language. A lengthy discussion about the role/use of student teachers and cooperating teachers as "subs" within the building ensued.

Technology Update—Opportunity to Serve on Tech Council (District) or Tech Cadres (Building) Brady updated the building reps about a meeting with Adam Kurth, ICCSD Director of Technology and Innovation. Senior high students will be 1:1 starting in the fall of 2017. Junior high students will be 1:1 in the fall of 2018. The ratio of devices to students at the elementary schools is going to be shifted so that there are more devices available. Junior and senior highs are going to have Chromebooks. Staff laptop replacement is moving to a 4-year cycle (from a 6 year cycle), with entire buildings being on the same cycle (rather than the current pattern of having $\frac{1}{3}$ of each building receiving a replacement every 2 years).

District Committees and Volunteer Opportunities for Elections, Run for the Schools, Insurance, Calendar, Equity Task Force: Volunteers were sought for committee service.

Beth Hieronymus, Megan Johnson, Monique Cottman, Nancy Porter and Nathan Kelley reported on their election volunteer work at ECUU in Cedar Rapids. Beth graciously opened her home for a member-to-member phone bank on Wednesday, October 19, starting at 5:30PM.

Feedback on October 7 PD Day and Monday No Work Day

Building rep members reported that the October 10, No Work Day was very well received (even by some who were skeptical of its value heading into that weekend). The feedback on the EdCamp sessions on October 7 was varied. Some building rep members reported that the sessions were interesting and useful to them. Others suggested that the lack of understanding amongst participants about what an EdCamp is hindered its effectiveness. All agreed that if another EdCamp were to run, the results would be better because we had done one already. Calendar committee members were urged to continue to advocate for a No Work Day in the fall.

Membership Drive Raffle!!

The membership drive was postponed until the November meeting. Building reps are reminded that for every new member that they have signed up after the beginning of the school year, they can put in one raffle ticket for the \$50 grand prize! Reps were reminded to get out there and have those important conversations.

Building Concerns

Three building concerns were shared by the Wickham building representative:

Sub Shortage in the District creates inequities. Desire to know what other buildings do and to have a more standardized, equitable and rewarded system for covering for a colleague.

Discussion revealed that among the building present at the meeting, there were few commonalities in the approach that buildings employ when dealing with this situation.

Professional Development Calendar and Committee Service--frustration expressed (and seconded by those in attendance) about the amount of time it takes to travel compared to the amount of time for PD on Thursdays. Questions about why the District moved away from cluster groups were asked. Brady and Mitch will follow up. Discussion also ensued about service on committees at the building level--which ones are voluntary, which ones should not be in the contract day, etc.

Contract time/duty time at the Elementary level. Many buildings are starting duty at 7:40AM (the same as the contract day start time). Concerns about what will happen in the winter as students are dropped off early by parent(s)/guardian(s) even though the building is locked. Reps expressed a desire for more consistency across the elementary buildings of comparable size in order to have a more equitable workplace in the District.

New Business

Concerns were expressed by building reps about the requirement to use PLC time to fill out a MCGF Google Form for equity examples. Concern that for such an important issue, this is a meaningless (but required) task. Discrepancies exist amongst the buildings as to when/how the information was communicated to PLCs/teachers.

Future Meetings:

Date	Location	Contact Person
Wednesday, Oct 12	Wickham	Michele Schintler
Wednesday, Nov 9	Twain	Cindy McDowell
Wednesday, Dec 14	North Central	Alisa Meggitt/Sue Sax
Wednesday, Jan 11	Alexander	Kim Clemence
Wednesday, Feb 8	Mann	Dan McRoberts
Wednesday, March 8	City HS	Robin Fields/Sharon Wiser/Carrie Watson
Wednesday, April 12	Borlaug Elementary	Ashley Reedy
Tuesday, May 2	West High School	Megan Johnson

Minutes: ICEA Building Representative Council Meeting
Wednesday, September 14th, 2016 Horn Elementary School
4:45-5:45 PM
ICEA Building Representatives
Meeting called to order at 4:45 PM

Welcome and Introductions

Roles and Responsibilities of Building Representatives

Brady and Mitch reviewed the roles of the building reps in buildings. If members have questions they should first ask the building reps questions about issues relating to rights, benefits and working conditions under the union contract. If the building rep. considers the question a gray issue (like maternity leave) they can contact Brady or Mitch. If it is a rights issue the building rep should contact Nathan Kelley. If the issue involves grey areas in evaluations the building rep. should contact Dawn Zacek. If the building rep. feels it is a serious issue that needs immediate attention they can contact Brady or Mitch. Building Reps. will also be asked questions about membership and distribute membership application forms to all ICCSD members in their building or to new employees who want to become members.

Building Representatives please let your building members in Special Education know that a FAQ style question answer document was posted on the ICEA website. The ICEA leadership is aware of the Special Education concerns and issue at this time. Recently Mitch and Brady submitted questions to District Administrators asking questions about recent events surrounding IEP compliance issues. Building Reps are encouraged to be aware of these issues. Go to the ICEA website (<http://www.iowacityea.com/>) and you will see Special Education FAQ. <http://www.iowacityea.com/2016/09/14/special-education-faq/> Special Education issues are a high priority right now.

Membership Drive:

Megan Johnson is in charge of the ICEA membership drive. Brady and Mitch shared that many inquires came in regarding membership from members who wanted to rejoin and teachers and paraprofessionals who were considering membership. Signing up new members is a priority. We have lost members due to retirement and we need to stay strong by talking to people about the importance of union membership. Membership Drive Talking Points were shared on the back of the 9/14/2016 agenda.

Para Contract Books went out this summer and Chris Meade can be contacted for those. There was a glitch in payroll deduction of withdrawal for dues from employee paycheck. The ICCSD district sent an email regarding this glitch on 9/14/2016. ICCSD will contact people affected by this problem.

Questions and ICEA Update sent via email:

Upcoming PD Day is on October 7th, 2016: The morning sessions will be module 2 of the new English Language Learning Standards. In the afternoon there will be an Ed Camp --- Professional Development driven by teachers. Alissa Meggitt, shared that it is exciting PD and the fact that it is teacher driven makes it more worthwhile. Each site will be K-12. In the near future you will receive information about this from ESC. Please encourage members/teachers to embrace and get excited about this.

The Marriot Back to School Event: Survey revealed that it is not the most important event. Most people are saying that they want to be in their classrooms. Questions remain about those three days: What is an appropriate amount of time? How many meetings are too many? One member suggested a survey to see how much time teachers need in their classroom before the school year start and another suggested a Welcome Back Breakfast being on the Optional PD day. Another concern was being able to get out of the parking lot for lunch on that PD day.

Instructional Leadership Teams:

There appears to be a discrepancy in how often Instructional Leadership Teams (ILT) are meeting. ICEA leadership would like to make suggestions to create equity across the district. Data team leaders at elementary are meeting weekly. Most are meeting out of contract hours. Mitch and Brady will collect information re: how many times ILT are meeting and when they are meeting.

Building Level Concerns/District Level Concerns:

- Special Ed: Discussed earlier in meeting and access to ICEA Question/Answer session was shared.
 - Scheduling issues at the beginning of the year.
 - Some SpEd teachers are not getting a lunch. (contractual issue)
 - Can second year mentors meet during the school day?
 - New rules for IEP meetings. A concern on how to manage the logistics of the new rule: IEP meetings require a gen ed teacher to be there the entire conference. [Clarification: Ideally the gen ed teacher will be at the entire IEP meeting, but excusal forms are still OK to use.]
 - Substitutes: Did the district hire subs to help with shortage?
 - Question: Can a Dean of Student evaluate? Answer: Yes.
 - Staffing in spring: The opening of Liberty High School and concerns as to how the staffing for Liberty will happen. Board May 2015 boundaries but at work session we want to do voluntary transfers. Matt Degner will visit with secondary schools to walk them through logistics regarding Liberty's opening. The board has not decided what boundaries to use. Voluntary transfer piece may be in place. The concern is to protect secondary level staffing. You can't have 160 in 4 sections.
 - Dawn: Durham driving trainings being on Saturdays only.
- The meeting was adjourned at 5:50PM.