

ASSOCIATION OF SALEM KEIZER EDUCATION SUPPORT PROFESSIONALS

October 20, 2014
5:30 PM

Representative Assembly Meeting
Notes (6 pages)

OEA Building
2550 Coral Ave NE
Salem, OR 97305

Meeting called to order at: 5:30 pm by Leslie

Welcome members and guests:

Guest Speaker: Superintendent, Christy Perry

Superintendent Christy Perry took questions from the members:

Mike Kelley- How do you feel ESP's fit into your idea of the District?

Rita Glass – I'm disappointed at the level of diversity in the District, especially in Student Services/ Administration. What are your goals for bringing in more culturally diverse staff? Another issue is that ESP bilingual are not getting paid differential for interpreting.

Doris Jared – On behalf of the drivers, not having a comparable wage. We have a problem of constant turnover in transportation. Regarding the voting that went on at the school board is the whole vote going to redone or just on some issues?

Christy's Response:

You all have a critical function within our district and are part of student achievement. Your role is critical to the success of our kids. Regarding transportation, I have made that my goal from day one. I've been working with Leslie and Roxann and was immediately apprised of the issue of transportation.

Another issue that was recently raised was for professional development for ESP. We will be discussing this issue at the Communications meeting with Classified. What we know about State Inservice days is in the past your organization helped with training, it needs to be a collaborative effort.

I have a vast concern about the diversity of administrative staff. It is going to be a continual challenge for us to find qualified individuals. With Salam leaving I had to put someone in that position as quickly as possible for stability. There is also a temporary position that we will be filling. We should have 3 other mid-management positions coming available next year. We have to have a better recruitment system to find a diverse workforce. Currently we do not have a strategy in place to achieve the goal of having a diverse workforce. The other thing we

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have agreed to with both organizations is that we will be discussing some programs for classified to go through certification training to become teachers.

In answer to your question with bilingual differential I will be talking to Leslie and Roxann more about that. I have not been made aware of that issue so I can't speak to it tonight.

Regarding the School Board meeting, the voting was rather convoluted. Those that they voted on are in, but for the last position or two we need to come back and vote on because there wasn't a majority present.

Tim Farness – I'm very concerned about staff's safety right now. The intensity of our Special Education students is way up. I know a couple of people who recently got hurt. With laws changing on the state level it has affected staff safety.

Christy - You're absolutely right, the intensity has increased significantly. There are lots of advocacy groups here in Salem that increases our Special Education population. I need to get some key people (State Legislators) to get in to see these kids.

I don't have a solution but it's high on my mind. I believe I have to understand the work to be able to lead.

Kevin Baker – transportation, please consider transportation workers safety as well and consider them as part of the equation.

Nancy Schrepfer – transportation, I would suggest that you view them on tape instead of being in the room observing because it affects their behavior.

Mike Kelley – What do you think of your new District?

Christy - I really like my new job. I'm highly impressed with the staff at the District and the community. The community steps up and infuses resources to our schools. I have had a number of listening sessions. I love it here and didn't realize how ready I was to do this type of work. The thing I hate the most is that I can't know everyone's name. I will never get that with 4000 employees.

Stories of Impact and Inspiration: (Leslie) We had our Fall Festival and I want to thank everyone who made it successful. It made me remember, it's all about the kids.

Welcome new RA attendees:

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Nick Scott – mechanic

Sue Meisenheimer Office Specialist

Approval of the minutes of:

<u>Debbie Pavon- Motioned to approve the minutes with corrections.</u>
<u>Barb Stinson - Seconded the motion</u>
<u>Motion passed unanimously</u>

Reports:

President: Leslie

Remember to vote. We have some events coming up. Please sign up to volunteer.

Uniserv Consultant: Roxann

Regarding recent issues of employees promoting and then not successfully completing probation, the District has the right to move an employee back to their former position or if the employee wants to return, they may request to return in writing. We had this recently happen. A new person had already been hired but had to be let go to allow the employee to return to his/her former position.

A Bargaining Unit member called to complain that horn honking had injured someone's ear drum. However, the person did not leave their name. The District is looking into it.

Regarding absences, they are looking closely at "excessive absences". They are looking at patterns, i.e. Mondays and Fridays. According to the contract, if you're sick you're sick. Stay home if you're sick. However, if you're gone more than 10 consecutive work days, you need a doctor's note. You can call and check your balance of sick leave or check your pay stub. If you can't read your pay stub call HR.

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Phone banking, we hosted last Thursday night. A Total 1030 calls made.

You may be hearing about “opting out” of standardized testing. There is more information in your handouts.

Regarding the comparable study we are discussing it at Labor Management. We were not provided a copy and we were not allowed to take notes. The report was a comparable study. 2053 classified. We have 144 job classifications. Within those we have different levels up to level 5. There were nine school districts that we were compared to. We are the only one in Oregon that has 5 levels. The other school districts had a maximum of 3. Special Programs bus drivers, 1 person in maintenance, senior clerical and clerical 1-3 people in affected in these positions.

Tim F. I’m going back to 2010, there were at least 6 different job classification that were below. What has happened to them? They can’t just compare school district jobs; it is not a true comparison.

The District took the low and the high and took an average. The District said that they do this comparison every 4 years on a rotating basis.

Mike N. – You said Special Program bus drivers. I believe that’s being left out of the study

Nancy S. - Why is it that we rely on the District to do these comparisons?

Roxann - It’s a lot easier to do certified staff. OEA admitted that they don’t have enough resources to complete these studies. It’s an issue for other districts as well.

OEA Board: Doris

We are our own unit because we are such a large group.

Tony Crawford; OEA VP and Caryn Connolly; Region 2 VP, from OEA have joined us this evening.

Rita G. – What happened with the ULP that professional OEA staff filed?

Tony C. – It was dropped this summer, however there is a law suit pending on a related issue.

Oregon Council of Education Support Professionals is sponsoring a training coming up, **November 1st. movie “10 Ways to Get Fired”**

Associate staff contract has been ratified; we are still in negotiations with professional.

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The foundation is there to help kids. Let us know if you see need.

Treasurer's Report: Carla

The treasurer's report is in green and I also have account balances as of the end of September 2014.

Denise Balch – Last month I asked about the Bargaining budget line. What does it pay for?

Leslie – It pays for meals, printing, but not buy out.

Committee Reports:

Bylaws: Dori Brown - We are passing out Revised By Law Article V, we will be taking 2 comments for and 2 against and then we will vote on the revised By Law.

Revised Bylaw Article V passed by a 2/3 majority
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John King – Last time it was stated that people can vote by phone.

Dori – Probably it won't be done

Mike Newton – I would like a copy of the by law.

Nancy Schrepfer – Will we be extending the period of time since everyone has to come to the office to vote? Will be increasing the number of days?

Dori – Probably won't be more than one day because of the cost of buying people out.

This is voting for delegates to OEA.

Denise Balch – I want to address the fact that this is not what we're practicing right now. We want to address the issue of voting by phone, a lot of people didn't know that they could have voted by phone.

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Dori- A robo call was done through the District; it was on our website and Facebook page. We used voting by phone because some people were on vacation. Due to the summer vote we utilized voting by phone.

<u>1st Bylaw Reading of Revised Bylaw Article 5, Elections and Vacancies - Tim Farness</u>

Coat Drive/Give-a-Way: - **Tim Farness** – We really need volunteers. We'll be at Four Corners School in the gym, November 7 for sorting and organizing and we need bilingual staff for Saturday. If you have any coats at your building site please bring them to the office or just bring them with you.

Old Business: - none

New Business: -

Mike Newton – requested to make a motion to form a committee to research salary, comparing Salem Keizer with the 10 biggest districts in the state of Oregon.

Leslie – I'm calling that motion out of order.

Member Communication: (Limit of 3 minutes per speaker)

Nancy Lee took questions:

Announcements:

Next meeting: November 17,

School Board Meeting

Meeting adjourned: 7:49 PM by Doris

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"The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds." Abraham Lincoln