

## Elementary Concerns:

### Meeting with Anna Marie Guzman to be held 1/12/18

Name	Issues, comments, concerns	Response / Follow up
<p>1/10/18 Biella Concerns</p>	<p><b>Intercom/Clock System</b> New intercom/clock system was installed over vacation. Some teachers have concerns as they are unaware of the full functionality of this new resource in our classrooms and has SRTA had a chance to review and approve these new enhancements (M. Adams)</p>	<p>It is supposed to alert with a chime when they are listening in. If this isn't how it actually functions we need to grieve this. SRTA has not been consulted on this. Watch the June 14th, 2017 Board Meeting if you want to see the discussion that took place when the clocks were approved for purchase.</p>
<p>Steele Ln. 1/10/18 (MCF)</p>	<p>I looked up the new intercom system that is installed in my room. It has a feature that is incredibly concerning. It has a monitoring feature which means that the microphone can be activated without announcing it in the room. This is a severe privacy issue for our teachers and for SRTA as we conduct Union business in classrooms.</p> <p>This is the model installed at Steele Lane. Look under audio. <a href="https://www.anetd.com/and-ip-endpoints-ipswd-rwb/">https://www.anetd.com/and-ip-endpoints-ipswd-rwb/</a> And the data sheet <a href="https://www.anetd.com/wp-content/uploads/IPS-WD-RWB-Datasheet.pdf">https://www.anetd.com/wp-content/uploads/IPS-WD-RWB-Datasheet.pdf</a></p>	<p>Communications to share documentation on the new devices with everyone.</p> <p>Tara discussed with Anna Marie Guzman - The main point I tried to make was that as renovations, or new systems are rolled out they have to come with an education piece. For example, when we got the new phones we were also given paperwork on the functions and on how to use. We should receive the same for the new clock system.</p>
<p>1/10/18</p>	<p><b>Firestorm Victim PN Days</b> General question regarding Firestorm victims- Have they been granted 5 days or now up to 10? Some of them are needing these full days to deal with homes being rebuilt, etc. Are there enough days in the bank to do so, or is it on an as needed basis? (I'm asking on behalf of an elementary teacher who their home.)</p>	<p>Firestorm get an additional 10 PN days. Days are available. They should apply to get them.</p>
<p>1/10/18 Biella</p>	<p><b>Shortened Day MOU (5 Sites)</b></p> <ul style="list-style-type: none"> <li>Now that the TA has passed, and we are returning to faculty meetings as normal, can they remain at 1:30 as we had voted in the interim, or do they need to return to the 2:15 time since we have the modified day at Biella? My principal was asking. A teacher said that she believed it was stated in the TA that faculty meetings needed to start 10 min after school. Is this correct?</li> </ul>	<p>MOU's individualize sites. Lincoln voted on some options. This is between your school site and the district. The staff can do a straw pole to write a new MOU. Contact Negotiation Chair Kathryn Howell. Sites would appreciate seeing new MOU's from other sites.</p> <p>As far as the 5 elementary schools that use the same shortened day MOU, I brought this topic up with Anna Marie Guzman. I provided her with the following write up.</p>

	<p>Clarification</p> <ul style="list-style-type: none"> <li>• Same question as Biella. Would like clarification about staff meetings/PD/common planning. Also have modified day MOU at Brook Hill</li> <li>• It doesn't seem that teachers who turned in green time cards for bus duty have been paid. Our understanding was that our MOU says we can leave at the same time as the students and anything after that time T-Fri would have to be voluntary, paid.</li> <li>• Green time cards (retroactive bus duty) were not signed. We sent them off anyway. They were not paid today 1/10/18</li> </ul>	<p><a href="#">SRTA interpretation of the Shortened Day MOU</a></p> <p>I asked her to please read and discuss with the cabinet so that we could discuss at the next meeting with an eye towards reaching agreements about what the MOU says and means. If we are able to that Anna can direct principals so that everyone is on the same page. As you can see this will also address the issue of pay for after school bus duty.</p>
<p>1/10/18 Brook Hill</p> <p>Lewis (MCF)</p>	<p><b>Payroll Issues</b> Wondering if payroll is behind. Have some teachers who have not been paid for tutoring or Elevate Academy (Saturday school)</p> <p>What recourse do SRTA members have when they've submitted time cards and paper work on time, but are not paid by the next pay period?</p>	<p>Step 1: Email technician and explain problem (Paper trail!)</p> <p>Step 2: If it doesn't feel right, then contact principal</p> <p>Step 3: Grieve it. (Contact Jana Connelly)</p> <p>They are down to 1 tech. Some cards have been lost. <b>Make sure you keep a copy. Then deny doing duty in the first place-complain, comply, grieve. Don't work for free.</b></p> <p>MOU's need to be re-written to clean up language so there is no confusion.</p>
<p>Lehman 1/9/18 (MCF)</p>	<p><b>Teacher/Student Rights in regards to behaviors</b> A gen ed, 3rd grade teacher at my site has a student with serious behavior problems. This student has many supports in place, but may become volatile when upset. The student isn't physically aggressive towards staff and peers, but may throw objects (pencils, etc). When an outburst occurs, the teacher and students leave the room until a support staff member can remove the student from the classroom. This occurs approximately once every two weeks ( I'm estimating. Will find out for sure tomorrow.) The classroom teacher would like to know what her rights are in this situation. She feels she's losing instructional time with the rest of the class.</p>	<p>How much disruption is too much? Tara will follow up and see if she can find the rights of the gen ed teacher and of the other students in the class. (Consult with Mark Mitchell) Ask Anna what she wants this teacher to be doing.</p> <p>Has utilized the behaviorist, and Sped teacher. Should consult protocol document. This would include IEPs, board policy, and state ed code.</p>
<p>BrookHill</p>	<p>More of a complaint, than concern. When new clocks were installed, some rooms had sawdust left behind and one class had the</p>	

	bulletin board pulled down	
TOSAs	<p><b>TOSAs</b>  Many TOSAs see students all day. If TOSAs are going to be at the D.O.for trainings they should be given a sub so that the program they're running is not affected, especially due to the length of some absences, ie. CCD = 3 days in a row.</p>	<p>I discussed this with Anna Marie Guzman and Kelly Dillon. The agreed that the idea has merit and that they would discuss it. Kelly mentioned that TOSAs had never asked for a substitute before. I will follow up on this at the next meeting, in the meantime, please encourage your TOSAs to reach out to Kelly to ask for a sub when they are planning on going to a training and they have student groups that will be affected.</p>
Lehman Article 6 Language	<p>Need clarification on new <b>Art 6 lang</b>:</p> <p>6.6.2 "With the agreement of the Article 6 Cmte, up to 3 hours of mandatory meeting time may be repurposed to serve as additional adjunct duty time" - please clarify so the Art 6 cmte is very clear on this. After reading concern from 6.6.4 below, do these two affect one another?</p> <p>6.6.3 "... an Article 6 Cmte consisting of the principal or designee, and unit members, elected by their peers..." How often do we re elect committee members, every school year? Who can stand in as a designee for the principal, for instance can the principal ask the TOSA to stand in, even though they are an SRTA member?</p> <p>6.6.3 "In addition, the Article 6 Cmte shall consult regarding all-staff meeting agendas set by the principal or designee." Specifically, what is SRTA's intent behind "shall consult regarding all staff meetings"? How did SRTA or the negotiators envision this happening, and what is the intent behind this action?</p> <p>6.6.4 "In addition to mandatory meetings and adjunct duties, all unit members will be required to participate, at their one designated site in IEP meetings, and SST/504 meetings, and graduation if established as an adjunct duty by the Committee per 6.6.3." Please clarify this - do required IEP and SST meetings and graduation count towards adjunct hours if the committee agrees to list these responsibilities as duty hours? Or is this saying that IEPs and</p>	<p>TA was ratified last night. Adjunct Duty does not include paid positions. Staff gets to choose committee by election. Committee gets to choose eligible adjunct duties. The committee could choose to use prior list. Recommend at least 3 people on committee.Exec. board is going to put out a one page informational flyer solely on the topic of the new Art 6 Lang. for the next rep council meeting in Feb.</p>

<p>Hidden Valley</p>	<p>SSTs are required but graduation can be deemed adjunct duty hours?  OR... is it saying the committee can agree that these 3 or perhaps some of these 3 can be agreed as mandatory/"required" and therefore, do not count as adjunct duty hours? Or, and finally, is it saying none of the above but something else completely different?  Please help us understand, since at the elementary level while graduation is not an issue, there are potentially several hours a year spent at IEP and SST/504 meetings. For instance, if the committee agreed to 5 hours, it is quite possible a teacher could fill all 5 hours attending IEPs and SST/504s. How does this translate for RSP/ Sp Ed teachers?  Also, does have any effect upon or relation to the language from 6.6.2 - the 3 hours that was listed above?</p> <p>Adjunct Duty</p>	
<p>Lincoln</p>	<p><b>ELD Shifts</b>  ELD time will be grade level specific. Reading teachers are taking EO and RFEPs and the reading groups will no longer be. Teacher is taking everyone else. Arecelly said ELD is more important than reading groups because we are out of compliance, and every site is doing it, however according to teachers from the other sites, none of them have heard about this, (except one) and Lincoln is so far the only school required to do it.</p>	<p>We discussed this topic at the meeting. It was explained that these ideas are just now being rolled out. Aracely is going around to sites to explain the shift, so this will be something everyone hears about once they've had their meeting on this topic. There is a lot of confusion about what is required, and how we are out of compliance. We need to do some research on this.</p> <p>Anna explained that the idea is to largely use title one money for implementing this.</p> <p>Issues and Ideas I raised were:</p> <ul style="list-style-type: none"> <li>● insure that development and support comes to the sites? I brought up that teachers are going to have to create lessons from scratch. They will need time.</li> <li>● If only one grade level class exists another teacher will be needed and the district needs to look for specific ways to support a teacher in that situation.</li> <li>● Those 5 schools with short day MOUs could have the site PD committee determine to use the short day PD time for this ELD work.</li> <li>● A CCD like group could be created</li> </ul>

		<p>specifically to design the lessons that could be used at each level that would tie into the CCD units.</p> <p>In short, I pressed that the district office has to put resources into this roll out or it will not be successful! I will follow up with this at the next meeting. Please continue to brainstorm specific ways we can ask for support as this rolls out.</p>
Brook Hill	Are specialists at 2 sites required to go to 2 Staff meetings?	Prep specialists have a "home" site and they are supposed to attend staff meetings at that site.
Steele Ln.	Microscopes for 6th grade science	I followed up on this issue. They are going to fund microscopes for sixth grade. I suggested that all sites do not need the same amount. Kelly sent out a survey after this meeting collecting information about how many microscopes each site has so that she can work towards getting all sites closer to the 1 scope for 2 student ratio recommended by FOSS.