

**ASSOCIATION OF SALEM KEIZER EDUCATION SUPPORT  
PROFESSIONALS**

March 16, 2015  
5:30 PM

Representative Assembly Meeting  
Notes 6 pages

OEA Building  
2550 Coral Ave NE  
Salem, OR 97305

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**Meeting called to order at:** 5:35 pm by Leslie

**Guests:** Tony Crawford, Jon C. Larson, Reed Scott-Schwalbach

**Theme:** St. Patrick's Day

**Welcome new RA attendees:** none

**Excused:**

**Welcome:** Leslie

**Candidates:** The three present OEA candidates here tonight gave 3 minute speeches.

Tony Crawford

Jon C Larson (Couldn't be here tonight, Caryn Connolly read the speech he prepared for us)

Reed Scott-Schwalbach

**Approval of the minutes of:**

Dori motioned to approve the minutes with corrections.
Jacqui seconded the motion.
Motion passed unanimously.

## **Reports:**

### **Training Reports:**

**Esther:** One of the classes that they had available, was Tips for Para Educators. (Esther demonstrated the one of the activities, (egg matching) that was presented at the training). The goal of the activity is to get students to communicate and learn skills.

Another interesting training was on grant writing. I will post the grant information on the website.

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**Melinda:** One of the classes I went to was really informative. It was called Workplace Bullying. There are laws to protect children but not for adults bullying adults. However, individuals who bully others in the workplace can be charged with criminal charges like harassment. If you hear someone being bullied write down what you hear or if you are being bullied write down what was said. The workshop was very interesting. Bullying is a growing problem in the work place.

**Rita:** I was able to attend Emerging Leaders. There were people there from all over. 23 states now have Right To Work laws. Two measures have already been filed for Right To Work legislation. I encourage everyone to attend a conference if you have an opportunity.

## **President: Leslie**

The Tell Survey is a climate survey currently completed by certified staff. We are in the process of creating a like survey for classified.

Election nominations for president, secretary and director positions are closing

We begin voting electronically the last two weeks of April.

We went to a great ESP conference, 9 members attended. We have lots of pictures on the website. We are very proud of Esther who was nominated for National ESP.

We have been invited to go to the Priority Schools from NEA. I will be attending.

They will give 22 \$100.00 grants for kids in our District.

Please drop by stuff for our basket that we will be donating for the

## **Uniserv Consultant: Roxann**

Thank you for coming. Please let others know that they can come to our meetings. Also please share information with your co-workers.

We've been getting calls from members and members that are parents regarding the opt-out form. We've been having an issue with administrators getting back with parents that are seeking to opt their child out of testing. Also, the form is not available in other languages except Spanish. Our superintendent has asked that parents contact the level directors if they are having issues with administrators getting back to them. Also be mindful that we have to be careful not to try to persuade parents to opt out of the state testing.

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**Flyers:**

***Lobbying Day- March 23<sup>rd</sup>.***

***Political Action Sheet***

***Fair Wage Recovering Act (It's about stopping wage theft- employees not getting a living wage)***

***Parent / Teacher Home Visit Training***

***Teaching for Transformation (teaching adults)***

***There's No Place for Hate at our School***

Since we're talking about politics, something as simple as paper toilet seat covers is a political decision. Everything in education is a political decision. If you don't believe it, take a look at the funding that is not being made available for our students. Getting a good education is a right for every child.

(Tim) Can we put these (flyers) up on the bulletin board?

(Leslie) Yes on bulletin boards, but not in mailboxes.

Remember there are black out days, the week before Spring Break and the week after Spring Break, cannot take Personal Days.

(Question from member) Who's responsible to send PH days to HR?

(Leslie) The principal cannot tell you if it's approved, HR can deny it. Every PH request is reviewed by HR.

(Rita) If your local administrator denies it you can send it to HR. A new Personal Leave form came out where you have to sign it.

(Roxann) People submit for unpaid leave, those automatically get kicked up to HR. If you get denied and then submit for other leave, you're already red flagged by the District.

(Rita) It's in the Contract, that it's to be approved at the site level.

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(Leslie) The ones I've seen, where they're doing it, there are grounds. However, we will be visiting that issue (contract language) at the next PACE meeting.

**OEA Board: Doris Jared**

We're still in bargaining with professional staff.

(Rita) For the OEA banquet has the agenda been set?

(Caryn) It's on the website. You can also download tickets. Also we're having a PRAM here on April 7<sup>th</sup>.

(Tony) The proposed budgets are on the website and we invite your feedback.

**Treasurer's Report: Carla**

(Tim F.) Has the EB looked at line 611 and 612? They may want to move money so it doesn't show as an overage on the budget.

**Committee Reports:**

**Bylaw Committee: (Dori Brown and Mike Kelley)** Reading and vote

Mike Kelley- 2<sup>nd</sup> reading of Bylaw Article V Elections and Vacancies (Proposed Bylaw change D)

(Barb) Will paper voting be available at electronic voting?

(Dori) Everyone has access. The District already does it for the certified staff.

(Doris) Do we have to get it off the District email?

(Dori) Yes and it won't let you vote twice. We may do a Robo call to remind our members.

(Leslie) In addition, as of the 19<sup>th</sup> Dori won't be Election's Chair.

Discussion
Bylaw passed unanimously.

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**OEA PIE Report:** If you feel like attending the upcoming meeting, you're welcome to attend. Right now there are three candidates and no opposition for school board. Jim Green Zone 4, Chuck Lee Zone 6, and Marty Heyen Zone 2

Thank you for those of you who attended the Organizing Summit. (Gift cards given to attendees)

**OEA**

(Tony) handed out OEA/NEA resolution language that supports the \$15 Minimum Wage.

**Old Business:**

Read Across America Report: Dori

**We gave out:**

Pencils            1840

Stickers           1578

Bookmarks        990

Erasers            2951

In addition to the items given out there were:

6 costumes loaned out

1 set of giant cutouts

(17 schools received Read Across America items)

**New Business:** none

**Member Communication: (Limit of 3 minutes per speaker)** none

**Announcements:** none

**Member of the month:** Tim McAllister

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**Next RA Meeting:** April 20, 2015

**Next School Board Meeting:** April 14, 2015

**Meeting adjourned:** 7: 45pm

**Minutes prepared by Muriel King**

"Labor cannot stand still. It must not retreat. It must go on, or go under."

"The most important word in the language of the working class is solidarity."

Harry Bridges

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