

## COMMITTEE REPORTS FOR OCTOBER 5, 2015 CHAPTER MEETING

### STANDING COMMITTEES:

#### **Employee Relations Committee Report, Chair: President Salisbury**

- **Hiring**  
The district has posted quite a few positions already this year. Many of the Elementary Instructional Assistant positions are being funded at the building level to support the K-2 Reading adoption of the ReadWell program. Six of seven elementary schools opted to give up their licensed reading specialist positions in order to fund the IA positions.
- **Classified New Employee Orientation**  
A new employee orientation was held on September 8<sup>th</sup>. Members of the chapter Executive Board and our OSEA Field Representative were there to give a presentation and answer questions. Human Resources and Payroll also gave presentations and answered questions.
- **Employee representations**  
So far this year, President Salisbury and Field Representative Muñoz have handled two employee representations with Human Resources and have helped several employees with concerns.

#### **Negotiations Committee Report, Chair: President Salisbury**

- **School Board Work Sessions**  
The School Board has been working on their Priorities for the 2015-2016 school year. On September 28<sup>th</sup>, they discussed their priorities related to Student Achievement, Stewardship of Resources and Strategic Positioning. They have not yet completed their priorities and so will continue to work on them at the next work session. Their next work session is scheduled for October 12<sup>th</sup> from 5:00 pm to 7:00 pm at Jackson campus. The regular school board meeting is that evening beginning at 7:00 pm in the Board Room at Jackson campus.
- **School Board and OCEA Relations**  
The OSEA Chapter 14 and OCEA Presidents and Vice Presidents will be hosting "Coffee and Conversations" meetings with school board members again this year. We will invite two of the school board members to each of our meetings and we hope to meet with each school board member twice this year. This is an opportunity to build relationships between the associations and the school board members.

## **STANDING COMMITTEES:**

### **CLASS (Creative Leadership Achieves Student Success) Committee Report,**

#### **Chair: President Salisbury**

- The Design Committee met in September. The team decided to use some of the money remaining from the Educator Effectiveness Grant to purchase video equipment to use for documenting classroom observations. The video equipment could also be used to record professional development sessions for classified staff as well as licensed and administrative staff.
- The Design Committee also decided to send a team to the NW TURN (Teacher Union Reform Network) conference being held in Portland November 13<sup>th</sup> and 14<sup>th</sup>. President Julie Salisbury will be among the team members to attend the conference. The district will be picking up the cost of registration.
- The Classified Evaluation Subcommittee met several times in September to draft a new form to be used for classified evaluations beginning Spring of 2016. The subcommittee members are Denise Knudsen, Betty Johnson, Al Notter, Julie Salisbury, Debbie Sandblast, Vicki Poyser and Human Resources Director John Ogden. The subcommittee looked at many evaluations that are being used in neighboring districts and decided to modify one of the models to fit our needs. The format is intended to guide a conversation between the employee and the supervisor and to provide meaningful feedback for the employee. Next, the draft will go to the full CLASS Design Team and to District Leadership for feedback. The subcommittee will continue to meet as necessary to finalize the form, the evaluation process and a plan to communicate the new process to all classified staff and their supervisors.