

GPEA Rep Meeting

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In Attendance: Mickey Jarvis, Kim Beggs, Kim de Young, Brandi Wright, Sunny Musser, Leslie Bruckner, Kelsea Christopherson, Mandy Jackson, Lisa Kramer, Marci Sarver, Janna Pike, Kelsea Morgan, Megan Turnham, Jorge Padilla, Bob Bath, Jael Hansen, Ken Belcher, Brenda Bunge, Rachel Mercurio, Michelle Denton, Lisa Sorensen, Bill Sarver

Meeting called to Order by Mickey Jarvis at 6:10 a.m.

Agenda accepted with flexibility.

Last meeting's minutes accepted.

**Mickey Jarvis—President's Report**

1. Contract is settled. December pay (end of November checks) will show changes for COLA (1.75% increase) and Insurance contributions (\$75 a month increase) as well as retroactive pay. In addition, stepped out members will receive a one-time \$300 stipend on this paycheck. We have work to do moving forward with the appendix for extra duty. We have also made an MOA to resolve the grievance related to core leaders and PLC leaders. Want to get job descriptions from the District. Will start talking in January and hope to resolve by June.
2. Equity work is stalled at the high school but should resume in the near future with town halls scheduled for institutional racism, LGBTQ, and Abilities.
3. Student Success Act update. We continue to work with the District as they prepare their application for SSA dollars.
  - a. Most of the elementary students have completed the survey developed by Susan Zottola. Some have not. Susan has assured us that there is no user data keyed to the survey and that there is zero intention to use any student answers in any way other than for the application for SSA dollars. More to come.
4. New member social and student loan forgiveness and financial planning workshop 11/21/19 UNISERV office Medford.
5. 2019-2020 Education Empowerment Grant Application ~ grants are awarded to help local associations engage members around important issues that impact teaching and learning. The grant may be used to support professional learning and/or to enhance and improve professional practice in a specific area.
6. Barb Drennan Promising Practices Grant applications due by November 22.
7. Trauma informed webinar series - six parts/six weeks from the Center for Great Public Schools.
8. New and Aspiring Educator Retreat - Newport January 31 - February 1 (all day). Early career educators and aspiring educators (as well as educators in their first five years of practice).
9. Restraint and Seclusion Policy Webinar - November 20<sup>th</sup> 5-5:45 register online.
10. The Freedom Foundation has asked many districts for contact information for members (but not ours).

**Kim Beggs—Vice President’s Report (hard copy provided)**

1. Bargaining: We have a new contract 😊 Thank you to those who responded to the surveys. Your feedback was important to us and very much appreciated! This bargaining cycle was one that felt more cohesive than the last few sessions. Working collaboratively with the district team and crafting language together (when we were at different ends of a spectrum on certain articles) was unique and, quite frankly, pretty special. The hybrid form of interest-based bargaining we used will hopefully be a practice we continue.
2. Bond Levy: The results were disappointing. There was something behind this version of the bond that voters were averse to. We are not giving up. The PAC (political action committee) is taking a breather, for now, but is anticipating gearing up for the May election.
3. Conservative Educators Caucus: While OEA/GPEA is made up of both liberal and conservative members, our conservative membership is a minority. The CEC is a newly active caucus (1 yr) lead by Troy Pomeroy and Lisa North of Medford EA. Please let the conservative educators in your building know about this caucus. They can send an email for information to [oregonconservativeeducators@gmail.com](mailto:oregonconservativeeducators@gmail.com) or to Troy Pomeroy [president@iteachmedford.org](mailto:president@iteachmedford.org)
4. Elections: Since we are not meeting in December, please check in with your staff between now and when we meet in January for building representative interest. It would be great to have all building representative positions filled for the 20/21 school year. Also, we will have OEA Representative Assembly positions available, too. Encourage your members to add their name to the ballot to attend the OEA-RA in April and see our OEA in action on behalf of members! *Following our January meeting, I will create a ballot to be voted on in early February.*

**Heather Ransom—Past President—not present**

**Brandi Wright—Treasurer**

Distributed budget handout. Talk to her if you need money or have questions.

**Sunny Musser—Secretary**

Please make sure you signed in. If you have not received an email from my home email this week, please check with me so I can make sure I have your correct home email.

**Jennifer Rood—Advocacy Chair—not present; Mickey presented report**

**Currently:**

No Plans of Assistance or Administrative Leaves

1 Focused Goal-Elementary

1 Letter of Reprimand-Secondary

Resolved:

\* Avenues for relief for teachers over 180 student contacts/day, via newly adopted contractual language

\* 2 Level Two Group Grievances:

1 for PLC/Core Leader Pay, resolved through newly adopted contractual language

1 for Individual Bargaining, through discussions and a plan moving forward

Advocacy Tip: Always ask if you have a question about whether something is contractual or not! Sometimes something seems to be unfair, and yet it is within the contract. Even if it is NOT something to grieve, though, we can facilitate discussions to address the issue. We all want systems and supports that help us to do our jobs well. And if it IS something to grieve, we will pursue that with all we have. **Bottom line: Communicate concerns.** That is our best practice with regard to maintaining our contract and supporting members.

Kim de Young—Communication Chair

Nothing to report.

Leslie Bruckner—Organizing Chair's Report

Nothing to report.

Building Reports & Discussion

*Not much time, Mickey asked if there were any concerns from schools.*

Allen Dale—

Highland—

Riverside—

Redwood—

Lincoln—

Parkside—Marci Sarver: There were classified staff who went to the cultural agility training and said they felt it was weird and they felt discriminated against. Mandy Jackson mentioned that there were some new certified staff who had similar feelings. Mickey will look into it. Mandy will get the information to Mickey about the specific training.

North—Bob Bath brought up Day of Caring and issues with contractual prep time. Solution was to allow prep period during Sparrow Assembly. Bob was wondering if South had a similar issue. Jael said South is not doing Day of Caring next week; will do it in the spring. They've already had their Sparrow Assembly.

South—

GPHS—

Gladiola—

Meeting adjourned at 7:08 a.m.