

**L.A.S.E. EXECUTIVE COMMITTEE
MINUTES
//late.ehea.us**

April 23, 2019

Treasurer's Report: Popio (x1352)

- Treasurer's Report submitted and approved 1st W.G.. 2nd. V.W.
- Cards sent Jen Glancy while in the hospital

Secretary: Brown (x 1325)

- March Minutes submitted and approved 1st D.P. 2nd A.T.

Classified Vice President: Svetlak

- Concerns ready to be taken to LMC

Certified Vice President: Thomas

- Computer teacher at PK-6 is now certified to teach the Kindergarten computer special

Uniserve:

- Next Meeting September 2019
- See attached report from April 11th meeting

Cafeteria: No new concerns at this time. Waiting for more information on previous concerns.

Custodial: Custodial staff will be meeting with Mr. Nohra on April 24th

Transportation: No new concerns at this time

Secretaries/Aides/Intervention Assistants: Concern about a returning student and safety issues.

PK - 6: Waiting for administration to type responses from the March meeting with building reps

Jr. High 7-8: No new concerns at this time

LHS: See attached minutes from meeting between building representatives and administration

Old Business:

- No information has been received yet on the Insurance Company survey

**L.A.S.E. EXECUTIVE COMMITTEE
MINUTES
//lase.ohea.us**

April 23, 2019

New Business:

- Negotiations continue. Nothing to report at this time.

Reminder: When meeting with an administrator, always have a LASE member with you!

Next Board Meeting: April 29, 2019

Check for postings on the Web! //lase.ohea.us

NEXT LASE EXECUTIVE MEETING: Next Meeting Tuesday May 21st at 3:30 LHS Room 2014

Respectfully submitted:

**Amy Brown
LASE Secretary**

Register Report - Last 30 days
3/25/2019 through 4/23/2019

Date	Account	Num	Description	Memo	Category	Tag	Clr	Amount
BALANCE 3/24/2019								19,464.29
4/4/2019	Checking	DEP		payroll 4/4	payroll			4,769.92
4/4/2019	Checking	OEA		April payment	Dues			-12,000.00
3/25/2019 - 4/23/2019								-7,230.08
BALANCE 4/23/2019								12,234.21
					TOTAL INFLOWS			4,769.92
					TOTAL OUTFLOWS			-12,000.00
					NET TOTAL			-7,230.08

D. Popio
4/23/19

**OEA (Trumbull County Joint Service Council) Meeting
(April 11, 2019)
Squaw Creek
5:00pm-7:00pm**

Present:

LASE Uniserv Rep: *Billy Green* (william.green@liberty.k12.oh.us)

LASE 2-4 Building Rep: *Joanne Sura* (joanne.sura@liberty.k12.oh.us)

Local Membership Reports:

Niles: Levy on May ballot; we are officially in fiscal emergency

TCESC: Schedule of meetings, email reminders for meetings started this year; lost some members; contract negotiated, but not signed

Champion: New Superintendent August 1

Brookfield: Positions up in union (elections coming up), voting next month; newsletters sent out; Superintendent leaving for Lakeview

Hubbard: Reaching out one-on-one to membership; after school meetings held; trying to get members to read newsletter

Howland: 100% membership; OEA Member Engagement Grant awarded (\$7,000 each year)

Mathews: Contract ratified in January; supportive membership

Newton Falls: Negotiation started; 100% membership; income tax levy on ballot

McDonald: Gatherings in the summer for membership, member orientation, signs of union through sponsorships around football field, t-shirts; renewal levy on ballot

NEOEA Report:

- ★ May 10 & 11 RA
- ★ May 10 (Friday Evening) Ohio Foundation Jamboree
- ★ Keep in touch with legislators
- ★ ESP Conference in Mansfield next month

LRC Report:

- ★ Currently finishing contracts
- ★ Suggestions for working on member engagement

OEA-R Report:

- ★ Looking for ESP membership

Old Business:

None

New Business:

Council Officer Elections (same as this year for next year)

Meeting Dates for 2019/2020:

- *September 18th*
- *November 20th*
- *February 19th*
- *April 22nd*

Next Meeting:

****Wednesday, September 18, 2019****

March Union Concerns



Old Business

We are still having problems with parents coming to the classrooms without permission or visitor badges. Visitors should all have badges for identification. Can we be sure that all non employees the building have visitor badges (subs, visitors, workers etc)?

We got more badges/lanyards and also made signs for the entrance. We also talked to the secretaries and aides about this issue.

New Business

Who should be providing the speech services to students who go to Victory Christian School? Should it be the Liberty Speech pathologist?

Yes- because it is only one student. If the caseload got higher or the needs grew- we would reevaluate the situation

Can we have the back doors monitored to let bus students in as they get off the bus?
All the back doors are propped open and unattended in the morning as students come off the bus. This brings in the cold air and makes the classrooms and cafeteria cold and it is also a safety issue as anyone could walk into the building.

Yes- we addressed this with Mike M. and I do believe it has been resolved.

What does "flex day" mean? How many flex days were included in the calendar?

Some teachers were told that they could stay for the Literacy and STEM night and not have to come to school on the last teacher half day. Will there other events for those teachers who could not attend these events?

A Google sheet with this info is coming out...

Was the day the staff came to school when they were fixing the pipes counted as a snow day?

MARCH BUILDING CONCERNS

Communication continues to be an issue. Yes, we are given weekly updates but that is not keeping us informed of everything we need to be made aware of as individuals. For example, when students are suspended, it would be helpful if we are given an idea of the situation that resulted in them being suspended. We do not need to know all the details but some idea would be appreciated. Also, notification of students that are returning early from suspensions or (possible) expulsions would be appreciated or a reason as to why they are returning since some of their actions pose issues for staff as well as their peers.

- ***Sorry for any emails that were not responded to. Please understand that it is not intentional. With the near hundred or more emails an administrator gets in a day, there is sometimes an oversight. It is okay to make mention of an email if time has gone by and you have not heard anything. Disciplinary emails are typically responded to by Mr. Cardiero unless specified for Ms. Joseph.***
- ***As for suspensions, We can send notifications to the teacher when the suspension is enforced. Expulsions do not lend itself to predetermined dates and outcomes.***
- ***It is a Superintendent's decision as to whether on not a student is expelled. Whether we like his decision or not, it is his decision to make. He has provided some reasoning in the past when possible***

We are told to stop in and discuss concerns as needed or to send emails to admin but continuously both administrators are not in the building or in other offices and emails go unanswered. It is understandable that issues come up and need to be addressed but the lack of availability to staff is not helping the morale and is becoming frustrating.

- ***Noted. . . . Yes, our offices have been revolving doors this year. This year, things have been hectic. We are both present by 7am and after school. Many teachers stop in during that time. However, Ms. Joseph is comfortable with you using her cell phone, if you need immediate attention. Also, feel free to send Ms. Joseph a notice or invite via Google Calendar in order to set up a time during your planning periods if you want to schedule a time to meet. Also, feel free to stop us in the hallway as many teachers. Please know that teachers are an important priority to Ms. Joseph and Mr. Cardiero. We recognize that you need us too.***

As a building, the high school staff were not included on an email that was sent out to the other buildings by the Superintendent regarding the use of sick days. Was this done purposefully? Mr. Nohra is telling staff to take only half days. In the past, we were told it is harder to get coverage for half days and to take the entire day. Since this email went out, teachers have been asked to cover classes instead of getting a sub for the day. Will this practice continue for the remainder of the school year?

- ***Teachers not receiving the email was a technical error. Mr. Daniels is working on resolving the issue. Ms. Joseph or Mr. Cardiero will forward all district emails using our 9-12 staff email group until further notice.***

Can we get a list of the Main office and Guidance office aides?

- **Yes.**

Sub Issue – there is concern about lack of subs. However there seem to be enough subs to cover on days of DLT meetings. There have been many instances in which Teachers are giving up Prep period to cover classes during other days.

- ***Yes. There is a lack of substitutes. The high school has been really fortunate with covering classes with duty teachers. Farless planning periods have been given up this year than in years past. We have been using our hall duty teachers or CCP Lab Teachers, our alternating ACT teacher to cover most of our unfilled absences when needed. This has offset the need to ask teachers to give up planning periods tremendously.***
- ***Just a note: There is a substitute shortage across the county and state. In Trumbull County, substitutes are able to indicate whether they want high school, middle school, or junior high. While several teachers are out during DLT, only 3 high school teachers are out on those days. Pretty much, substitutes become an issue at the high school once more than 3 teachers are out. We had about 6-7 strong substitutes at one point. Many subs now have full time jobs or long-term substitute positions. Thus, we have lost at least 3 or 4 substitutes this year.***
- ***If you know of anyone that is willing or interested in substituting, please pass on their information. This is an issue across the county and the state. Any and all suggestions are welcomed.***

There is an issue with Credit Recovery/ABI students leaving the classroom and roaming the halls.

ABI students are not permitted to leave the room except during scheduled bathroom breaks. They must get all items for the day when they arrive to school. This rule is not optional and must be enforced.

Credit Recovery students are not permitted to leave the classroom without a pass from the Credit Recovery Teacher.

- ***Please note: 7th Period students are not permitted to leave during 7th period unless there's some type of emergency or urgent matter.***

May Union ConcernsNew Business

Can we get swipe card readers put in at more of the doors, especially the doors people enter and exit often (fourth grade door and fifth grade door by the cafeteria).

Yes- I can look into card readers at more doors- we will be looking at logistical things for the buildings this summer and I will include this concern in our discussions.

What time are students permitted to enter the Guy lobby before school? Students are in the lobby at Guy school as early as 7:15 am. These students are unsupervised and can enter the office or the supply room and have been unruly in the mornings. We are concerned about the safety of the students and the security of the building.

This is a very huge concern of mine that I have already expressed- Next year the doors will remain locked until a certain time and we will also have a before school breakfast club available for families to use and a resource officer that will be present in the mornings to assist the staff with ensuring students are not unsafe and/or dropped off at an unacceptable time.

Jess. Kelly
5-23-19