

12/14/20 Teacher Stakeholder Meeting Notes

David shared some updates, set some context and establish norms for future meetings. Shared location of all videos and meetings notes on the website. All stakeholder meetings for all groups are all transparent for all to see. COVID has added another layer of stress separate from teaching and learning. The purposes of these meetings are to understand what those are so we can improve it. Thank you for giving your time. He recently subbed at Meridian in a 1-2 combo class after an email with large callout on Friday. The reason he shared is that we know some of this is not working. Most districts are going to distance learning because of staffing and the way it is structured under the current model. When we come back in January, we need a different plan. We are working on hiring. We know that when our students don't have access to school there are more problems related to their own wellbeing. We have been negotiating and having conversations with CVEA. A lot of unknowns related to stimulus and county numbers after the holidays. Rushing to be prepared but not to a resolution is important. For January, we are going to give everyone peace of mind and let everyone know we are going to continue what we are doing. We did not get to questions last time and because this is an advisory group and we would like everyone to agree that your voice is representative of your site or group so being angry, venting or politicking this meeting is not that. There are venues for that. This group is to help make decision with Cabinet and a group that we take very seriously and are our only sources of real dialogue in decision making. If we can agree that moving forward that we will use this meeting to have conversations and be solution focused and avoiding conjecture. If you are unable to do so then maybe selecting another person from your site to join this group.

The group agreed. David shared this will be for respect and time consideration of all. Last time we got a lot of feedback about what worked and what didn't.

Justin asked about dividing the group by elementary and middle schools teachers. David said yes but for tonight only having questions. He would like quantitative data. Karen shared admin should be able to provide but each teacher can get their own. Can also ask Bethany Schwappach for more help.

Becky asked if we get stimulus for extra teachers to be hired for the sites that are dealing with space issues still receive the allotment of teachers. David responded yes and we are working using other facilities but looking at other options. Allocating FTE will be equitable across the board once we negotiate. Unsure of the amount we will receive. We need to staff and hire rather than rush to an implementation plan. Chris Prokop shared they are currently negotiating but there is no timeline to do anything. He wants everyone to have peace of mind going into winter break that there will be no changes when you return. Any changes will be discussed and input will be sought.

Lisa asked grade level meetings with administrator to discuss options. If some staff want to go back to 25:1 is that still an option and should we be having those discussions. David having pilots is a good idea so we can see models and experiment. We have allocated funds to have

voluntary and paid meetings for strategies at each site. It will be different at each site due to facilities. Chris shared many of his members want that but there is impact in that grade level and community concerns.

Becky shared they have discussions at her site as a leadership group and get feedback on comfort level. David shared that when he sends out the next parent and community message, he will use the language of pilot and gradual. Everything we have been doing is gradual and safe.

Nick asked about the COVID leave that end on 12/31/20 will there be something in place for that. Chris responded that everyone is optimistic that whatever new package comes will have these benefits. If not, then workers' compensation would be used for now until new relief package comes out. David shared he is not concerned about the monies not coming, it's just a matter of when and how much and will be retroactive.

Victoria asked district looks at alternate spaces too use temporarily. David responded that Madison will be able to use the rec center as those are city properties. The only limitations are that students have to be in a building that are DSA approved so we can't just go anywhere because we need to meet safety standards for school.

Karen Minshew shared that everyone's thoughts and feeling through the pandemic have been very different and for us to be more respectful of different opinions.

Lisa asked if any possibility to do something with Mondays to allow for planning time. Chris shared this was a topic of discussion today. Not a simple answer and will continue to discuss to see if possible.

Victoria shared when the lockdown began the teachers really benefitted from the district creating the playlists. Her SLP group had asked for stipend to develop materials but were unable to make it happen but general ed teachers were successful in getting that done. Karen Shared that did come up in the SLP listening session and they are trying to find a way to organize it but going forward you will be given an opportunity.

Lindsey clarified the vision and purpose of this group. Last time was a vent session and this time we are being asked questions and so I am wondering as we move forward is this group for feedback or to brainstorm and problem solve. David shared it is an opportunity to have dialogue to hear from everyone to help shape plans for the future.

Justin would love to keep this going so we can be better representatives for our colleagues.

Jodi asked if these will be monthly meetings. David said we can be as needed for decision making and to be transparent.

Lisa asked is there anything us you want us to do for the next meetings. David responded when we get back we should have more info about funding.

Karen asked the group to start looking at what's working in DL and hybrid and are students growing. We need to start talking about that.

Ed wished everyone a safe and happy winter break. He thanked everyone for what they do. The world will never be the same.

David thanked the group for their time and wished them a happy winter break.