

Representative Assembly Meeting Notes
October 13, 2021

Present: Elizabeth Thiel, Gwen Sullivan, Rachel Hanes, Mike Bauer, Greg Burrill, Alisha Chavez-Downing, Jacque Dixon, Tina Lamanna, Shannon Foxley, Angela Bonilla, Vincent Chirimwami, and Beyoung Yu

Staff: Mu Son Chi, John Berkey and Peter Brogan

Guest:

Call to Order at 4:34pm

- I. Adoption of agenda with flexibility and minutes from September**
- II. PAT RA Standing Rules:** Elizabeth went over the Standing Rules in a Virtual World
- III. Executive Board Business:** Alisha went over the Eboard Business from the October meeting.
- IV. Treasurer's Report:** Tina shared that we have our August and September financials. She went over August financials since the fiscal year starts August 1st. She stated that last year we spent 103% of our budget and everything is where we want it to be this year.
- V. President's Report:** Elizabeth shared about the staffing crisis in PPS. She shared numbers such as 146 unfilled positions in PPS, and there are currently 528 substitute educators and typically it is over 800. She said that between September 1st and October 5th, there were 1326 unfilled substitute educator positions. She also shared about shortages in other job categories, including custodians, nutrition, bus drivers, and classified staff. PPS is addressing this by allowing recent retirees to sub, instead of waiting the 26 weeks they normally require. The state has also waived degree requirements in order to substitute. We went into breakout groups to think of short term solutions and long term solutions to advocate for what can make this year manageable.
- VI. Committee Reports:**
 - a. Nominations and Elections: Election Schedule:** Aileen went over the Election Schedule.
 - b. Advocacy: Check Your Schedule:** Charity shared that subbing during planning is paid and voluntary. She also reminded everyone to check their schedules to make sure everything is within our contract.

- c. **Bargaining: Article 9 workgroup, Workload discussions:** Angela shared about the bargaining committee and setting goals for the year. She said that they are working on Article 9 in IBB right now, and Successor Bargain is planned for the end of November, as well as COVID working conditions and Substitute Subcommittee regarding Incentive Schools.
- d. **IPD: First Quarter Reports:** Elizabeth shared that elementary educators will use the conference forms instead of the 1st quarter report cards.
- e. **Legislative: Teacher for a Day: December 14:** Ami shared about Teacher for a Day and they are seeking classroom hosts.
- f. **Membership: NEO and Membership update:** Julie shared about NEO and signing up our new educators/members.
- g. **OEA Autumn Outreach Membership Drive**
- h. **Racial Equity: Upcoming Socials:** Darshanpreet shared about the Educators of Color socials. She shared dates January 27th, April 7th and June 2nd. She went over new contract language to support EOC like mentors of color and feedback in that RE PD.
- i. **Social Justice and Community Outreach: Heritage Months and Special Education:** Julie went over the heritage months for the year and shared Native American/Indigenous Heritage Month will be next month. She shared that a subcommittee meeting will be on Monday. Alisha shared about special education advocacy and shared there will be a survey coming soon!

VII. Staff Reports:

- a. **Arbitration:** John shared about the Overage arbitration, as well as the 4x4 overage grievance.
- b. **Evaluations:** Peter shared that we have agreed to goal setting set to a later date, they will discuss that with PPS HR to see how it affects the timeline.
- c. **LOA Follow-up and Safety:** Mu Son shared about meeting with the district weekly to talk about the LOA and possible violations.

Next RA: Wednesday, November 17th

Meeting Adjourned at 6:47pm; Minutes recorded by Alisha Chavez-Downing