

# BIESPA News Briefs

From your union, **Bainbridge Island Educational Support Professional Association**

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This report includes actions your union has taken from **March 13 – May 27, 2011.**

Mar. 13 – A member of the Exec. Board consulted with a member facing harassment from a certificated staff member.

Mar. 15 – A member of the Exec. Board met with a member dealing with a “plan of improvement”.

Mar. 17 -- the Co-Presidents and WEA Representative Assembly (R.A.) delegate Ailene Isaf attended an all-day president’s meeting at WEA Olympic headquarters in Poulsbo. No cost to BIESPA.

Mar. 21 – Co-President, Lydia Scheiber, attended the WEA Olympic Rep. Council meeting.

Mar. 22 -- A member of the Exec. Board met with a member to draft a response to an allegation against them.

Mar. 23 – The Co-Pres. attended the monthly BISD / BIESPA meeting.

Mar. 23 – The BIESPA Building Rep. Council met.

===== APRIL 2011 =====

Apr. 2 -- A member of the Exec. Board made inquiries to WEA to see if their research team could conduct an audit of BISD Transportation and was told that the research teams were swamped with requests for assistance from districts doing bargaining and could not help.

Apr. 4 & 5 – Members of the newly formed “Organizing for Power” team held one-on-one meetings to gather information about member concerns.

Apr. 6 -- A member of the Exec. Board intervened with district administrators on behalf of members facing a disciplinary situation without notification or due process.

Apr. 7 -- A member of the Exec. Board met with a member having communication / discipline problems with their principal.

Apr. 12 – The BIESPA Exec Board met and discussed budget cuts, discipline issues and planning for the Spring General Membership meeting.

Apr. 14 – The Co-Presidents met with other members of the BISD Professional Development team to discuss training opportunities for our members and to insure long-range planning and notification about such trainings.

Apr. 14 – Wilkes Building Rep. Sandy Van Eps conducted a survey of our local members to find out their preferences for dealing with state budget cuts. The most favored approach was cutting back on school days because it would affect all BISD employees, including administration, equally.

Apr. 14 – at a member’s request, a member of the Exec. Board made inquiries to BISD regarding how custodial leave days and substitute coverage is handled. It turned out that the conditions of the leave were governed by new Federal Laws covering leave for family members of military personnel.

Apr. 19 – Classified employee representatives Dave Flieder, Sandy Van Eps and Mike McCloud met to discuss the grim options facing all of us as a result of the state budget crisis. The reps. then attended the Dist. Budget Advisory Committee (DBAC) meeting. Options for cuts have been identified but final decisions cannot be made until the State Legislature passes a budget.

Apr. 19 – in consultation with members of the Maintenance and Grounds staff, a carefully worded response was made to BISD to allow the installation, maintenance and establishment of plantings and sprinkler systems around the new Wilkes without eroding our bargaining unit.

Apr. 21 – Members of the BIESPA contract bargaining team met to proof-read a draft of the agreed upon contract. Typos and the omission of one sentence were identified. The District agreed to make the corrections without further negotiations.

Apr. 26 – BIESPA held its Spring General Membership meeting. 25 attended (about 12% of our members). A pizza and salad dinner was served. The agenda included the impending budget cuts, RIF (“reduction in force”) procedures and the BIESPA budget. A major topic was how we can strengthen our union to advocate more forcefully for education funding. Many door prizes were won. The meeting ended on time and under budget. Feedback has been overwhelmingly positive.

Apr. 30 – Our “Organizing for Power” team traveled to WEA headquarters in Federal Way and met with other similar groups from around the state to share what’s been done since the meeting in Burlingame, CA...what worked, what didn't, what is happening with school district's budget, etc.

===== MAY 2011 =====

May – BIESPA Execs approved 3 Shared Leave requests on behalf of our members.

May 3 – The DBAC meeting was postponed due to no state budget being passed.

May 5 – WEA R.A. delegates Ailene Isaf and Mike McCloud attended a “Mock R.A.” at the Olympic Council to prepare for the real R.A. in Tacoma on 5/12 – 14.

May 7 – A member of the Exec. Board accompanied a BIESPA member to a disciplinary meeting with district Administrators.

May 9 -- A member of the Exec. Board consulted extensively with our Uniserv Representative, Cristi McCorkle, on 3 different serious issues between our members and BISD administrators.

May 9 & 10 – The Co-Presidents signed the new contract which will be in force until August 2012.

May 11 – The Co-Presidents held their monthly meeting with the district to discuss a number of member concerns. One important issue was whether the opening for an Admin. Sec. in the Tech dept. would be included as a member of BIESPA or not. (see below, 5/16, for how this played out). Another was whether a project to transfer VHS videos to DVD could be outsourced to a non-district employee when the technology and know-how were present in district.

May 12 – 14 – Reps. Isaf and McCloud attended the WEA Rep. Assembly in Tacoma. The days were long, from 7 a.m. until 10 p.m. at night, with a council meetings, voting assemblies, speeches by various union leaders and public officials, feedback sessions and the election of WEA leaders.

May 16 – The district completed historical research on the Tech Admin. Secretary position, verifying that the position had, at one time, been included in BIESPA, but arguing for a continuation of the recent status as “non-represented” by the union. May 17 -- We countered by citing our contract and state law and petitioned to have the position returned to BIESPA representation. May 18 – The district re-posted the position as “represented by BIESPA”.

May 19 – at the request of various members of the Food Service department, we asked for further research and clarification of the district’s policies on whether Food Service personnel are entitled to meals as part of their work. The policies were clarified and re-issued on this date.

May 25 – A member of the Exec Board accompanied a member to a potential disciplinary meeting with a principal and an administrator. Discipline was suspended.

May 25 – The 5<sup>th</sup> and last Building Rep. Council meeting of the school year took place. Items discussed included reports on the Rep. Assembly, BIESPA budget, progress this year and how to continue to improve next year.

May 27 – Co-President Mike McCloud met with BHS Assoc. Principal Tina Lemmon to clarify that, per our contract, annual review meetings are only to take place after an employee has received their written annual evaluation at least 24 hours before the meeting.