

**Metro West Governing Board Meeting  
Thursday, August 13, 2020  
Virtual Metro West Uniserv Meeting – Zoom**

**Those of Attendance:**

**Kay Carlson, SLP, President  
Rose Korst, SLP, Secretary  
Megan Lhotka, Treasurer  
Dave Clark, Richfield  
Cory Knudtson, Wayzata  
Chris Commers, ECCS  
Shelli Sutherland, ECCS  
Melissa Benjamin, Orono  
Monica Byron, Richfield  
Marc Doepner, Westonka  
Ann Hersman, Minnetonka  
Mark Broten, Minnetonka  
Paula Klinger, Hopkins  
Anne Naumann, Wayzata  
Adam Janiak, EdMN Field Staff  
Beth Anderson, EdMN Field Staff  
Marie Fernholz , EdMN Field Staff**

**The meeting was called to order at 9:05 am by Kay  
Carlson.**

# Introductions

## I. Review of last year.

Good things: Lots of great feedback from members who took the cultural competency course.

People appreciated the Cycle of Seven we hold each fall.

Sharing our plans and member involvement with each other.

The group is supportive financially of helping us serve our members.

Getting our teachers who weren't members to join.

What can we do better:

We could do better in replying to Marc's requests for negotiations information.

It would be good to have an issue of the month. Let's try it again.

This year will most likely see a freeze in salaries. Language is going to be key. Let's gather language information.

Adam (3 things to think about): Guests. Resources. Grant support system.

We need to think of more ways to support our locals.

Does EdMN have any way to help members write wills?

(Wills for Heros, maybe we could connect with them)

Adam will send out an email with attorney referral program. There is a discount, etc. when you use them.

Anyone with an EAP (Educational Assistance Program), they have a will kit.

This could be a good topic for The Educator.

## II. Goals for this coming year:

How to encourage teacher membership  
as membership could be down this year.

We want to be relevant to locals and presidents as well.

## III. Treasurer's Report: Megan Lhotka

Email voucher to Megan to get paid for today.

Checking Balance: \$27,024.90

See financials Megan sent out.

Due to the overage we have because of lack of activity, we would like to refund \$4 per paying member.

The check would go back to the local for their account, not to the individual members.

MOTION: Be it moved to refund \$4 to local treasurers for each paying member due to lack of activity as a result of the virus. We will be using our January numbers.

Moved: Megan Lhotka Seconded: Marc Doepner

MOTION: PASSED

Budget for 2020-2021

Dues: \$6 per member

We will officially visit the budget for this upcoming year at our September meeting and approve it then,

## IV. Adam Janiak: Unity Campaign

Things are ever changing, We are continuing to work to build structure and put the right people in place.

Messaging is being adjusted.

We want to assure safe reopening of schools.

How to plan campaign and how to support your building reps and locals as they try to safely reopen.

We are looking at how to support locals.

As we move forward, there are going to be issues around safety. There are actions available for locals. Working together as districts may be necessary. Metro wide unity may be necessary in the next 6-8 weeks.

## V. Updates from our locals on Unity Campaign?

Dave C: A lot of districts had good things going before Covid, things are really just starting up now. Maybe some Zoom meetings to talk with others.

Ann H: Thanks to EdMN to taking some of the burden off our shoulders and help getting things ready.

Marc D-H: People are surprisingly interested in getting others to get out the vote. An issue to involve people in a positive way.

Chris C: Talked about the voting in his area. They are working as hard as they can to flip SD47. Interesting time. Practical and concrete ways to get involved. Thanks to EdMN for their support.

## VI. Relicensure Cycle and Relicensure Training

Marc: Plan on the cycle to be virtual this year.

It will be an effective way to reach more people. We need to look at adding Cultural Competency as well.

Monica B: Use... LearnUpon

Adam J: No in person training until January 1, 2021

The launch of LearnUpon

Adam gave a quick tutorial. Catalog of classes is listed.

The current status is 8-12 classes being added. More are on the way.

All members can access this right now. It's on the website.

Monica B: Specific courses can be created for individual locals.

Beth J: Please do A,B, C on your own and then we'll meet together for discussion and question and answer. Another option as your members use this platform.

Whose turn is it to host the Relicensure Cycle this year? Richfield

Since it is virtual, why not use a district that is far out? Possibly Orono and Mound combining for this year? They will work it out.

There is nothing else on training.

## VII. Meeting Dates for this year.

4<sup>th</sup> Thursday of each month

September 24

October 29

November 19

No December Meeting

January 28

February 25

March 18

April 22

May 27

All meetings start at 5pm.

Adam, please have Taylor set up the Zoom September and October meetings for us.

September Topics:

Back to School safety for everyone:students, teachers, staff

Run down on what's happened

October Meeting: Invite officers to this meeting? Let's wait as Covid and the elections are our first priority.

Other topics to be determined as we see how the openings go this year.

November meeting: the elections and invite officer/s

January Topic: Legislative Update

February Topic: Negotiations and Negotiators (invite negotiators)

March: Invite Officer/s for March

Inviting the Governing Board Reps to our meetings. Monica is willing to reach out and do the invites.

Marc Created shared documents on what each district is doing for opening. Some have filled them in already.

## VIII. Adam Janiak: Taylor is our office support for Metro West. If any of your locals change officers, please let Taylor, Rose and Megan know.

On the EdMN website there are two sections:

A) Coronavirus section has an Expansion of paid sick and child care leave. Richfield has made a document that they have shared here. There are two—one for full time and one for part time employees. Excellent job Richfield. Thank you,

B) Another section: Reopening Schools

Refusals to Work Due to Safety Concerns: Common Law and MN State Law Whistleblower Protection, OSHA-Protected Refusal and Work Stoppage Mid-Contract (Note: PELRA law)

Adam will follow up with links and documents.

How do we handle things that come up?

Safety checklist.

How are we going to be proactive in the moment when we see things that are concerning.

Ann H: What do teachers do if something on the checklist is missing? Do they go back into the classroom and work?

If the administrator has not had the opportunity to correct it the teacher has to work. Call administrator and ask them to come to your room immediately.

Paula K: A form letter with safety requirements listed so a teacher can grab the form letter and fill out the form to mail off immediately.

Beth J: Who do teachers contact in their union and who in the administration to fix issues immediately

Instant Response team should be in place to handle a safe opening. The district must have this Instant Response Team. A point person and student within each building to go to.

C) School Building Reopening and Educator Rights

Personal Concerns / I am unable or do not feel comfortable returning to school or campus because...

See the chart on the EdMN Website

Now: An executive order that has expanded the rights of teachers. The language is being interpreted in many ways.

There is no clear right to work from home; however, this order does not provide this right. The district has to have the discussion with the teacher. The rights that are provided go up and to a financial cap for the district.

On page 5, if you are on a hybrid learning model, "If distancing cannot be achieved in a space or on a transportation vehicle, the number of occupants must be reduced." This refers to 50% / 6 feet distancing model.

Melissa B: Whose numbers should Orono be using? How are we going to find out what they are? How can we access that and share it? They need approval by the state.

Adam J: We need to know what numbers you are using and how does your district fit into the model.

Marc D: MDH website updates the learning model every 14 days so districts can follow the learning rules model.

Marc D-H: Where does he find numbers for actual cases of Covid-- MDH (Under weekly report)

#### **IX. What are your districts doing?**

Ann H: We've been meeting with our members since the end of June. We are level 3 which is hybrid. K-3 will be meeting with their students. Teachers will be paired with a para as they move back and forth between 2 classrooms to accommodate the 6 foot distancing.

The high school will do distance learning 4 days a week and students will come in and meet with teachers in person or online on the 5<sup>th</sup> day. Observing distancing and numbers.

The middle school teachers will do a block schedule. The teachers will be meeting with approx. 150 students over the course of several days.

A lively discussion on needs, intent, and safety ensued.

Where do you find subs if a teacher can't come to school? Same for paras as they have become the adult in the room?

Adam J: MDH has a Decision Tree for People with COVID-19 Symptoms in Youth, Student, and Child Care Programs

A negotiations issue: Covid-19 leave

Kay C: Kids will be switching classes at one high school. Kids are expected to do the cleaning. Really? Adam: NO

If the cleaner is soap and water—OK. But there are certain requirements for disinfectants effective against Covid-19.

Ann H: Is it acceptable under the law to have students clean their desks? Adam will check.

Cory K: Mask aren't effective after 3 hours? Air handling of things? Adam: As you go through the steps set up for the school year, don't try to overwhelm your members. Frequently asked question sort of thing. Feel free to call Adam with questions. If you have members who have read the documents and can be a resource, use them if they agree to it.

Monica B: K-2 in building 4 days. 3-5 Cohorts The work load on these teachers as they deal with in class students as well as online students at the same time is too much for the teachers. Meetings are scheduled with the administration. A lot to work out before it goes to the board this week.

Kay C: Has anyone heard anything about too many teachers opting out to come back? Adam: One district does not have enough teachers to handle on-line learning. The rubber will hit the road in a couple of weeks and we'll figure it all out.

Marc D: What is the current number of people we've had to request leave so far?

20 want to work remotely from 1 building

15 teachers have requested leave

1/2 of staff want distance

1/2 of staff say with they'll return with safety conditions

X. **Marc D: Contact your city and see if they have CARES money they aren't using. Donate it to school district.**

XI. **Kay would like to thank everyone for today. The year ahead is still somewhat a question. Take care and hang in there,**

**MOTION TO ADJOURN THE MEETING.  
Moved: Mark B    Seconded: Melissa B.  
MOTION PASSED    Meeting adjourned at Noon.**

**Respectfully submitted,  
Rose Korst**