



MINUTES: Wall to Wall

Tuesday, February 28, 2023 | 4:00-5:00 pm | ZOOM (see calendar invite for link)

Purpose Interest: **We are engaged in a collaborative process to develop solutions related to Exceptional Support Professionals working conditions and to effectively improve the learning and working environment**

Item	Desired Outcome	I/D/A*	Facilitator	Time	Summary/Next Steps
Welcome	Welcome the team and identify reason for Wall to Wall meeting	I	Lisa	4:00	<p>Present: Lisa Gibson, Delia Lyding, Scott Wilson, Kristen Kingsland, Deb Spurgin, Holly Neil, Tricia Arnold</p> <p>Absent: N/A</p> <p>Note Taker: Ruth Covarrubias</p>
	<p>Discussion and story about Election Day and No Meetings</p> <p>Wall to Wall Purpose: Study the identified issue and make recommendations directly to Governing Board.</p>	I/D	Lisa and Team	4:05	<p>Purpose – Conversation of no meetings on election day. How this impacts us and all employee groups.</p> <ul style="list-style-type: none"> • Reviewed Decision making procedures. • The Wall to Wall team will be the decision makers. <p>Story: Make considerations for meetings on election days so all employees have the opportunity to vote.</p> <ul style="list-style-type: none"> • Difficult to schedule other meetings • Meetings that happen during a scheduled work day are ok • Meetings before and after a regular school/work day are the challenge on election day • Be prepared in the event mail in ballots are eliminated in Arizona • Duty should not be affected – part of the workday and school safety. <p>Come up with language similar to the Cert M & C language regarding meetings during the conference window.</p> <p>Pg. 31 <i>In order to adequately prepare for conferences, school, staff and district</i></p>

					<p><i>meetings that require the attendance of teachers will not be held during the one week, Wednesday-Wednesday, conference window. Exceptions may be made under extraordinary circumstances (e.g. IDEA and Section 504 meetings.)</i></p> <p>Possible language suggestions:</p> <ul style="list-style-type: none"> • When possible no meetings outside of the employees workday – that should cover all staff classifications <ul style="list-style-type: none"> ○ Consider no meetings before the day or at the end of the day • A meeting can only be scheduled if all those involved are in agreement <ul style="list-style-type: none"> ○ IEP's 504, MET, RED or legally required meetings with deadlines and timelines <p>Something to consider would be that this would only affect one day of the week.</p>
	<p>Recommendation to Governing Board</p>	<p>I/D/A</p>	<p>Lisa and Team</p>	<p>4:40</p>	<p>The recommended “no meeting on election day” language would be added in all three documents.</p> <p>Recommended Language: TA#1</p> <p>Meeting Free Tuesday's – Election Day (all elections)</p> <p>In order to allow employees to vote on Election Day, meetings that require employee attendance before and after school or outside of district business hours, will not be held except in the following conditions:</p> <ol style="list-style-type: none"> 1. IEP, 504, MET, RED or other legally required meetings with deadlines and timelines 2. Mutually agreed upon meeting by supervisor and employee (e.g. Pre or Post Observation Conference meetings) <p>The question of, would this include School Board Meetings? (these meetings are all</p>

					<p>scheduled on Tuesday) This would be a Cabinet decision not a Meet and Confer vote.</p> <p>Team Vote: 👍</p> <p>All in agreement that language be added to all documents as a REDLINE, Tentative Agreement #1 and shared at the next regularly scheduled Meet and Confer and KAC meetings.</p>
Adjourn			Lisa	4:55 pm	Meeting adjourned at 4:45PM
Immediate Needs/Questions					

***I = Information, D = Discussion, A = Action/Decision Point**