

CAPSS UPDATE NO. 3

Collaboration and Problem Solving Sessions

NEXT MEETING:

Thursday, Jan. 23
4-5:30 PM

District Office
training room

Open to all staff

CEA TEAM LEADERS

SCOTT TRAVERSE

KIM ZIEGLER

DISTRICT TEAM LEADERS

TRINA CAUDLE

KATIE EBNER

ABOUT CAPSS

As a part of our Interest Based Bargaining model for contract negotiations, CAPSS (Collaboration and Problem Solving Sessions) are used to address priorities, problems and concerns that might become contract-related. The CAPSS sessions will be held monthly until April.

Employee protection discussion begins

The Coeur d'Alene Education Association and District Administration met December 19 for the third meeting of CAPSS (Collaboration and Problem Solving Sessions) this school year. Mike Nelson and Trina Caudle facilitated.

COMMITTEE REPORTS: The committee working on **caseloads and meetings outside of the contract day** reported on its December 12 meeting, which covered workloads for those working with special needs students, variations between elementary and secondary levels, and ideas for how to better cover increased caseloads. That committee will gather better data on caseloads to explore potential solutions at its next meeting. The committee working on **class sizes** plans to meet in January and is looking for one more CEA representative.

BOUNDARIES UPDATE: Operations Director Jeff Voeller provided updates on the work of the **Boundary Review Committee** and consultant FLO Analytics, and previewed what's coming up in January. He talked about the likely need for a second new elementary school and a new middle school in the next few years, and discussed potential options for acquiring land for new schools.

EMPLOYEE PROTECTION: The group began a discussion of **employee protection**, which previously was identified as the highest priority new issue to address in CAPSS this year. CEA representatives shared multiple accounts gathered from elementary, middle and high school staff detailing the types of violence and disruptive behavior they have experienced on the job at the hands of students. A common thread in these testimonials was that the incidence of violent behavior is on the increase. Keith Orchard, Mental Health Specialist for the District, talked about the challenge of balancing the needs of students who come from hard places, with the need to protect District employees from harm.

Assistant Superintendent Trina Caudle shared data from this school year on incidents of restraint and seclusion, and the group discussed incidents that occur that are not represented in this reporting. Trina also provided copies of board policy on corrective action for students; use of restraint, seclusion and aversive techniques; and discipline of students with disabilities.

COMING UP: The group agreed to gather more information and resume the discussion of employee protection at the next CAPSS meeting on January 23. They also hope to begin a discussion of Priority Issue 2: revisiting the language of the memorandum of understanding concerning after-hours events for elementary staff.