

**West Allis-West Milwaukee Education Association
Executive Board Meeting
November 5, 2003**

Present: Lynn Herbst, Laurel Key, Michelle Knaflic, Chad Lehman, Beth Ludeman, Monique Mistele, Dale Mrotek, Sandra Nass, Kathy Popa, Cathi Probst, Gary Stewart, Julie Stringer, Barry Thompson, Sandra Topper, Linda Ziefle.

The meeting was called to order at 4:11 p.m. at the UEP building.

The minutes of October 1, 2003 were approved with a correction to the name of the location of the benefit for Caitlin Martens: Matty's Bar and Grill. The agenda was changed to advance Knaflic's report to an earlier position and to table the Action Plan discussion until the December meeting.

President's Report : Lynn Herbst

.Herbst presented at the Grassroots Committee meeting with legislators on October 16, 2003.

.There was a poor turnout at the October 21 forum regarding the new Superintendent position.

.Doug Linse's budget presentation indicates monetary concerns will continue in the following year.

.West Suburban Council has applied for a raffle license.

.Herbst and Ludeman will attend a WEAC meeting addressing membership, budget and negotiation issues on November 10 in Racine.

.Herbst will attend a February 7 WEAC meeting regarding possible job actions. Complete information appears in the newsletter.

.Herbst distributed copies of response letters from Tom Reynolds and Mary Lazich. Will provide hard copies at the November 12 RA for each building.

.January RA will be held at Frank Lloyd Wright Middle School.

.The Communications Model will be discussed at the November 12 RA with sections led by Herbst, Ludeman, Lehman and Stringer.

.Herbst circulated Tobacco Coalition meeting notice information.

.On November 19, in addition to bargaining, a Labor-Management meeting will be held regarding: retirement calculation issues; job share issues; retirement options letter sent out last spring; technology; and library media staffing concerns.

.Reminders of School Board meetings: November 10: Ludeman, Ziefle; November 24: Thompson, Herbst; December 8: Ludeman, Key. On January 7: Stringer, PTA Council meeting.

.WEAC President Stan Johnson was in the building for another meeting and stopped to address the Executive Board. He noted the extensive work WEAC has done regarding QEO and revenue cap issues. He expressed serious concerns regarding work with legislators to change current environment. After ten years, where are we legislatively? What else can be done? Despite ongoing efforts of WEAC, the QEO and revenue caps are still in place. On February 7 representatives of all WEAC locals will attend a meeting dealing with the QEO and revenue caps relative to New Business Item 9 from the 2003 WEAC Representative Assembly. The meeting will focus on developing a plan to initiate a statewide job action designed to end the QEO and revenue caps.

Legislative: Michelle Knaflic

.Brown and Gottlieb bill (AB598) would change collective bargaining significantly, limiting labor's ability to negotiate.

.Wisconsin has the most highly qualified teachers, but ranks 23 in salaries.

Vice President: Cathi Probst

- .Will email new and old Crisis Committee members for new ideas, activities, letter writing, etc.

P R & R Secondary: Cathi Probst

- .Central H.S. issues are being settled.
- .Teachers can write a response to counter negative evaluations.
- .Met with Nass and Herbst regarding overloads.

P R & R Elementary: Gary Stewart

- .Issue regarding ungranting of a retirement waiver, with complications.
- .Concerns regarding district's determination of which coursework will be accepted.
- .Communications model was successfully used to settle an issue at the building level.
- .Interest in more site-based initiatives.
- .Lehman presented question of principal's request to meet during prep time. Stewart notes need to re-state guidelines. Prep time is designated as discretionary time for teachers to use. It is not time for district work to be done or to prepare district documents.
- .District inservices have used some teachers repeatedly for presentations. Recommend that inservice responsibilities be rotated. Herbst will take issue to Labor-Management.

Negotiations: Beth Ludeman

- .Joint communiqué to be issued regarding progress. Meetings have been busy, productive and slow.
- .Nass responded to questions about retiring under an old contract when a new contract has not been settled. Some things can and some things cannot be implemented retroactively.

Treasurer: Dale Mrotek

- .Closed Calvert account and electronically transferred the funds to the credit union account.
- .WEAC informs association of what is owed.
- .Separated out flow through money that goes to WEAC, NEA and WSC.
- .Changed categories to split some categories and to add new categories.

Political Action: Laurel Key

- .Complete report will be in the next association newsletter.
- .Summarized presentations and discussions that took place at the grassroots committee meeting with legislators on October 16.

Public Relations: Monique Mistele

- .Obtained WEAC informative educational brochures from Tom Schutz for teachers to give to parents at conferences. Will distribute to building RAs at the November 12 meeting.
- .Working with Schutz to prepare community activity articles for newspapers. The Star has published Walker and Hale articles.

Membership: Linda Ziefle

- .Newsletter article will explain full annual dues collection expectation of WEAC and NEA.
- .As WSC President, met with Gail Gonzales regarding political action plans.
- .Will report WSC and WEAC issues at future RA meetings.

Executive Director: Sandy Nass

- .Flyers about the December 15 Retirement meeting will be distributed at the November 12 RA.
- .On January 20, Tax Attorney John Sage will present information about tax shelters, tax tips and financial planning.

.Nass will attend Department of Employee Trust Fund meeting to address denial of WRS disability benefits for two disabled members.
.Nass will meet with teachers who filed age discrimination suits.

Directors:

Director: Chad Lehman

.Friends of Education forms will be distributed in February and will be due in March.

Director: Kathy Popa

.Brian Carter has the web site almost ready. The new logo appears on the web site.

Director: Barry Thompson

.Discussed Spring Recognition party.

Director: Sandy Topper

.Spirit wear orders are due November 21.

.Will bring samples to November 12 RA.

.Reminder that part of the spirit wear merchandise cost goes toward high school scholarships.

Unfinished Business

.Stewart and Mistele will have their computers functioning by the weekend.

.Strategies for increasing member involvement will take place at the December meeting.

New Business

.A committee consisting of Popa, Mrotek, Topper, Mistele and Stringer will form a plan for the Caitlin benefit raffle, which will be held in February. The plan will be presented at the December Executive Board meeting.

The meeting adjourned at 6:53 p.m.

Minutes respectfully submitted by Barbara Rosenthal, Secretary