

WA-WMEA Executive Board Meeting

Minutes from June 1, 2005

Meeting called to order by President Ludeman at 4:30pm

Corrections to May minutes:

Treasurer Wall's report – increase for stipend should read \$150 instead of \$155

Change WSR to WRS

Minutes accepted as amended

President Ludeman

- Discussion about proposed state resolution brought forth by School Board; idea for resolution originally generated out of VOICE group; will discuss further during new business
- Lengthy discussion ensued regarding the proposed resolution; some members felt wording in several of the items in the resolution was unclear or could be misleading; other members felt it was a response from the Board to a document which the Association brought forth earlier this year and should be taken as such
- Ludeman recommended that Board members reflect on the resolution and have further discussion during new business
- Thank you note from Linda Gaalaas for retirement gift was shared
- Hoping for interested parties to sign up for WEAC Summer Academy; can receive reduced group rate; should encourage as many as can go to attend; some of the training offered addresses licensure, bargaining, and a leaders' toolkit; need to know by June 15 so Anita Wobst can get us registered
- Thanks to everyone who attended the Retirement Party
- Herbst was presented with a gift bag at the end of the Retirement Party by several members of the Executive Board on behalf of the Association; bag filled with fun gifts.
- Videotape "Our Schools Under Siege" was presented to Herbst, along with a Great Schools in Wisconsin black jacket
- Herbst presented Ludeman with several presidential resource binders
- Ludeman presented Executive Board with gifts; noted that in an environment that is always changing, there is a need to embrace all viewpoints and develop a multiplicity of vision; also presented Board members with a sharpie; noted that in order to be ahead of the curve, it is important to maintain a sharpness of vision

WSC President Linda Ziefle

- Reinforced importance of attending Summer Academy July 31 through August 3
- Get the word out for Lobby Day and encourage everyone to sign up and promote it

Vice President Jill Miller

- Attending WAES (Wisconsin Alliance for Excellent Schools) meetings; an economist has done a cost-out that will come out in 2006 using existing salaries; will show what it would take to have great salaries in 2007
- Assemblyman Gary Sherman has a different bill for a cost-out; is not supporting WAES figures
- 30 other states have done cost-outs
- WAES is trying to get superintendents engaged in conversation
- As vice president, Miller plans to focus on outreach and education; wants to get more people involved

- Miller won't be on the Negotiations Committee any longer; the Team is looking for someone closer to retirement and a middle school person

PR&R Chair-Secondary Cathi Probst

- Concern by a middle school teacher that the IMC person has not been taking a lunch in order to keep the library open so students can work; further investigation needed
- There were 3 layoffs of Art teachers; all have met with Tina Dayne; other teachers will be reassigned as a result of the layoffs
- Addressed the Labor-Management minutes regarding 5 colleges pre-approved for MA programs; also the LaCrosse program approved; retroactive for those already in a program
- Further discussion that this should be a negotiated item; questions about how the schools which have been selected are being determined. Joann Butler is doing a data analysis to determine which programs are acceptable. No one has said these are the only colleges that you can attend; these are automatic approval programs so an individual review process is no longer needed. Some members felt the District has way too much power in this matter and that they are out of the loop.
- Further discussion about approving 30 vs 34 credits and where this is addressed in our Contract. Nass responded that several things are referenced in our contract, but on separate approval forms; master's degrees are at management's discretion and always have been. Process and procedures are outside of the contract; if they are administered inconsistently, then they become issues addressed by PR&R. Once you are in the Education Program at one of these university MA programs, the rules won't change. Many of our members will benefit from this change, particularly those who will be impacted retroactively for programs they are currently involved in.
- Issue regarding the waiver process and increasing the high school's scheduled parent-teacher conference times by 30 minutes 2x per year. In order for past practice to be binding a grievance should be brought forth, it must be unequivocal; it would need to be written somewhere that the high schools will differ in practice from what is done at the 14 other schools. An error has occurred and the District believes they need to correct that error so that they are not treating 14 buildings one way and 2 buildings another way.
- Further discussion about being lied to by the District when they linked the time change to DPI's waiver process; they should have just pointed it out as something that they wanted to change. Parent-teacher conferences that occur during the day must match up minute for minute, per the waiver. The District was within their rights to correct the problem when they discovered the discrepancy, but DPI has indicated that they do not care about whether nighttime minutes align or not. The Executive Board does not want to be lied to or have the facts misrepresented. Probst will need to make a determination how this information will be presented to the District.

PR&R Chair-Elementary Gary Stewart

- Issues have been brought forth regarding the April 4 deadline for submitting paperwork regarding approval for Sally Ride credits; there were many misinterpretations regarding past practice. This has impacted a number of people who didn't get the information in on time. Consideration has to be given to the buildings who don't have email access for everyone; the Association can not be held accountable for using email as the primary communication. Stewart plans to draft a letter to the District.
- IMC Directors are dealing with closing up early to get their work done. There seem to be discrepancies between buildings and the impact on teachers' prep time. PR&R has received many phone calls.

- Stewart doesn't like the impact on new teachers that they aren't covered for the week that they put in before they are members of our bargaining unit. It no longer feels good for mentors, either. They are not getting compensation. For the new teachers, this is viewed as a term of employment. For the mentors, we need to take a position; we should also do the same for those new teachers. Mentoring continues to be a voluntary position; the District is looking for ways to have a positive impact; the monthly meetings for next year are planned during the school day; Herbst & Ludeman will be doing "I Can Do It" training on behalf of the Association during the time prior to the beginning of the school year.

Negotiations Chair Lynn Herbst

- It is the responsibility of the Head Negotiator to make changes that will potentially enhance the bargaining team; an important goal is to work to achieve better balance on the team. There have been 3 high school social studies teachers serving on the team during the past year; Herbst made the decision to replace Jill Miller with Central math teacher Greg Wall. It is felt that this change will help the balance by adding a veteran teacher who will provide better representation to that faction of our members. Herbst will also continue to look for a middle school teacher who is actively involved in the Association; middle school teachers who were previously approached were not interested.
- Further discussion about how this team will represent all members. Discussion about changes that have been made, past practice, and the connection with Labor-Management. Past practice has been that those serving on Labor-Management have been the members of the bargaining team and the PR&R chairs (previously only one PR&R chair). Bargaining takes place behind closed doors with representation based on information brought forth via surveys and listening session. Labor-Management is the conduit where the impact on the contract is discussed, recorded, and put out to all members. Previously, that information was never formally recorded and shared; the notes have become an important link for everyone to understand the discussions that have taken place.

Treasurer Greg Wall (absent)

- Asked to remind Board members to get vouchers in to him by the end of the week

Political Action Chair Laurel Key

- No report

Legislative Chair Kathy Ceel

- Reminder to everyone that Lobby Day is coming up

Public Relations Chair Monique Mistele

- A federal study is occurring at a number of elementary schools to further train teachers in reading and math; ours is the only district chosen to implement both subject areas; our district also boasts the largest number of schools to participate in the United States; 30 teachers will be trained
- A grant was awarded to Jack Melka and Ron Platteter for overseeing an after-school archery program

Membership Chair Michelle Knaflic

- Question has been raised about dues deductions for this year; \$90 less were taken out per member than should have been taken out; this additional amount will be taken out at the beginning of next school year to get us back on track

Executive Director Sandy Nass

- What is going on here with respect to tension between members is a microcosm of what is happening everywhere; it is probably reflective of the difficult economic times that we are facing

Director Bridget Geboy-Helfenstein

- No report

Director LuAnn Livingston

- No report

Director Kathy Popa

- One more Newsletter will be coming out before the end of the year

Director Laura Westcott

- Retirees showed up in droves at the Spring Recognition Party; it would be considered a success

Parliamentarian Julie Stringer

- No report

Unfinished business

- 8 people have signed up for WEAC's Summer Academy

New business

- Moved by Geboy-Helfenstein, seconded by Herbst to adopt the resolution regarding state education funding, in conjunction with WA-WM Board of Education, WA-WM School District, and VOICE. Discussion about how the content of some of the clauses might impact us. Discussion about the importance of signing on because school funding affects all of us, but express our concerns up front to the Board. Further discussion that we worked with them initially by presenting an amendment to them to bring forth to the legislature. Motion carried with one opposed.

Meeting adjourned at 7:59pm.

Minutes respectfully submitted by L. Herbst, acting on behalf of Secretary Lynn Malloy who had a conflict midway through the meeting