

## WE-WMEA Executive Board Meeting

December 7, 2005

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

November minutes were accepted as amended. Change Carla with a "C" to Karla Jenkins under Linda Ziefle's report.

### President Ludeman

- Please distribute the seniority lists in your buildings as soon as possible.
- The bargaining committee for WEAC met in GreenBay last week. Only a few contracts have been settled in the state.
- The Constitution Bylaws Committee has been meeting.
- Issues about units will be discussed at Labor Management – read the minutes.

### WSC President Linda Ziefle

- RA will be on January 18<sup>th</sup>. Jack Norman will speak.
- Retirement form in December is filling up fast.

### Vice President Jill Miller

- No Report

### PR&R Chair-Secondary Cathi Probst

- Prep time meetings are still an issue. This will be an ongoing discussion

### PR&R Chair- Elementary Gary Stewart

- We are again asked to meet during our planning time for collaboration meetings. -Beth and Gary will be talking about this issue.

### Negotiations Chair Lynn Herbst

- Bridget commented on the surveys. She felt they were well done and meaningful.
- 401 surveys returned; approximately 62% of membership
- Health insurance is the top priority for our members
- 63% want us to continue to compress the salary schedule and place available money into cells where staff will spend most of their careers
- 78% believe that after paying step increases, any additional money should be placed into the last cells of each lane
- Majority favored providing a stipend for National Boards, as opposed to recognizing NBC and an MA equally; time and cost were more often cited as the reason for not making them equal
- 54% favored providing aligning the salary schedule with PI.34 language, but we found the greatest number of questions associated with this option
- 64% felt an insurance co-pay would be reasonable (lesser amount \$10/\$25 non-network office and emergency). Many comments made recognized the increased cost of this

benefit, wanted to see us remain comparable with neighboring districts and cited minimal salary increases made as a sacrifice to maintain this benefit

-RE: options regarding providing employees with paid single coverage and elimination of cash in lieu of: these options have been repeatedly brought up to Team by our members during Listening sessions. We wanted to determine how many don't have an understanding of the basis for family coverage and providing cash in lieu of insurance. 78% said that single coverage would be unreasonable. 52% said that the elimination of cash in lieu of was unreasonable; clearly, they lack the understanding that the cash in lieu of does not equal the cost to the District for providing insurance coverage.

-72% said that it would be reasonable to change the basic drug plan to eliminate Level 3 drugs and to increase the co-pay annually to represent 20% of average generic and brand name drug costs.

-Early retirement continues to remain sacred across the board, even with teachers having 0-5 years in the District. However, there was a 50/50 split regarding the option that would eliminate ER language from the contract beginning in 2007 for those hired after 2004. Misperception exists re: the cost of hiring a new teacher to replace a retiree- the District no longer saves money on its retirees because of the dramatic increases for providing health insurance coverage. Additionally, we currently have over 440 retirees, a number that increases each year. Factor in longevity due to medical advancements and healthier lifestyles and we are talking about a long-term commitment to our former employees. Any money that the District has for its employees must first be paid out for retirees' benefits/buyouts/etc. The next level is paid out to people who are moving through the salary schedule and need to receive their step. The remaining money then goes for all of the other costs for our active employees. ER is an issue which we need to continue to scrutinize; for anyone to expect that the same benefits that current retirees have received will be available to our teachers who will be employed in the District for another 20-30 years is unrealistic. However, it is also patently unfair that under current limitations they will receive minimal increases throughout their careers and then have no guarantee that they will receive any type of a payoff at their retirement-or certainly not the type of benefits that our past retirees have received. Unfortunately, that is the scenario that we currently have in place.

#### Treasurer Greg Wall

-Have had 2 deposits for \$44,000

-Michelle has done a great job getting member data into the system.

#### Political Action Laurel Key

-No Report

#### Legislative Chair Kathy Ceel

-Voucher for Katrina victims failed.

#### Public Relations Chair Monique Mistele

-Letter to newspaper about American Education Week was put into the paper.

-Wilson School's Veterans Day article was in the paper.

- Critter cam article was in the paper
- Job share with Walgreens for high school students was in the paper.
- Brochures have been ordered for conferences

Membership Chair Michelle Knaflic

- No Report

Executive Director Sandy Nass

- District made a decision to go with Aetna for Medicare Part D
- Sandy received a District response about grievance that was filled
- Talked about arbitrators that are retiring

Director Bridget Geboy-Helfenstein

- Worked on fundraiser – March 31<sup>st</sup> for Poker Tournament is tentative date
- Question raised if we could put in our money to get plane tickets or big ticket items for a prize? Let's discuss this in January.

Director LuAnn Livingston

- Beth will donate a T-shirt for prizes
- Next month LuAnn will start working on Friends of Education

Director Kathy Popa

- Deadline January 12<sup>th</sup> for Newsletter

Director Laura Westcott

- No Report

Parliamentarian Julie Stringer

- Will have a draft of ballot for March Election at the next meeting

Motion to adjourn made by Linda Ziefle and seconded by Lynn Herbst

Meeting adjourned at 5:30 PM

Minutes respectfully submitted by Secretary, Lynn Malloy