

WA-WMEA Executive Board Meeting

Minutes from March 7, 2007

Executive Board Present: Beth Ludeman, Greg Wall, Michelle Daavettila, Nancy Nienhuis, Peg Oberbeck, Kathy Ceel, Angela Bina, Lynn Herbst, Sandy Nass, Chris Morrissey, Kathy Popa, Julie Stringer, Lynn Malloy, Chad Lehman, LuAnn Livingston, Jeff Sikich

Guest: Linda Weaver, WSC President

Meeting called to order by President Ludeman at 4:05 PM

Minutes from the February 7, 2007 Executive Board Meeting were accepted as printed.

President Ludeman

- Beth attended the NEA Resolutions Committee meeting on February 22-24 as WEAC's alternate. It was an exciting opportunity to observe and collaborate with the rest of the Wisconsin delegation in shaping the guiding principles and belief statements of our national organization. Beth also learned at Winter Conference that a vacancy in one of Wisconsin's seats places her as a regular delegate for the Summer meeting to be held in late June in Philadelphia, just prior to the NEA RA.
- Beth was very pleased, proud, and grateful for the significant turnout of WA-WMEA participants at WEAC's Winter Conference. Kathy Ceel, Chad Lehman, Peggy Oberbeck, Angela Bina, Lynn Malloy, Lynn Herbst, Jim Kurovsky, and Tom Mulligan, in addition to WSC President Linda Weaver, WSC Executive Director Sandy Nass, and Beth, facilitated and attended a wide variety of workshops that will continue to help us meet member needs. Beth hopes all participants will share the experience in a format that will help to encourage more local members to participate in Summer Conference in July in Stevens Point.
- Beth's recent trainings at NEA's Midwest Leadership and WEAC's Winter Conference have been focused on generational mindsets and how to use that knowledge to invigorate local activism. Beth will be incorporating this training into both reframing communication to our members and addressing the strategic initiatives and goals we have been working toward via the Executive Board and the RA.
- The attendance for upcoming School Board meetings is as follows:
 - March 12 – Angela Bina (X. Bd.); Walker Elementary
 - March 26 – Michelle Daavettila, Lynn Malloy (X. Bd.); Nathan Hale
 - April 9 – Michelle Daavettila (X Bd.); Jefferson Elementary
 - April 23 – Beth Ludeman, Chad Lehman (X. Bd.); Irving Elementary

WSC President Linda Weaver

- **West Suburban Council**
 - WSC held its first Coordinated Bargaining Council meeting on February 19th. There was representation from each Local in the Uniserv. Good

discussion and information. The **next CBC meeting** is scheduled for **Monday, March 19, 4-5 pm.**

- **Wisconsin Education Association Council**

- **WEAC RA is April 20-22 at Monona Terrace** in Madison. The **Pre-RA (essential)** meeting for elected delegates will be held on **Monday, 4/2 at 6:30**. Delegates will receive their temporary credentials and RA informational packets that night. They will also hear from some of the candidates running for state-wide offices.
- This year, all WEAC RA delegates must present a **photo ID** to register and vote at the RA.
- **WEAC Awards and Recognition Banquet** will be held on **Saturday, 4/21**, at the Madison Concourse Hotel & Governor's Club.
- **NEA dues** are increasing by **\$6 for full-time members** and **\$5 for ESP members**. NEA dues are based on average salaries. The average salary for all ESP (all job categories) is \$27,600,. For teachers, it is \$50,521.
- **Governor's 07-09 Biennial Budget** was previewed for the February WEAC Board meeting. The proposed budget allows \$450 million over two years in new general equalization and categorical school aids and tax credits, and the repeal of the QEO.

Vice President Michelle Daavettila

- No report

PR&R Chair-Secondary Peggy Oberbeck

- 1 nonrenewal took place at the secondary level. The district accepted the resignation of the teacher
- There have been 3 staff disciplinary meetings at WMMS between administration, Sandy Nass and PR&R.
- Staff at WMMS is planning to communicate their dissatisfaction to the administration pertaining to issues within their building, such as, the lack of supporting teachers, student discipline and grade expectations.
- Peggy highly recommends that Head Building Representatives contact probationary teachers and review any observations that have taken place this year. Be sure that any criticisms stated, have a clear objective for improvement that can actually be met by the teacher. Help probationary teachers document how they have met the criteria for improvement before the end of the school year.
- Winter Conference was held on March 3-4th at the Milwaukee Hilton. It was a wonderful event, with a great deal of sharing among all the participants. Peggy attended a session on legal issues and learned that the college level is dealing with numerous lawsuits from students who believe they did not receive a fair grade after failing a technical college program or final exam. The courts have sided with the schools in most cases because all students were given an adequate level of due process. The courts also give Academic Deference to the schools, respecting the

expertise the school has when it applies to evaluating students. We do not do the students, colleges or future employers any favor when we do not hold students accountable for their true level of performance in our classes.

- The second session Peggy attended provided a discussion of all the various tactics used by school districts and other anti teacher talking heads to remove or change the health care benefits provided to teachers. These tactics are only a cost shifting technique to remove health insurance as a benefit. After hearing the stories from other districts we are very lucky to have our benefits.
- A representative from NEA gave a wonderful presentation of all the benefits and information available from NEA and NEA Member Benefits. Check it out at their web site www.neamb.com.

PR&R Chair-Elementary Nancy Nienhuis

- No report

Negotiations Chair Chad Lehman

- Chad attended several bargaining sessions at WEAC Winter Conference over the weekend. Many of the sessions dealt with school finance and salary schedule information as well as retirement. Information about salary schedule compression and the benefits of it will be shared at both the Ex. Board meeting and Building Representative Meeting.
- Chad discussed issues pertaining to negotiations. Chad shared the results of the recent survey with Executive Board Members.
- Survey Results
 - 316 surveys were returned:
193 elementary
50 middle school
73 high school
 - **54 teachers with 0-5 years**
 - **75 teachers with 6-10 years**
 - **53 teachers with 11-15 years**
 - **134 teachers with 16 or more years**

90% are satisfied with the current health care plan

- Health Care Priorities
 - 2 Keeping my current doctor(s)
 - 4 3 tier drug card
 - 7 Improve dental coverage
 - 6 Vision coverage
 - 1 Minimum out of pocket expense (office visit co-pay, premium contribution)
 - 3 Dependant coverage (spouses, children, etc.)
 - 5 Reputation of company/quality of customer service
 - 8 National vs. local coverage
 - 9 Wellness program
- Should a high deductible plan, making it eligible for a HSA, be considered?

- 12% - Yes
- 35% - No
- 53% - Don't know enough

Treasurer Greg Wall

- Greg went over current budget updates with the Executive Board.

Political Action/Legislative Chair Kathy Ceel

- Kathy Ceel, Michelle Daavettila, Cathy Probst and Ann Schroeder interviewed candidates for the upcoming school board elections. No endorsements have been made yet. The committee will meet again to make final recommendations to bring forward to the RA Meeting next week.

Membership Chair Angela Bina

- Thanks to all Building Representatives for checking their rosters in preparation for the upcoming election. It will make quite a difference when we are voting! Please continue to keep Angela updated with any changes in your rosters - it always helps to be in the know. Thanks!

Public Relations Chair Lynn Herbst

- Just a reminder that we offer Member-to-Member advertising in each issue of our newsletter *The Word*. At the incredible rate of \$10 for 20 words or less or \$15 for 21 to 40 words, you can't get a better deal when you are looking for goods or services to sell or to purchase. And on top of that, you are contributing to the WA-WMEA Scholarship Fund. So get started on that spring housecleaning and turn your unused items into cash by selling them through a Member-to-Member ad.
- The Wisconsin State Reading Association Institute will be sponsoring two upcoming professional development opportunities. "*Beyond Choice Words*" will be held on March 24 in Onalaska and again on March 31 in Waukesha. Graduate credit is available for each of these institutes. See the WSRA website for details at www.wsra.org.
- While attending a session at last weekend's WEAC Winter Conference, it was noted that we all play such a significant role in the lives of the students that we teach—yet this is often lost behind the daily challenges we face both in and out of our classrooms. You might want to consider nominating a colleague as an *American Star of Teaching*. American Stars represent thousands of educators throughout our nation's K-12 school system who have positively impacted the academic performance of their students through innovative instructional strategies, passionate classroom practices and an inspirational attitude. Nominations for this award must be submitted by April 1. For more information regarding the *American Stars of Teaching* program visit www.ed.gov/teacherinitiative or nominate a teacher today at www.t2tweb.us/AmStar/About.asp! Officials from the U.S.

Department of Education will be visiting the classes of each American Star to congratulate them on their success.

- A statewide bus tour called R.I.S.E. Up Wisconsin - a Ride to Inspire Student Engagement - will be held April 22-27 to promote service-learning projects among high school and college students. The bus will stop at five locations - Milwaukee, Oshkosh, La Crosse, River Falls and Wausau - and each stop will feature a hands-on service-learning workshop. Teachers are invited to bring their classrooms and get involved. Each stop will also feature a 'Share Fair' that will spotlight community organizations, exemplary service-learning projects, and show you how to get connected. The "big yellow school bus" will be packed with service-learning and community resources and 20 AmeriCorps Volunteers from across the state.
- Memorial gift of three books for Irving School's IMC purchased on behalf of Naomi Popa, Executive Director Kathy Popa's mother, who recently passed away. Naomi was a former educator.
- Lynn would like to get feedback from members about a theme/logo at the RA Meeting for a blog we would like to set up for our Association.

Executive Director Sandy Nass

- Elementary March 16th Inservice: Half the day should be devoted for a teacher work day/data analysis/progress reports.

Director Chris Morrissey

- No report

Director LuAnn Livingston

- Luann has received 8 nominations for Friends of Education this year.
- Nominating teachers will be reminded that they need to attend the dinner to introduce their candidate.

Director Kathy Popa

- Beth would like to encourage those attending the Winter Conference to write an article for the Newsletter about the sessions they attended.
- The deadline for the next issue of *The Word* is set for March 15th. Please submit all entries and articles by that date to sandhill@centurytel.net

Director Jeff Sikich

- Spring Recognition Gala: May 11, 2007

Parliamentarian/Elections Chair Julie Stringer

- Passed out ballot boxes to board members to be distributed to Head Building Representatives. Elections are next week. Deadline is 4:30 PM March 16th. Ballots need to be delivered to Walker sealed in the ballot box.

- Candidates can send a statement to Julie and she will post it on the website.

Unfinished Business

- Strategic Planning/Goals: Reviewed goals developed at the January RA Meeting. Talked about generational differences and mindsets that impact us. We would like to look at ways to engage all members of our Association by utilizing a variety of media. The Executive Board will continue to revisit and look at strategic goals/planning.
- Scholarship Program: The Executive Board will be able to fund one scholarship for each of the High Schools this year for the amount of \$500.00 each. One will be awarded to a student at Central and one will be awarded to a student at Hale.

New Business

- Sharon Langdon from WEA Trust Advantage spoke to the Executive Board about member benefits they offer regarding personal insurance and financial services.
- A motion was made by Kathy Ceel and seconded by Jeff Sikich to cancel the April Executive Board Meeting; motion was withdrawn. There will be an Executive Board Meeting as scheduled the first Wednesday in April.

Motion to adjourn the meeting was made by Kathy Ceel and seconded by Peggy Oberbeck. Motion to adjourn the meeting passed. Meeting adjourned at 6:39 PM

Minutes respectfully submitted by Lynn Malloy, Secretary