

WA-WMEA Executive Board Meeting

Minutes from May 2, 2007

Executive Board Present: Beth Ludeman, Greg Wall, Michelle Daavettila, Nancy Nienhuis, Peg Oberbeck, Kathy Ceel, Angela Bina, Lynn Herbst, Sandy Nass, 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 4:11 PM

Minutes from the April 4, 2007 Executive Board Meeting were accepted as printed.

President Ludeman

- Beth regrets to report that we were not successful in the acquisition of the NEA Local President Release Time Grant. In inquiring of WEAC President Johnson, he indicated that it was likely we would not receive any direct feedback from the NEA committee regarding the rationale for the decision. We were, however, encouraged by Johnson to pursue this again in the future when perhaps not as many other WI locals were in contention. It will be at the direction of the RA to determine whether to pursue this next year or at any other point in the future.
- Beth will be attending a meeting of Local Presidents hosted by WEAC on May 12th in the Wisconsin Dells. Among the issues to be covered are Taxation, the Economy, and Education Funding (TEF); the health care crisis; local issues, and the status of the State Budget.
- Beth would like the Executive Board to discuss the upcoming Lobby Day in Madison on June 19th under New Business and what can be done to recruit local members to attend.
- The Friend of Education Awards was presented last Wednesday, April 25th as part of the District Recognition Banquet. It was a wonderful evening of honoring the dedicated employees of the West Allis-West Milwaukee Schools and the wonderful community members who chip in to help us with our students. Thanks to Jeanne Ricci and LuAnn Livingston for organizing our union's portion of the evening; it was a delight to have our own members recognizing the contributions made by these important individuals!
- The Spring Recognition Gala will be held on Friday, May 11th at Greenfield Park Pavilion to honor this year's "graduating class" of retirees! It would be wonderful to have the whole Executive Board and all the Building Representatives in attendance, with newer members in tow. Let's get a head start on celebrating our accomplishments of the school year, 4:30-9:30 pm – and bring your appetite!
- WA-WMEA delegates to the NEA RA will be enlisting the aid of all Executive Board members and Representative Assembly members to help raise funds for the NEA Fund. Beth will be discussing our initial plans with the Executive Board under New Business to get feedback and suggestions for dividing the work.

WSC President Linda Weaver

- **WSC HOSTS BRICKNER MEMORIAL**
 - Retired Wauwatosa teacher and long-time union activist, **Evan Brickner**, passed away last September. Evan taught special education at Wauwatosa East High School for nearly 28 years until he retired in 2004. Evan was active in local, uniserv, state, and national levels of the union throughout his career. West Suburban Council will be holding a **memorial program** for Evan on **May 16th at 5:15 p.m.**, at the UEP building in Brookfield, immediately following the WSC Representative Assembly. The program will include the dedication of the tree being planted on the UEP grounds in Evan's memory. The program is **open to all of Evan's relatives, friends, and union family**. Please join us in honoring and remembering Evan's life. Mark your calendars now and RSVP to Anita Wobst at 262-789-6000 or wobsta@weac.org.
- **WEST SUBURBAN COUNCIL MAY REPRESENTATIVE ASSEMBLY**
 - WSC's last RA of the school year will be held on **Wednesday, May 16th at 4:30 pm** at the UEP Building. WSC delegates should plan on attending this meeting. New Business Items currently include constitutional language changes and the 07/08 WSC budget.
- **WEAC REPRESENTATIVE ASSEMBLY**
 - WEAC held its annual RA on April 20-22, 2007 at Monona Terrace in Madison. Election of new officers was held. Mary Bell, Media Specialist in Wisconsin Rapids was elected the new President of WEAC. Guy Costello, elementary teacher in South Milwaukee, was elected Vice President of WEAC. Laura Vernon, ESP with Milwaukee and Hedy Eischeid, teacher in Fond du Lac, were elected NEA Directors. Britt Hall, teacher at WCTC was elected as an NEA Alternate Director. The Saturday RA was followed by the Awards & Recognition Banquet at the Concourse Hotel.
 - Delegates to the 2007 WEAC Representative Assembly approved four New Business Items. They are:
 - **Hortonville** The WEAC shall not consider the affiliation of the Hortonville local or its potential membership until all of the original strikebreakers are no longer employed in the teachers' bargaining unit by the Hortonville School District. The WEAC will not merge or formally affiliate with the AFT-Wisconsin while there are any strikebreakers employed in the teachers' bargaining unit by the Hortonville School District and the Hortonville teachers are affiliated with AFT-Wisconsin. However, this does not prohibit the organizations from working on joint projects or purchasing services from one another provided that such are not related to this issue. This policy is to be reviewed annually by the Representative Assembly.

- **UniServ Licensing Centers** WEAC Teaching & Learning will support UniServs and the Eau Claire Association of Educators to become UniServ Licensing Centers to assist new and veteran members with the development and verification of Professional Development Plans and other aspects of PI34.
- **Mandatory Kindergarten** The Wisconsin Education Association will support and actively seek legislation to change pupil attendance in kindergarten from permissive to mandatory.
- **Revenue Caps** The 2007 WEAC Representative Assembly recognizes the need to broaden both the awareness of the disastrous effects of the revenue caps on Wisconsin's children and the support for their removal. To that end:
 - 1) It directs the WEAC President to seek the participation by other state level union leaders in the June 19th Lobby Day, and to send letters to all local/UniServ presidents to seek the participation of local union labor leaders in this event as well.
 - 2) It authorizes and recommends to the new WEAC President that she/he call an emergency meeting of all WEAC members willing and able to come when and if she/he believes it will most effectively focus public attention on the funding crisis and pressure the Legislature to repeal the revenue cap laws.

Vice President Michelle Daavettila

- No Report

PR&R Chair-Secondary Peggy Oberbeck

- No Report

PR&R Chair-Elementary Nancy Nienhuis

- No Report

Negotiations Chair Chad Lehman

- The Negotiations Team has not yet begun the process of bargaining the 07-09 contract. However, our team has been busy over the last several months attending conferences, workshops, and meetings regarding various bargaining trends, ideas, and strategies. The Negotiating Team will update you as soon as they have information regarding the upcoming bargain. The Negotiating Team, along with the district, have filed the appropriate paperwork with the Employment Relations Committee. This is the first step that must be completed before bargaining can begin.

Chad has been doing a lot of reading about salary schedules and what is happening around our state and the country in terms of contract negotiations. If

you attended the last Representative Assembly Meeting, you saw a Power Point presentation explaining salary schedule compression and the reasons for moving in that direction. Chad hopes to have a video of that presentation on the Association website in the next couple of weeks.

Unless you are living in a cave, you have certainly heard about the push for performance pay that is popping up in states and districts around the country. Now, while this idea scares many of us, Chad recently came across an article that made him rethink the idea a little bit. He is not necessarily for performance pay and isn't saying we will be moving in that direction in our district. The authors of the article he read provided some thoughts and ideas on what a good performance pay plan looks like. Chad thinks the article provides great information which centers around the question some of our teachers ask, "Why do I make the same as (or sometimes less than) teacher X when I work so much harder, am involved in so much more, and consistently improve professionally?" Do you have an answer to this question? If you'd like to read more about this, please go to: <http://www.teacherleaders.org/teachersolutions/index.php> If the link isn't working or you need more info, Chad can email you the report in pdf form. In the near future, look for a new section on the WAWMEA website. This section, probably titled Negotiations/Bargaining Information will provide you with links to a variety of articles and information to keep you informed of what's happening related to teacher contracts in our district, state, and country.

Treasurer Greg Wall

- Greg discussed the budget per his handout. Discussion ensued about any anticipated dues increases for the upcoming year. Please get any information about potential dues increases to Greg as soon as possible. We are still planning to give (2) \$500.00 scholarships this year for a student at Hale and a student at Central who plan to pursue a degree in education. Greg is proposing not to raise our local dues for the upcoming year.

Political Action/Legislative Chair Kathy Ceel

- No Report

Membership Chair Angela Bina

- No Report

Public Relations Chair Lynn Herbst

- Lynn reported that the Relay for Life will be held at Hale this year on July 13 thru July 14. Lynn would like to see an Association team formed to participate in the Relay for Life.

Executive Director Sandy Nass

- No Report

Director Chris Morrissey

- Absent – No report

Director LuAnn Livingston

- No Report

Director Kathy Popa

- Deadline for the next newsletter is June 2nd. The June newsletter will include information about wrapping up the 2006-07 school year. We will do an electronic newsletter in June instead of a printed copy.

Director Jeff Sikich

- No Report

Parliamentarian/Elections Chair Julie Stringer

- No Report

Unfinished Business

- Strategic Planning/Executive Board Structure: Beth passed out a revised volunteer handout which could be completed before the end of the year. She would like the building representatives to identify at least one person in their buildings to volunteer for a committee. We need to actively seek out new committee members to meet our future needs. Beth would like to have the volunteer handout ready for the RA Meeting next week so the handouts can be distributed to head building representatives.

New Business

- District Teacher Interns: The district has used Teacher Interns in the past. The district would like to use 4 Interns each semester for the 2007-2008 School Year for a total of 8 Interns. Discussion ensued. It was suggested to get a list of the interns from this past year with a list of what the interns were responsible for. We would like to know where the interns will be placed for the upcoming year. We should get interns names so they can be involved with the new teacher training with regards to the Association training.
- Lobby Day, June 19th: Discussed the June 19th Lobby Day as a group. Beth would like to have a discussion about this at the RA Meeting to encourage members to attend. We would like to get at least 28 members to attend Lobby Day. WSC will give a \$10.00 stipend for lunch to the first 35 people to sign up. They will also reimburse mileage to and from Monona Terrace for any driver transporting 3 or more individuals to Lobby Day.
- NEA Fund Organizing: The stated goal is \$175.00 per NEA delegate for the NEA Fund. Beth would like Association members to help our delegates raise money for the NEA Fund. Envelopes will be distributed at the RA Meeting to building representatives to help with this fundraising effort.
- June Executive Board Planning: The June Executive Board Meeting will be on June 6th for both outgoing and incoming Executive Board Members.
- Negotiations: Chad showed us a power point presentation comparing our district to other districts with regards to salary, insurance contributions toward premiums,

prescription drug plans, and length of teacher work day. Chad wants to put this information out to all members. He is working with Julie to put this information on the Association website in the future. It will be presented to building representatives at the RA Meeting next week.

- Jefferson School Waiver: Angela presented information regarding the Jefferson School Waiver. It involves flexible/overlapping scheduling for IMC times to open up computer lab times and library times for classes and teachers. It is in the planning stage at this time.
- Central Pilot Program: Sandy Nass talked about a proposal for a six week period of time regarding cafeteria supervision before school at Central High School during the morning breakfast time. Central would like support from the Executive Board to support this 6 week trial proposal. This would be a paid supervision position. Sandy will convey our support to Central staff.

Motion to adjourn the meeting was made by Kathy Popa and seconded by Angela Bina. Motion to adjourn the meeting passed. Meeting adjourned at 6:55 PM.

Minutes respectfully submitted by Lynn Malloy, Secretary