

## **WA-WMEA Executive Board Meeting**

Minutes from February 6, 2008

**Executive Board Present: Beth Ludeman, Nancy Nienhuis, Peg Oberbeck, Angela Bina, Sandy Nass, Chad Lehman, Jeff Sikich, Linda Wamboldt**

Meeting called to order by President Ludeman at 2:14 PM

*Motion to accept the minutes from the January 8, 2008 Executive Board Meeting was made by Bina and seconded by Wamboldt. Minutes from the January 8, 2008 Executive board Meeting were accepted as printed.*

Without objection, and due to inclement weather conditions, the agenda was accepted as amended.

### **President Ludeman**

- Upcoming school board contests were discussed as to whether we should proceed with candidate forums or an interview process; discussion about contacting candidates for information via website and questionnaire
- Interest in attending the WEAC Winter Conference, February 22-24 in Appleton was discussed. The “release date” for lodging has passed, but we can investigate the possibility of still registering if there is any interest.
- Beth discussed interest in the Wellstone training with Exec Board members (scheduled for March 15th).

### **WSC President Linda Weaver**

- absent

### **Vice President Jeff Sikich**

- no report

### **PR&R Chair-Secondary Peggy Oberbeck**

### **PR&R Chair-Elementary Nancy Nienhuis**

Secondary:

- Probationary teachers have been sent non-renewal notices. The association has also been made aware of post-probationary teachers that will also be notified soon of their non-renewal.
- Issues at WMMS were discussed.
- The vote on realignment has generated numerous questions at the middle schools. Joan Delaney is meeting with staff and getting answers to their questions. Sandy has responded to some questions, but we need to be aware of the anxiety that exists for our members. Reps should record any answer they receive from administrators, and share with me.
- Recent disciplinary agreements with staff members have generated a lot of questions about employee rights issues. Many of the concerns exist because not all the facts are known and there are a lot of rumors flying around the district. Beth, Sandy and Peggy have agreed that a discussion is needed at the RA to

address some of the following questions. Many of us just wish to know what actions are deemed inappropriate. Our membership needs to know what the parameters are when in such a situation. We need to tell the membership the district expectations are, and what their legal responsibilities are.

- Members have questions about disciplinary procedures beyond the building level.
- Sandy has sent administrative staff at one building notice that a dress code is a mandatory subject of bargaining.
- The middle school Character Building TA was discussed.
- Changes in the Unit Approval Process for MA and Sally Ride were discussed at Labor Mgt. 17 January, 2008
- District units relative to approved Master's programs (follow-up) – Ludeman/Gurtner – Currently, people submit their paperwork for their MA & it is approved by HR; then they are resubmitting for approval for units. *Unless they are electives that are not included in the approved MA program, then it is assumed that the person will submit them for units; this really does not need to be done. If the course was already described in the catalog for the MA, that does not need to be submitted again. You can also assume that you do not need course approval for Sally Ride courses that are offered in West Allis (not Waukesha or West Bend); for other districts offering Sally Ride, course approval still WILL need to be submitted. Whoever is signing off will need to see transcripts or final grade report.* Ron Simonis has indicated that this is only for MA programs that were approved this year and is not retroactive. That is not what the statement above indicates. Units guideline statement needs to be corrected to reflect the changes and posted on line.
- HR has granted retroactive approval to Sally Ride courses that were taken in 2002.

Elementary:

- Head Building Reps will be asked to review the Communication Model with staff if they haven't already done so this year. If you have concerns it is important to share these with your colleagues. We all appreciate finding out about concerns or questions from our colleagues rather than through an administrator. Thank you.
- Restructuring: make sure to keep on top of the changes so our members are aware of what is going on; big questions are about filling out requests for transfer; discussion about the information that has been released to date. District sessions held have not had clear answers for our members; reiterate at RA that we know there are questions and we are trying to get them answered, but District won't have answers until spring; continue to funnel questions to PR & R. Non renewal on one non-probationary teacher; following the process by assigning a WEAC attorney to the cases that emerge. Will address RA on communication model

#### **Negotiations Chair Chad Lehman**

- no report

#### **Treasurer Greg Wall**

- absent

**Director/Political Action/Legislative Chair Linda Wamboldt**

- no report

**Director/Membership Chair Angela Bina**

- coffee talk; had selected feb 28; now looking at March 6 location TBD
- social gathering after the RA for BRs & Exec Board; discussed location options

**Community Outreach/Public Relations Chair Lynn Herbst**

- absent

**Executive Director Sandy Nass**

- 18 early retirement requests, 2 waiver requests

**Director/Events & Activities Chris Morrissey**

- absent

**Director/ Professional Development Maureen Marek**

- absent

**Comunications/Parliamentarian/Elections Chair Julie Stringer**

- absent

**Unfinished Business**

- Restructuring: discussed in Nienhuis report
- Elementary Teacher Update: discussed in Nienhuis report
- Coffee talk: further discussed from Bina report
- Social gathering: further discussed from Bina report
- Banner: issue tabled

**New Business**

- All-district e-mail responses: concerns about people using an all-district response, even when it is a legitimate issue that would impact our members; association's use of the district e-mail system discussed.
- Association Documents and Public Access: refrain from including particulars in written reports and minutes in the interest of confidentiality.
- Negotiations Calendar: Lehman discussed the details of the 2008-09 negotiated calendar. *Motion by Sikich, seconded by Nienhuis, to recommend adoption of the proposed 2008-09 calendar to the Representative Assembly on behalf of the membership;* discussion. Passed.
- Items for upcoming Labor Management meeting were discussed.

*Motion by Sikich, seconded by Lehman, to adjourn; passed.* Meeting adjourned at 3:54 pm.

Minutes respectfully submitted on behalf of Lynn Malloy, Secretary