

WA-WMEA Executive Board Meeting

Minutes from November 5, 2008

Executive Board Present: Maureen Marek, Nancy Nienhuis, Peg Oberbeck, Angela Bina, Sandy Nass, Julie Stringer, Lynn Malloy, Chad Lehman, Jeff Sikich, Linda Wamboldt, Ryan Rutz

Meeting called to order by President Sikich at 4:08 PM

Minutes from the October 1, 2008 Executive Board Meeting were accepted as printed.

President Jeff Sikich

- Jeff has received information from NEA about release time for our Association President. At this time we will not pursue release time for the president.
- USEFUL goal writing is tonight at UEP Building.
- PTA counsel wants to know if we would like to be a sponsor for the PTA Carnival.
- Two teachers will be funded to attend the Midwest Regional Conference this year in January (16-18) which will be held in Chicago this year.
- Jeff received a request from Greg Wall to buy 144 reusable bags to be used to distribute snacks for the WKCE Test. Linda Wamboldt made a motion to pay for the reusable bags at the high school level to be used for WKCE Testing. Chad Lehman seconded the motion. Motion passed.
- Labor Management has requested an explanation of USEFUL, ranking for salary schedule and a discussion regarding teacher evaluation system.
- Discussed specialists scheduling concerns.

Vice President Nancy Nienhuis

- No report

PR&R Chair-Secondary Peggy Oberbeck

Conferences/Grad Classes or other conflicts

- The contract states that teachers will be excused from a faculty meeting for district approved grad classes.
- This does not include one time events like open house and parent conferences.
- Teachers should discuss the situation with their instructor about making up class time.
- If there are extenuating circumstances, discuss it with your principal.
- If you are given permission to miss conferences you will be expected to make up the time by contacting parents, and documenting the use of your own time.
- If permission is not granted by the principal, HR will follow the language of the contract.

New Teacher Evaluation

- There continues to be a lot of confusion about the new evaluation process in various buildings.

- Has not been discussed or resolved at Labor Management due to absence of Kristen Gurtner, it will be clarified at the next meeting.

Secondary Department Meeting Schedules – meeting was held at Central HS

- Dates of the meetings were switched from past practice by Anne Groh without any discussion or mutual agreement. This caused problems for staff who had previously scheduled events.
- Anne Groh was told to offer available days by administration. Jerry Braun informed her that the district has the final say on the scheduling of the meetings.
- Ron Simonis told her that all department chairs had been notified of planned changes at the end of last year.
- It was suggested that dept meeting dates be determined at the end of each school year so staff can make arrangements for child care, second jobs and grad classes.

Docking Pay for missing Secondary Department Meeting

- Anne Groh asked HR what she should do about people who “skip out” on district department meetings.
- HR told her to send a letter to people who missed the meeting informing them of their absence and that next time they would be docked pay.
- This has not been a past practice in the district. The contract states, “Such approval shall not be unreasonably withheld.” This will be brought forward to Labor Management.

Communications Issues with Academic Principal

- Many secondary staff had concerns with the communication style of Anne Groh. Many staff have perceive threats and have experienced abrupt responses and being talked down to from her.
- Anne indicated that she is communicating to teachers what other administrators in the district have told her is district policy. She said that this is a hard role to come into and has at times felt attacked while trying to implement the policies of the district.

PR&R Chair-Elementary

- Jeff reported on a situation of having language teachers do interpreting at conferences.

Negotiations Chair Chad Lehman

- We will be meeting with the district on November 11th for a bargaining session following a Labor-Management meeting. We are getting fairly close to coming to an agreement.
- The Southeast Regional Bargaining Seminar is open to anyone interested in learning more about negotiations. There is no cost to attend any of the six 2-hour sessions. This seminar is a series of training sessions throughout the 2008-2009

school year. All sessions are held at the UEP office in Brookfield from 5:30-7:30 with a light snack available at 5:00. Contact Sandy Nass with any questions

Treasurer Ryan Rutz

- Ryan updated our current financial status.

Director/Political Action/Legislative Chair Linda Wamboldt

- Linda is looking ahead to School board elections in January.
- School funding and health care will be issues at the state level.

Director/Membership Chair Angela Bina

- No report

Executive Director Sandy Nass

- Updated executive board on current issues.

Director/Events & Activities/Community Outreach/Public Relations:

Chris Morrissey

- No report - absent

Director/ Professional Development Maureen Marek

- No report

Comunications/Parliamentarian/Elections Chair Julie Stringer

- No report

Unfinished Business

- Appointed Jill Miller as West Suburban Council Representative

New Business

- December Executive Board meeting site to be determined.

Motion to adjourn the meeting was made by Maureen Marek and seconded by Ryan Rutz. Motion to adjourn the meeting passed. Meeting adjourned at 5:07 PM

Minutes respectfully submitted by Lynn Malloy, Secretary