

**West Allis-West Milwaukee Education Association**

**Representative Assembly Meeting:**

September 14, 2005

**Schools Represented: Central H.S., Hale H.S., F.L.Wright M.S., West Milwaukee M.S., Franklin, Horace Mann, Irving, Jefferson, Lincoln, Madison, Mitchell, Pershing, Walker, Wilson**

**Executive Board: Ludeman, Miller, Stewart, Probst, Herbst, Wall, Key, Ceel, Knaflig, Mistele, Nass, Geboy-Helfenstein, Livingston, Popa, Stringer**

President Beth Ludeman called the meeting to order at 4:10PM at the UEP Building

The minutes of the May RA Meeting were approved as printed.

**President: Beth Ludeman**

- Beth talked about an opportunity that has just come up which relates to having one consistent representative at the PTA Council Meetings. Beth would like to have a building representative attend the PTA Council Meetings. A \_ unit would be given for attending the PTA Council Meetings. The building representative would have to stay about 1 hour and report back to the Executive Board. Those building representatives that are interested in being the PTA Council Representative should contact Beth.
- Training for head representatives and building principals relating to the communication model will be held again this year. Would head building representatives like this training to be held after an RA Meeting? Input from head building representatives was solicited from Beth. Head building representatives stated they would like to have a separate meeting on a day other than an RA Meeting day. It was suggested that adequate notice be given to head building representatives before training takes place.
- Beth would like each school to sign up to attend one school board meeting this year. Beth would also like to have each secondary school sign up to attend two meetings this year. A sign-up sheet is being passed around.
- Beth passed around a building liaison sheet to let schools know who their executive board representative will be this year.
- Beth talked about getting a committee together to look at the Constitution and Bi-laws. Beth would like to have 2 elected officers, 2 executive chairs and 2-4 building representatives to serve on this committee. Please contact her if you are interested in being on this committee.
- Remember to sign the attendance sheet at each RA Meeting-needed for verification of units

**West Suburban Council President: Linda Ziefle's report was given by Beth**

- Ron Jetty will speak at the next West Suburban Council meeting about Professional Portfolio Development. Everyone is welcome to attend.

**Vice President: Jill Miller**

- Jill went to the Summer Academy in August and learned more about grievances and grievance procedures.
- Jill would like to come to a faculty meeting at each building sometime this year for about 10 minutes to answer questions and give information to members. Please let her know about possible dates she might be able to attend a faculty meeting at your school.
- Building representative training will be held on Oct. 12<sup>th</sup> before the regular RA Meeting.
- PTA Council wants to put together backpacks with supplies for hurricane victims. The Association donated \$50.00 to this cause.
- A question was asked about how long a head building representative should keep notes regarding building issues. Sandy informed representatives to forward that information to PR&R representatives to keep for future reference.

**P R & R Secondary: Cathi Probst**

- The secondary schools have had some issues to start out the school year. Supplementary contracts and 6<sup>th</sup> assignments at the high school level and 7<sup>th</sup> assignments at the middle school level are currently being worked on.
- Try to handle issues at the building level first by going through your head building representative.
- Remember you don't have to meet during your duty free lunch. It can't be held against you.
- If you are ever in a meeting and you feel there might be an issue or you feel uncomfortable make sure to stop the meeting and have your head building representative take notes when you reconvene the meeting.
- Cathi attended the school board meeting this past Monday. It was a short meeting. Supplemental contracts were approved that night.
- Marie Williams wrote a good article about teachers in the STAR. If you get a chance you should read the article.
- Notes from Labor Management Meeting from May regarding Masters program was unclear as it was written. Masters programs have not been made more difficult. You still need to have 34 credits for some masters programs. Six universities have approved programs to get a masters degree with 30 credits.
- Reminder that September 25<sup>th</sup> is the deadline to submit credits for lane changes this year

### **P R & R Elementary: Gary Stewart**

- Thank you for coming forward to be building representatives
- Please call to ask Gary any questions you may have.
- Gary asked if any schools participating in the after school study were approached about holding Faculty Meetings in AM. It was noted that Franklin, Wilson, and Irving have discussed holding AM Faculty Meetings. This will need to be checked into. Some teachers may have difficulty with childcare and AM meetings could be a burden for them.
- A waiver to hold detentions during the lunch hour is not a good idea.

### **Negotiations: Lynn Herbst**

- Glad to see everyone back
- Lynn went over key points that have been discussed at negotiations meetings.
- 20 bargaining sessions have been held
- Reviewed unit issues-unit workshop was held yesterday, units flowchart, binders with examples of approved unit proposals developed and distributed to every building
- Developed ESEA flowchart-should have been or will be shared with all staff
- Established calendar
- Reviewed reimbursement for attendance at professional conferences
- Discussed comp time-how awarded and used
- Established "I Can Do It" training for new members
- Reviewed military leave language to comply with federal law
- Discussed impact of long term retirement-WA-WM leads the large districts in the state with 4.8% of spending for post-retirement benefits (totals \$3,840,000) Milwaukee was excluded from this report. With Wisconsin's aging population in the process of doubling, this percentage will likely rise
- Discussed the need for additional record-keeping time at the elementary level
- Reviewed DPI requirements re: required instructional days, hours, minutes
- Discussed revision of coursework and MA approval forms to make them clearer to applicants
- Developed secondary overload guidelines, mirroring procedures developed during the last bargain for elementary teachers
- Reviewed part time employee benefits
- Received budget presentation-health insurance increased 13.4% this year (total \$979,295; cash in lieu of \$15,627)
- Developed 26 frequently asked questions with answers; will be distributed to all staff within the next week; file with contracts
- Survey of all staff presently being developed to determine feelings about extending school day; interest is not to expand on continuous 7 hour 40 minute workday; looking at flexible programming opportunities
  - ESEA-meeting AYP
  - Protecting programs
  - Keeping opportunities available to teachers within the district before looking to outside source
- Taking bargaining slow-no guarantees when it will be finished

**Treasurer: Greg Wall**

- Article will be in the newsletter. Please read!

**Political Action: Laurel Key**

- This is the time of year when people need to put in writing about getting their \$2.00 back
- Think about the governors race- Donate money to his campaign
- Doyle saved our budgets
- Please help when Laurel asks for help in the upcoming governors election

**Legislative: Kathy Ceel**

- There is an Assembly Bill out there that would make it where we won't be able to bargain our health insurance
- We have the governor to thank for saving our budget
- Kathy will put information about Assembly Bills in *The Word*

**Public Relations: Monique Mistele**

- Denise Lockwood replaced Bill Kurtz as the stall writer at the Star
- The quilt was presented at the August Board meeting. Still need representation from FLW, Dottke, Association, and District logo.
- Relay for Life occurred on July 15 and 16 asked if anyone from the association attended, no response.
- Asked which school raised money for handicapped playground equipment-Irving. Will contact the Star to write an article regarding this project.
- If anything positive is going on in your school inform Monique so that the event can be included in the Star and/or the newsletter.

**Membership: Michelle Knaflie**

- Working on updating membership lists – pass around at buildings and have them check the information when you get the list. Michelle wants the lists back by September 28<sup>th</sup>
- Get leave information to Michelle and any name changes for members as soon as the information is available

**Executive Director: Sandy Nass**

- If you have a student teacher in your building please pass sheet out that Sandy made copies of to keep Student WEA current
- Ron Jetty will do PDP presentation at West Suburban Council Meeting– 3<sup>rd</sup> Wednesday of the month
- On Oct 15<sup>th</sup> a presentation for PDP is being scheduled
- Retirement Forum is scheduled for Dec 12<sup>th</sup>
- Feb 1<sup>st</sup> is date to notify the district about retirement – look at old contract if new contract isn't in place or isn't settled by Feb 1<sup>st</sup>
- Talked about IRS increasing amounts for reimbursement for the 2005-2006

## **Directors:**

### **Director: Bridget Geboy-Helfenstein**

- Gave two \$500 scholarships this past year to students going into the field of education
- Majority of fundraising for scholarships was from donations – will do the tournament if that's what people want – wants people to buy into the poker tournament fundraiser- wants feedback from people- should we do a different fundraiser this year?
- Look for her report in *The Word*
- Question was posed if we should continue the scholarships? Please get input from your buildings about the scholarships and bring back suggestions to the next meeting.

### **Director: LuAnn Livingston**

- Fill out slip for the raffle drawing
- Will be doing the Friends of Education at the end of the year

### **Director: Kathy Popa**

- Beth reported for Kathy that the deadline for the newsletter is September 28<sup>th</sup>

### **Director: Laura Westcott**

- Beth reported for Laura that she will be in charge of the Spring Recognition Dinner and other informal get togethers. If anyone has ideas for informal association social events, please let Laura know.
- Laura is the Executive Board liaison for Horace Mann and will touch base with their representatives next week
- Laura can be reached at Central at 604-3100 voice mail 6200

### **Parliamentarian and Elections Chair: Julie Stringer**

- Will need help with ballot counting and spring elections

### **Unfinished Business**

- None

### **New Business**

- None

Motion to adjourn RA Meeting made by Bridget Geboy-Helfenstein and 2<sup>nd</sup> by Chris Morrissey. Motion to adjourn meeting was accepted.

The meeting was adjourned at 5:43 PM

Minutes respectfully submitted by Lynn Malloy, Secretary