

**West Allis-West Milwaukee Education Association**  
**Representative Assembly Meeting:**

March 14, 2006

**Schools Represented: Central H.S., Hale H.S., FLW Middle School, Franklin, Hoover, Horace Mann, Irving, Jefferson, Lincoln, Madison, Mitchell, Pershing, Walker, Wilson, Administration Building**

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

President Beth Ludeman called the meeting to order at 4:17 PM at the UEP Building

The minutes of the February 14, 2007 RA Meeting were approved as printed.

**President: Beth 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. She 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 results of that work will be ready to be presented to the RA in May.
- 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 (X. Bd.); Irving Elementary
- **West Suburban Council President: Linda Weaver**

- WSC held its first Coordinated Bargaining Council meeting on February 19<sup>th</sup>. 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. Linda is looking for door guards. Please contact her if you or your spouse might be interested in being a door guard at the WEAC 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

**P R & R Secondary: Peg 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 3-4<sup>th</sup> 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](http://www.neamb.com).

**P R & R Elementary: Nancy Nienhuis**

- No Report

**Negotiations: 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 were shared at both the Executive Board Meeting and Building Representative Meeting.

- Survey Results: Chad discussed the results of the survey using a slide presentation.

316 surveys were returned

193 elementary  
50 middle school  
73 high school

54 teachers with 1-5 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 passed out current budget status sheets to building representatives. Greg indicated the district will try to start taking out dues early in the fall again.

**Political Action/Legislative Chair: Kathy Ceel**

- School Board Elections: Kathy Ceel made a motion and was seconded by the Executive Board to accept the recommendations of the Political Action Committee to endorse Sue Stalewski, Annette Frymark, Joanie Luedke and Darlene Ziemendorf for the School Board. Discussion ensued. Motion passed.
- Kathy spoke about the Supreme Court run. She encouraged members to go down to UWM in the Wisconsin Room and register in favor of the Governor's Budget on March 20th. It is held until 4:30 PM.

**Public Relations: 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](http://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](http://www.ed.gov/teacherinitiative) or nominate a teacher today at <http://www.t2tweb.us/AmStar/About.asp!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.
- Is it time for you to escape for a few days? How about enjoying an elegant suite with sumptuous dining, spa, indoor pool, saunas, and whirlpools? Sounds good? A Public School Employee Appreciation Discount being offered at the Osthoff Resort from March 1 through April 30. The Osthoff is an AAA Four Diamond Resort located on Elkhart Lake. Rates begin at \$89 per night + tax, based on availability. Call 1 800 876-3399 for reservations or visit [www.osthoff.com](http://www.osthoff.com) for further information.
- A memorial gift of three books for Irving School's IMC was purchased on behalf of Naomi Popa, Executive Director Kathy Popa's mother, who recently passed away. Naomi was a former educator.

#### **Membership: Angela Bina**

- Thanks to all Building Reps 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!

#### **Executive Director: Sandy Nass**

- Sandy spoke about the cover letter to our contracts. Please read the cover letter. If you have your units handed in your movement on the salary schedule will be indicted on your contract.

- In reply to a question asked by a building representative, Sandy spoke about what job targets are. They are finite in duration and relate to job performance or discipline based. They should never happen without representation.

### **Directors:**

#### **Director: Chris Morrissey**

- Spring Recognition Party: May 11<sup>th</sup> will be the date for our retirement gala event. Please mark your calendars. More information is forthcoming.

#### **Director: LuAnn Livingston**

- Friend of Education Awards: LuAnn shared the names of the eight people nominated for the Friend's of Education Award (Rodney Carter – Hale; Cheryl Gore – Pershing; Michelle Komassa – Mitchell; Darcy Menzia – Lincoln; Michelle and Ron Navarette – Walker; Rae Ann Register – Franklin; Holly and Tom Stachowiaak – Longfellow; and Lisa Voller – Hoover). The dinner is on April 25<sup>th</sup> at Hale. Make sure the nominators attend the dinner to introduce the award recipients. LuAnn will call the nominators to remind them that they need to attend the dinner.
- Raffle names were drawn and prizes were given to Stacy James from Hoover, Michelle Matter from Hoover, and Carmie Milkie from Irving.

#### **Director: Kathy Popa**

- The deadline for the next issue of *The Word* is set for March 15<sup>th</sup>. Please submit all entries and articles by that date to [sandhill@centurytel.net](mailto:sandhill@centurytel.net)

#### **Director: Jeff Sikich**

- No Report - Absent

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

- WA-WMEA Elections: Ballots have been distributed. Ballots are due at Walker school by 4:30 PM on Friday March 16, 2007. Julie thanked Angela Bina for her help this year with accurate membership lists.

#### **Unfinished Business**

- None

#### **New Business**

- Public Relations: Lynn asked building representatives to write down words/ideas that come to mind regarding our involvement in our Association on slips of paper she passed out. Lynn will be using them as part of public relations.
- NEA Fund: Beth talked about contributing to the NEA Fund. Beth would like building representatives to encourage donations to the NEA Fund in their buildings. Beth played a video showing the impact that can be made with these contributions. Beth will talk about the documentation needed for making donations to the NEA Fund at the May RA Meeting.

- Unit Workshop Feedback: Beth, Nancy and Chad talked about the Association possibly sponsoring workshops where you can earn/receive units. Workshops could be held collaboratively with the district. In the past unit approval has been inconsistent at some buildings. Please let your building representatives know if you are having trouble getting units approved and contact your respective PR&R representative.

Motion to adjourn the meeting was made by Nancy Nienhuis and seconded by Angela Bina. Motion passed.

The meeting was adjourned at 5:50 PM

Minutes respectfully submitted by Lynn Malloy, Secretary