

West Allis-West Milwaukee Education Association
Representative Assembly Meeting:

May 9, 2007

Schools Represented: Central H.S., Hale H.S., FLW Middle School, Franklin, Hoover, Horace Mann, Irving, Jefferson, Lincoln, Madison, Mitchell, 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, Chad Lehman, Julie Stringer, Lynn Herbst, Lynn Malloy

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

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

President: Beth 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 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 Representative Assembly to discuss the upcoming Lobby Day in Madison on June 19th and what we can do to recruit local members to attend. Beth has placed it on the agenda for discussion.
- The Friend of Education Awards was presented last Wednesday, April 25th as part of the District Recognition Banquet. It was a great evening, 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 and Representative Assembly members to help raise funds for the NEA Fund. Beth has also placed this item on the agenda for discussion.
- A reminder to all Building Representatives and Executive Board members to bring to this last RA of the school year any pre-approved unit forms to be processed for association involvement for this year. Once the attendance is verified, Beth will endorse the forms and forward them back to you later in the month.
- One more reminder: All building delegations will need to bring names and contact information for each building representative who will be representing your schools next year. Beth would like to have all the information completed and compiled by the end of this year so she can send out reminders and other information throughout the summer as needed.

West Suburban Council 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

P R & R Secondary: Peg Oberbeck

- There will be a notice in our paychecks next week reminding us of deadlines for units and course approval. Peggy talked about new procedures regarding new approval for masters programs. More information is forthcoming. Peggy talked about waiver approval process. Waivers need to be voted on at the building level. You need to offer the opportunity to vote to a quorum at your buildings. You need to let your principals know in writing that you are interested in a supplemental contract. This includes sixth assignments, lunch duties etc. Any extra assignment done above or beyond your regular contract needs to be requested in writing to your principal.

P R & R Elementary: Nancy Nienhuis

- See Peggy's report.

Negotiations: Chad Lehman

- Chad showed a power point presentation which compared our District to other Districts in the area. The presentation compared salary schedules, calendar days, length of work day, health insurance benefits including out of pocket payments and prescription co-payments. There will be a Negotiations link on our website thanks to Julie Stringer. At this time we will not have the power point presentation on the website. If you call Chad he will be happy to email the power point presentation to you. Interesting article links and negotiation updates will be on the website and updated regularly in the future. Performance pay was discussed briefly as it pertained to articles Chad has read. Unit verification concerns were also discussed. Individuals and schools need to get in touch with their PR&R representative if they are having problems with unit verification at their building.

Treasurer: Greg Wall

- We are not going to increase our local dues next year. There may be a small increase at the NEA level. Questions call Greg.

Political Action/Legislative Chair: Kathy Ceel

- The WA/WM School Board election is over and the results are positive. Sue Stalewski, Joanie Luedke, and Darlene Ziemendorf have been reelected. Annette Frymark beat Tom Doyle for the fourth position on the board. That is great news for public education.
- The new WEAC officers were elected at the WEAC Representative Assembly last week and they are: Our new president is Mary Bell from Wisconsin Rapids and our vice president is Guy Costello from South Milwaukee. The Secretary-Treasurer position has not yet been filled. Kathy wishes them the best in their endeavors.
- Tuesday, June 19th is Lobby Day in Madison. Please let the teachers in your school know about this event. It is critical that we let the senate and

assembly know that we care about decisions they make. It is important to let the teachers know that they do not have to talk if they don't want to. They can just come to show support for the teachers who do. Also, West Suburban Council will reimburse mileage to and from Monona Terrace for any driver transporting 3 or more individuals to Lobby Day. In addition, WSC will provide a \$10 stipend for lunch to the first thirty-five members who register through Anita Wobst and attend the day's events in Madison.

- Reminder to keep cyber-lobbying! It is making a difference!

Public Relations: Lynn Herbst

- **The American Cancer Society's Relay for Life is being held at Hale High School's field track beginning at 6pm on Friday, July 13 and ending at noon on Saturday, July 14.** Relay for Life represents the hope that those lost to cancer will never be forgotten, that those who face cancer will be supported, and that one day cancer will be eliminated. The Relay for Life is a fun-filled overnight event designed to celebrate survivorship and raise money for research and programs of your American Cancer Society. During the event, teams of people gather at schools, fairgrounds, or parks and take turns walking or running laps. Each team tries to keep at least one team member on the track at all times.

This year's theme will be **Mission Possible**. There will be events planned around this theme, including a scavenger hunt and a number of other "spy" related activities. There is also a DJ planned to play music in the early evening hours. The most moving event is always the lighting of the luminaries, which are placed around the track and bear personal messages to those who have won and lost their battles with cancer.

As you may recall, earlier this year we lost Mark Jones, a member of the Central High School's teaching staff, to cancer. Our walk will be dedicated to him. We are looking for members of our Association, their families, and friends to participate in this year's relay. Lynn will be compiling a schedule of 2-hour shifts beginning at 6pm for anyone who is interested in signing up on our team. **If you would like to be involved, please email Lynn at herbl@wawm.k12.wi.us and provide your name, school, time shift, and t-shirt size.** Please consider a late night or early morning shift (2am, 4am, 6am) on Saturday, since those are often the most difficult to fill. If you are interested in camping out overnight, let Lynn know that, too. She will send you a sponsor sheet so that you can start asking people to sponsor you with donations to the American Cancer Society. If you are unable to participate, please consider sponsoring a team member for this worthwhile cause.

- **RUMMAGE SALE!**
The Community-Based Transition Program (a joint program between the District and the Recreation Dept of WAWM serving adults with special needs) is having a Rummage Sale **Thursday and Friday May 17 and 18 from 8am to 4pm in the**

Irving School Field House at 10230 W. Grant St. All proceeds benefit the participants in the program.

Membership: Angela Bina

- No Report

Executive Director: Sandy Nass

- Lay-off notices need to be given out by June 1st. At this time the District is not anticipating any lay-offs.

Directors:

Director: Chris Morrissey

- No Report

Director: LuAnn Livingston

- Raffle prizes went to Ann Schroeder, Barbara Sverdrup-Stone, and Ann Gerencir.

Director: Kathy Popa

- The deadline for the last issue of The Word for this school year is June 3rd.

Director: Jeff Sikich

- Absent - No Report

Parliamentarian and Elections Chair: Julie Stringer

- No Report

Unfinished Business

- Strategic Planning:
 - Membership CommUnity forms: Beth passed out a revised volunteer form to be passed out to members at the building level. Building representatives are encouraged to personally invite members at their buildings to serve on Association Committees. Building Representatives discussed possible members that would be good candidates at the building level. Please return volunteer forms to Beth so she can coordinate them for review at the June Executive Board Meeting.
 - Rotating Building Responsibilities: A building name will be drawn out of a hat in the fall to delegate the building that will be responsible for taking care of the ballots. They will be the balloting committee. We will continue to rotate schools for attending School Board Meetings. Beth will call to see when the schools will be doing their presentations.
 - Executive Board Structure: We trying to even out the responsibilities of the Executive Board members. More details will be given in September as to the distribution of responsibilities.

New Business

- Lobby Day: June 19, 2007 is going to be Lobby Day in Madison. Every driver that takes 3 or more people to Lobby Day they will be reimbursed for mileage. The first 35 people who register through Anita will get \$10.00 for lunch that day.

Kathy encouraged everyone to attend. It is an enlightening experience. You don't need to talk however your presence makes a powerful statement. Encourage your colleagues to attend Lobby Day.

- NEA Fund Organizing: Beth discussed fundraising procedures for raising funds for members attending the NEA Convention in Philadelphia. We need to have \$175.00 per delegate this year for the NEA fund. We have 6 members attending the NEA Convention this year. We would like to reach out to the members in our buildings to contribute to the NEA fund. We would like to get a \$30.00 contribution for each building representative from each building. Beth went over the procedures for collecting money for the NEA fund. Money should be collected after June 1st. Envelopes for collecting money were passed out to head building representatives. Collection of funds cannot be on work time but it can be during your duty free lunch. Money can be collected only from members and family members of delegates going to the NEA Convention. Please make sure we are doing this by the book. Contact Beth with any questions you may have. These need to be returned by no later than June 11th.
- The District as well as the Association is encouraging members to be trained as verifiers through CESA to help new members with PDP's. June 18, 19, 20th are the dates that are being looked at for the training. Please call Beth for more information about this training.

Motion to adjourn the meeting was made by Angela Bina and seconded by Linda Weaver. Motion passed.

The meeting was adjourned at 6:05 PM

Minutes respectfully submitted by Lynn Malloy, Secretary