

**West Allis-West Milwaukee Education Association**

**Representative Assembly Meeting:**

November 8, 2006

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

**Executive Board: Beth Ludeman, 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, Jeff Sikich**

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

The minutes of the October 11, 2006 RA Meeting were approved as printed.

**President: Beth Ludeman**

- The Midwest Regional Leadership Conference (NEA), 19-21 January 2007 in Chicago, and Winter Conference (WEAC), 2-4 March 2007 in Milwaukee, are both coming up, and Beth would like to spend time discussing this with the Board. As a reminder, Beth wanted Board members to consider which training opportunity they may want to take advantage of this year. Since both are so close, cost of multiple attendees is minimized. A cursory look at both conferences promises rewarding, productive session offerings.
- The School Board will only be meeting on December 18<sup>th</sup> next month, so Morrissey, Malloy and Wilson Elementary should reconsider their original December 11<sup>th</sup> attendance accordingly.
- Please reflect on ideas for long-term and short-term goals for our local. We will be spending much of the meeting working on some preliminary strategic planning goals.
- Beth has received a request for a waiver from the Special Education department for the Board to consider.
- Beth presented two sessions at the Student WEA Conference on October 28<sup>th</sup> in Stevens Point; one on "Building an Effective Learning Community in the Secondary Classroom: and the other on how to effectively balance professionalism and union activism for association leaders.
- **West Suburban Council President: Linda Weaver**
- WSC's October RA and Political Fun Fest was a huge success.
- Bob Burke (WEAC), Mark Cebulski (NEA), Jim Sullivan (5<sup>th</sup> Senate Seat Candidate). David Hucke (14<sup>th</sup> Assembly District Candidate)
- Over 1300 postcards were written; Many phone calls were made!
- **THANK YOU** to all delegates and guests

- **GET OUT THE VOTE NOVEMBER 7<sup>th</sup>**
- Last minute opportunities are available before the election. You can sign up at GOTV WI.org for these opportunities. Opportunities include – Partner with Wisconsin Federation of Nurses on 96<sup>th</sup> and Greenfield and phone banking still needed at UEP building
- Linda spoke about the upcoming reauthorization of NCLB. Teachers can submit stories about how testing impacts their students @[www.nea.org/esa/tellyourstory.html](http://www.nea.org/esa/tellyourstory.html)

### **Wisconsin Education Association Council Report**

State Senator Luther Olsen, chair of Joint Legislative Council Study Committee addressed the Board of Directors in October, about the study group he chairs. Legislators and non-legislators are involved and come with knowledge about areas to be discussed. WEAC retiree Dianne Lang serves on the study committee.

The School Funding Study showed that 40% of state budget goes to K-12 education.

The committee's goals:

1. To determine what we need to go right now for legislative proposals.
2. Examine new ways of funding K-12 education

Other superintendents (with large and declining enrollments) shared various district scenarios with the committee.

- 60% of schools have declining enrollments
- Questions reflected the need to provide more equity, local vs. state control, and how sensitive the committee will be to this concern.
- Local control needs to be respected, and local school boards need to have the ability to make staffing, and programming decisions. The federal government is overriding the ability for state and locals to control their educational standards and processes.
- Olsen feels we need to increase per-capita income across the state.
- Board Members implored Mr. Olsen to keep in mind the baby-boomers who are retiring, leaving a strong need to attract and retain quality teachers.

There was also a slide presentation on E-Learning. Advantages include:

- Track learning process
- Reach more members for educational training-when THEY want them
- Encourage younger members already using it
- Provide access to QEI and PDA and use it for professional development

The focus of Skillsoft is on content, not technology, and tracking is much easier and more accurate. Having an internal system is less expensive than purchasing individual trainings.

The best options include the three-year test period, the fact that it's scalable, customizable, supports all learning events, and is compatible with existing tools. It is also useful for bargainers' and treasurers' training.

Tabled until November meeting.

**Vice President: Michelle Daavettila**

- No Report

**P R & R Secondary: Peg Oberbeck**

- There have been some issues/misunderstandings in some buildings with our own colleagues.
- There is a need to establish a communication model to use in colleague to colleague issues/misunderstandings to eliminate the feelings of frustration we experience when an issue is not resolved. Peggy will speak to this issue at the RA Meeting.
- These issues/misunderstandings may be easily resolved with less friction if a third party colleague such as the building representative participates in a group discussion.
- The colleague to colleague communication model could follow the same lines of communication as the district model merging into the district model if an issue is not resolved and a building administrator is brought into the issue/misunderstanding.

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

- Full time Educational Assistant positions are seen as full time in hours and may be split with people when necessary to balance district-wide needs.
- If you need to verify transcripts or want to review your file at the administration offices you can call Human Resources Dept. and make an appointment to take a look at your file.
- In order to address student needs and improving student achievement, teams of teachers can be asked to meet and complete tasks that support this. These meetings cannot be regularly scheduled. Teams are meeting at schools but what they are doing may vary according to the needs of the team, grade level, students and building.
- Remember to see your Building Representative with questions or concerns. The more we know about, the better we can support you.
- Buildings that are over 14 hours for conferences will be given back time on Friday. The time will be reduced by one half hour on Friday for those schools affected.

**Negotiations: Chad Lehman**

- Chad attended the WEAC Bargaining Goals Committee meeting on Wednesday, October 25<sup>th</sup>. At the meeting, information was shared from WEAC regarding contract status of locals around the state-both teacher contracts and ESP's. Unlike the WAWMEA, there are still many groups who have not settled the 05-07 contracts. In addition a handout was distributed showing salary information for all districts statewide and comparing those figures to the rate of inflation. Starting salaries and the MA step 10 cell were the ones used in the handout. In our district, the increase in our starting salary from 99-00 to 04-05 has exceeded the inflation rate. Only 25% of the districts in the state can pay that. In addition, our

MA step 10 cell is very close to keeping up with inflation over the same time period. Approximately 14% of districts in the state have kept up with the inflation during this time period at this step on the salary schedule. The meeting then moved on to talk regarding bargaining goals for the 07-09 contracts. Quite a bit of discussion took place with many people feeling that statewide bargaining goals may not meet the needs of every district. While it is nice to have a set of goals to shoot for, those goals may be realistic in some districts and very unrealistic in others. Some felt they should try and get the best for their members without worrying about what is occurring in other districts. There was more discussion about organizing members and sharing information with them and the community. The next meeting is scheduled for Saturday, December 16, 2006, which Chad plans to attend.

**Treasurer: Greg Wall**

- Discussed budget previously emailed to building representatives

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

- The debate between Jim Sullivan and Tom Reynolds at the Administration Building was well attended. Once again, Jim Sullivan showed what a pro-public education candidate he really is. We need him elected! If you know anyone in the 5<sup>th</sup> District encourage them to vote for Jim Sullivan.
- Governor Doyle spoke at the Teacher's Convention and expressed his passion for the importance of public education and their teachers. We need to get out and vote for him!
- Kathy attended a get-together on Oct. 23<sup>rd</sup> where Congresswoman Gwen Moore, Governor Jim Doyle, and Attorney General hopeful, Kathy Falk were in attendance. It reminded me of what hard working, dedicated and sincere people there are in public office who are really trying to make things better for all of us.
- Make sure you vote on November 7<sup>th</sup>. It is truly critical for all of us.

**Public Relations: Lynn Herbst**

- According to the formal Executive Board description, Public Relations plays the pivotal role of getting a clear message prepared for presentation at every opportunity. This may include at local businesses, festivals in the schools, parent-teacher conferences, school board meetings and before the media. Duties include both external and internal public relations. The successful execution of these responsibilities will require that the PR Chairperson seek local members to provide assistance with most activities. Hence, Lynn needs everyone's help by keeping her informed.
- Lynn has expressed an interest in working collaboratively with the District in framing articles that highlight program and teachers for Community Newspapers I the Journal-Sentinel. Lynn has requested an opportunity to meet with the Superintendent to discuss how the District perspective can be coordinated with the Association's (teacher's) perspective. A meeting has been scheduled with Supt. Wachholz, Stu Wilke and Lynn for 11/2/06.
- The format of the West Allis Star has changed to My Community NOW.com, which is also published by Community Newspapers; offers an interactive web site

which will feature contributions. Lynn is hopeful that these changes will make it easier to post stories and photos of school events. Contact her with points of interest.

- Lynn has received positive feedback for the Member-to Member ads, with two ad submissions for the Newsletter worth \$25. She also received a \$20 contribution for the Scholarship fund from Janice Antonicci. Lynn is hopeful that the ads will catch on as people see them in the Newsletter.
- A memorial contribution was made to the family of Mark Jones, Central science teacher, who died last week after a courageous battle with cancer on behalf of the WA-WMEA.
- Spirit Committee meeting was held with Nancy Nienhuis to plan some Association sponsored events; further research needed on possible dates, locations, and costs. Also considering several events which could be used to raise money for charitable causes, such as the American Cancer society, the MACC Fund, or as a tribute in someone's name. Further discussion will be needed with the Executive Board.

**Membership: Angela Bina**

- Please continue to update Angela with changes in personal information, leave status, and teacher position status.

**Executive Director: Sandy Nass**

- No Report

**Directors:**

**Director: Chris Morrissey**

- PTA Council Representative discussion and explanation about PTA Representative responsibilities was led by Chris. It involves about a 30 minute commitment. You report about what happened at the RA Meetings. The person who takes the position needs to attend the RA. Jill Miller has volunteered to take the position. The meetings take place the first Wednesday of each month.
- Discussion regarding Committee Volunteers led by Chris ensued. Chris is trying to get more people involved in the Association. Chris will email the volunteer form out to anyone who needs another copy. The form will be resubmitted via email.

**Director: LuAnn Livingston**

- Chris Bransky, Mike Felske and Ronda Nell won the door prizes.

**Director: Kathy Popa**

- No Report

**Director: Jeff Sikich**

- No Report

**Parliamentarian and Elections Chair: Julie Stringer**

- No Report

**Unfinished Business**

- Release Time Grant discussion took place. Concerns exist about the financial increases to our dues to support president release time. We need to look at all aspects of our budget to see how this position can be funded in the future without

costing our members an extraordinary amount of money. Concerns also exist about what the person in this position would be doing during their release time. Beth talked about being able to get into buildings and having more member to member contact. It would allow Beth more flexibility in regard to being able to go to the Administration Building to enhance increased communication. Beth would like anyone who did not get the president responsibility email to let her know and she will resend it. It was suggested that perhaps the president's responsibilities should be spelled out in greater detail. Listing advantages of the new release time position would be beneficial. We need someone to take us to the next level to promote positive changes for our membership. Beth would be able to talk to members to encourage more participation. Beth would be able to talk to school board members during the day and attend Chamber of Commerce Meetings as needed. It would minimize the president's time away from students and the need for a substitute. We need to realize we are all a part of our Association and we need to get involved in order to help us move forward in the future. Need to go back to buildings and have further discussions about this issue. A motion was made by Chad Lehman and seconded by Jeff Sikich to move forward with the Release Time Grant. Roll call vote was taken. Motion passed.

- **Roll Call Vote**

- **Administration Building**

Linda Weaver-**HR**-YES

- **Central High School**

Laura Westcott – **HR**- ABSENT

Jamie Baenen – NO

Kris Franzke – YES

Jim Kurovsky – YES

Craig Meyer – NO

Chris Kowieski – NO

Lucas Johnson – NO

Mike Taylor – NO

Jill Miller (alternate) – NO

- **Franklin Elementary**

Julie Carter –**HR**- ABSENT

Melissa Leighton – ABSENT

- **General Mitchell Elementary**

Kerry Hart –**HR**- YES

- **Hoover Elementary**

Alison Riedi – **HR**- ABSENT

Ronda Nell – YES

Michelle Lutz – ABSENT

- **Nathan Hale High School**

Cathi Probst-**HR**-YES

Ben Anderson- YES

Jennifer Kuhlenbeck – YES

Joe Balke - YES

Theresa Kelly – YES

Mike Felske – YES

Michelle Flayter – ABSENT

Bob Kuenzi (alternate)

- **Pershing Elementary**

Todd Beutin- **HR**-NO

Kristen Pagenkopf – ABSENT

- **Walker Elementary**

Gail Citowitz Placzek – **HR**- YES

Heather Kinzel – YES

- **West Milwaukee Middle School**

Jim Liska – **HR**- ABSENT

Chris Otto – ABSENT

Linda Wamboldt – ABSENT

**Horace Mann Elementary**  
Debbie Berrang –HR – ABSENT  
Brenda Mirenda – YES

**Irving Elementary**  
Mary Kay VanDeraa – HR- YES  
Carmie Milkie – YES  
Lisa Roeder – YES

**Jefferson Elementary**  
Ann Gerencir –HR- ABSENT  
Ann C. Schroeder – YES

**Lincoln Elementary**  
Mary Jean Stein –HR-YES

**Longfellow Elementary**  
Brian Marx –HR- ABSENT

**Madison Elementary**  
Chris Yoder –HR- ABSENT  
Jenny Maciejewski – NO

**Frank Lloyd Wright Middle Sch.**  
Barbara Sverdrup Stone – NO  
Jenny Naber – ABSENT  
Lynn Burke – ABSENT  
Kim Johnsen – ABSENT

**Wilson Elementary**  
Maureen Marek – ABSENT  
Dana Azzolina – YES

**Executive Board**  
Beth Ludeman – President  
Michelle Daavettila-VP –YES  
Lynn Malloy-Secretary –YES  
Greg Wall – Treasurer – YES  
Angela Bina-Membership-YES  
Kathy Ceel-Legis/Pol.Action-YES  
Lynn Herbst-Public Relations-YES  
Chad Lehman-Negotiations-YES  
LuAnn Livingston-Director-YES  
Chris Morrissey-Director-YES  
Peg Oberbeck-PR&R Second-YES  
Nancy Nienhuis-PR&R Elem-YES  
Kathy Popa – Director – ABSENT  
Jeff Sikich – Director - YES

### **New Business**

- Strategic Planning Goals were discussed in large and small group. Building Representatives brainstormed in small groups to discuss where we would like to see our Association headed as far as long and short term goals. Ideas will be discussed at the January Meeting.

Motion to adjourn the meeting was made by Angela Bina and seconded by Greg Wall.

Motion passed.

The meeting was adjourned at 5:56 PM.

Minutes respectfully submitted by Lynn Malloy, Secretary