

West Allis-West Milwaukee Education Association
Representative Assembly Meeting:

November 14, 2007

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

Executive Board: Beth Ludeman, Linda Weaver, Maureen Marek, Greg Wall, Nancy Nienhuis, Peg Oberbeck, Angela Bina, Sandy Nass, Chris Morrissey, Chad Lehman, Julie Stringer, Lynn Herbst, Jeff Sikich

President Beth Ludeman called the meeting to order at 4:01 PM at the UEP Building

The minutes of the October 7, 2007 RA Meeting were approved as printed.

President: Beth Ludeman

- Joan Delaney will meet with the Executive Board and Representative Assembly at our January meetings to discuss the District's reorganization plans to date and respond to concerns and questions brought forward.
- A booklet published by WEAC on "Addressing Issues Presented by Violent Special Education Students" was distributed to all building reps.
- WEAC Executive Director Dan Burkhalter has announced the timeline for the election of state delegates to represent WEAC to the NEA Representative Assembly for the next two-year term. This process will be discussed in order to get as many WA-WMEA members elected as are interested. The 2008 Convention is in Washington, D.C. July 1-6, and the 2009 (also July 1-6) will be held in San Diego. The deadline for declaration of candidacy is January 5, 2008. Contact Pres. Ludeman if you are interested in getting your name on the ballot.
- WEAC Convention was very engaging this year; Beth personally saw a significant number of *new* WA-WMEA members in attendance this year. Tavis Smiley delivered one of the most inspirational keynote addresses she could recall. And many sessions were standing-room only!
- Put the date on your calendar NOW!! USEFULL will be hosting a PDP Review Team Training on Saturday, February 9th; it benefits all of us to serve each other in renewing licenses under the new system. The session will likely fill quickly after it is promoted, so watch for more information to come!
- American Education Week is November 11-18.
- At the time of the distribution of these reports, it appears that the Labor Management Cooperation Committee will be cancelled; more details will follow at the RA.
- We continue to look for someone willing to assume the role of Legislative Chairperson on our Exec Board. Please contact Pres. Ludeman if interested. A list of the duties can be viewed at our website at www.wawmea.org. The main

duty is to make recommendations to our local regarding local school board candidates.

- Field trip planning guide distributed.

New business:

1. WEA Trust/Caremark/Walgreens Dispute (Nass) – At the end of October, Walgreens notified Caremark that they would no longer be filling prescriptions for 4 groups of employees under Caremark (one of those being the WEA Trust) unless Caremark increases payment by \$3 for every prescription that is filled. A packet has been distributed to BRs that includes information & press releases; they are to share this information with our members back in the buildings by placing this in an area that is accessible. Caremark went to a federal judge & got a temporary restraining order so that Walgreens could not just cut off its services. The judge has granted an injunction through November 29. However, you may get different messages from different Walgreens. Prescriptions are supposed to continue to be refilled through that date; however, if you have new prescriptions there is no guarantee that you will be able to get them filled. This is a good time to move your prescriptions. Go to www.caremark.com, type your zip code in, & find nearby pharmacy locations that are in our network. The www.weatrust.com website also provides procedural information with FAQs. Please note that our medical & pharmaceutical coverage are not connected, so people in Metro CAN get their prescriptions filled through Aurora. Julie Stringer will attempt to post the information packet that was distributed tonight on our website.

2. Re: December RA – Julie Carter made a motion to cancel the December RA. Barbara Swedrup-Stone seconded. Motion passed unanimously. Next RA will be held on January 9, 2008.

3. Re: District Policy – The Labor-management meeting was cancelled yesterday, where this issue was to have been addressed. We need our members to very clearly understand that there is District policy on possession of drugs, alcohol, and firearms by employees on school premises. In the past, the HR Director may have found a way to intervene with employees in crisis that was somewhat less visible. Our new District personnel is now following school board policy to the letter, & situations are being addressed in a far more decisive way. We are held to a different standard in public schools than employees of private companies. Prescription drugs or even aspirin that you may need to have must be locked & kept secure so that it cannot be accessed by students. Use common sense & be judicious about what you are doing when you are in school.

West Suburban Council President: Linda Weaver

- **WISCONSIN WAY FORUMS THIS MONTH**

Thursday

November 8th

7:00 pm

Waukesha Expo Center

Tuesday
November 27th
7:00 pm
Bavarian Inn, Glendale

The Wisconsin Way is a non-partisan, grassroots effort to

- reduce property taxes
- create a more fair and equitable funding system
- promote excellence in education and public service

Area residents with different view-points and from all walks of life are being invited to come together for a public conversation on property tax issues and possible solutions to the challenges we all face in protecting and preserving Wisconsin's unique quality of life. It is important that as many of us that can be there will be there. We need to get community members to realize why they need to support public schools. REGISTER IN ADVANCE AT OUR WEBSITE.

- **USEFULL MEDICAL ISSUES WORKSHOP**
What you can and can't be asked to do in your classroom

UEP Brookfield Office
Tuesday
November 27th
4:30 – 6pm

- **WEST SUBURBAN COUNCIL RETIREMENT FORUMS**
UEP Brookfield Office
Monday
December 10th
4:30 Wauwatosa Education Association
6:00 West Allis-West Milwaukee Education Association

This year's Retirement Forum has been presented in two parts. An overview of the Wisconsin Retirement System took place in September. The December sessions will focus on specific contract language for early and regular retirement in Wauwatosa and West Allis. These retirement forums are open to WSC members and their spouses. Space is limited and pre-registration is required. Contact Anita at wobsta@weac.org to register. An electronic flyer will soon be mailed.

Vice President: Jeff Sikich

- No Report

Negotiations: Chad Lehman

- Only 27% of our employees have taken the WEA health assessment to date. Let's encourage everyone to participate by November 30 & earn \$25 in the process.
- Lehman provided a presentation with handout on DPI requirements that impact our calendar for the school year. Things to consider: Although we have 192 paid days in our contract, that includes 4 paid holidays (Labor Day, Memorial Day, Thanksgiving, & New Year's Day) & 1 paid day at Teachers' Convention. These are days that we are not in school but are paid for them as if we were. DPI's requirement – We need to be in school in contact with students 180 days. Up to 5 of those 180 days may be inclement weather days or parent-teacher conference days. Separate from that required 180 days, we must meet a certain number of hours of instruction which is set by DPI
- Lehman demonstrated how the conference compensation days were inaccurately counted as student contact days. DPI is cracking down on this now & this is no longer permitted. As we negotiate, please be aware that there is no way that we intend to increase our school year beyond 192 days. In saying that, our options are limited in the flexibility of how this situation will be resolved. Understand that if the District is not in compliance, they will lose financial aid from DPI.
- Nass reported that there are several hundred districts throughout the state in similar situations. NCLB has resulted in the DPI taking a very close look at what is counted as student contact & what is not.
- The calendar for the 2007-08 school year is set, barring any additional inclement weather days.

Treasurer: Greg Wall

- Report distributed in new format. Let members know that our local is only responsible for approximately 10% of the total dues paid.

P R & R Secondary: Peg Oberbeck

P R & R Elementary: Nancy Nienhuis

Potential PR&R Issue

- Concern brought forth by Central teacher Jim Kurovsky that faculty meetings are now becoming inservice meetings, increasing our workload. MAPs testing results were shared & the expectation is for teachers to use those results, yet no additional time is provided to sit down & analyze the data or do anything productive with it. Members need to be aware that we have no recourse; we need to do what the District is requiring us to do when we are on their clock. Further discussion about how this & related issues have been brought before Labor-management in the past. Faculty meetings no longer provide time for buildings to deal with building issues
- Discussion about the job of "lead teachers" who are being paid to observe other teachers. Concern raised by Central teacher Jim Kurovsky that we have no idea how these people are selected & are then put into these positions. The Association has monitored this; understand that the District has the right to post

for whatever positions it feels a need to. We need to understand the difference between evaluation, observation, & peer coaching & there is a very clear agreement with the District about these roles. Feedback is not evaluation. Only administrators have the latitude to be able to evaluate teachers. If there is cause for anyone to believe that an administrator has brought forth information from a lead teacher for evaluative purposes, the Association (PR&R) needs to know that. Kurovsky is concerned about our members going into the classroom in this capacity. Discussion whether “lead teachers” are the best way to reach the objectives that have been set forth, such as differentiation. It might be useful to have “lead teachers” go to staff meetings to talk about exactly what their role is. “Lead teachers” are currently going through a great deal of training. Also it was reported that these people are being paid for a 6th assignment. at the secondary level.

- Pres. Ludeman asked Head BRs to find out how “lead teachers” are being used & handled in the buildings; this may be a scenario where different buildings are handling things in different ways. The Head BRs need to contact the PR&R chairperson with that information. It appears that people have not consistently been doing this on a regular basis; you need to communicate with your PR&R person. Other questions that need to be raised: What exactly is the teacher leader’s role in the building? How are they paid? Is it normal for a person in this capacity to ask questions of the students in the class about procedures?

Director/Political Action/Legislative Chair:

- No report – a replacement has not yet been appointed.

Public Relations/Community Outreach Chair: Lynn Herbst

- Articles in *The Word* will cover the Wisconsin Way; American Education Week, and testing.

Director/Membership: Angela Bina

- Angela is in the final stages of completing the membership update. Thanks to all who have helped her with the huge job of doing this, and for continually keeping her updated on new teachers and address changed and leaves of absence. It is much appreciated.
- The first two "Did You Know?" emails have gone out, and did generate a few questions which were easily answered. Look for more emails in the future.

Executive Director: Sandy Nass

- WEA Trust/Caremark/Walgreens Dispute: Discussed above
- Retirement Forum on December 10 from 6:30-8:00pm. An email went out to everyone today with the link for you to replay & register with Anita.

Director/Events & Activities: Chris Morrissey

- No report

Director/Professional Development: Maureen Marek

- No Report

Communications/Parliamentarian and Elections Chair: Julie Stringer

- No report

Unfinished Business

- Director Seat on Executive Board yet to be filled

New Business

- December 12th RA:

*Motion to adjourn the meeting was made by Ben Anderson and second by Gerencir.
Motion passed.*

The meeting was adjourned at 5:53 PM

Minutes respectfully submitted by Lynn Herbst on behalf of Lynn Malloy, Secretary