

West Allis-West Milwaukee Education Association
Representative Assembly Meeting:

October 8, 2008

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: Maureen Marek, Nancy Nienhuis, Peg Oberbeck, Angela Bina, Sandy Nass, Chad Lehman, Julie Stringer, Lynn Malloy, Jeff Sikich, Linda Wamboldt, Ryan Rutz, Chris Morrissey (arrived at 4:56 PM)

President Jeff Sikich called the meeting to order at 4:08 PM at the UEP Building

The minutes of the September 10, 2008 RA Meeting were approved as printed.

President: Jeff Sikich

- Jeff gave the dates for the next USEFUL session.
- Discussion ensued regarding prep time/collaboration guidelines
- Jeff will be appointing 2 members to WSC RA since two vacancies occurred this year

Vice President: Nancy Nienhuis

- No Report

P R & R Secondary: Peg Oberbeck

- Intermediate School Schedule - Discussed Association and teacher concerns about the Intermediate schedule. We had a view of the schedule as teaching and grading 6 classes x 30 students = 180. The district viewed the schedule as 4 classes x 60 students = 60 students. Discussion between administration and the association helped each side understand the others view of the schedule. The District will provide help for teachers at the Intermediate level to understand how these classes should be taught in a Literacy and Math block and lower the amount of grading per student/class. Teachers may continue to teach in 6 separate classes, but it is a choice and will be more work.
- Personal Improvement Plan – Teacher Evaluation – Seems to be very involved and a lot of work for all involved. Should this be discussed at Labor Mgt?
- Administration/Teacher Relations – Suggestion from Hale - District Administrators need to be more active in listening to concerns of staff members. Suggestions from teachers include, “Koffee with Kurt” and listening sessions.
- Lead teacher/ 6th assignments – Concern about the same lead teachers being given the positions for the second year. Should the position be posted? There is a form

available for all teachers to express an interest in a 6th Teaching Assignment but it specifically identifies a teaching position, and not other types of 6th assignments such as Lead Teacher or Coop Supervision. .

- Email Precautions – Steve Blum has sent out a recommendation that staff lock their email with CTRL/ALT/DEL, or log off, so others cannot use your email.
- Carl Perkins – The district is without a LVEC – (93 Administrative license) due to a resignation last year. District did not find a replacement during the summer and may need to join with another district or the district could lose \$70,000 dollars for teacher initiated vocational/career programs. This will have an impact on teachers in the district. A solution between interested persons is taking place.
- Labor Mgt format – District Administrators were very happy with the format and results from the Labor Mgt mini meeting in Sept. It was suggested that we consider that format so we can be as productive with issues in the future.
- District Employee Handbook – as stated on page 1, “This manual is not intended to be all-inclusive and should not be considered to be an employment contract.” It should however be considered a warning by the district to know and follow the policies of the district.
- Peggy talked to Kurt about the possibility of having Koffee Talks with Kurt at schools within the district.
- Refer to Kristen Gurtner’s email regarding the evaluation process. Everyone does not necessarily have to be evaluated under the new plan for this year if you were hired prior to 2005.

P R & R Elementary:

- Still working with Elementary music teachers in regards to schedules.

Negotiations: Chad Lehman

- The bargaining team met with the district bargaining team on September 24th in the evening to begin negotiations again on the 07-09 contract. Two School Board members, Darlene Ziemendorf and Pat Kerhin, were present at the table, which we felt was important. At least one, if not both, will be at all future bargaining sessions. We have set up two additional evening dates in October to continue working on coming to a new agreement. Negotiations are proceeding along nicely with the district. Meetings will be scheduled in the evenings so board members can be in attendance. The next meeting will be next week Wednesday (10/15/08).
- Chad reported on the change at the Elementary Level regarding conferences. At this point we only have two evenings scheduled for Fall Conferences. The district offered several options to handle conferences for classes that have more students

in their class. A handout was distributed to Elementary Head Building Representatives to take back to their buildings to share with their staff.

- A question was brought forward regarding the possibility of a survey coming out to the members.

Treasurer: Ryan Rutz

- Handout was sent electronically with budget information to representatives.

Director/Political Action/Legislative Chair: Linda Wamboldt

- Remember to support Tony Stankunas in the up coming election. He will be at the political forum in October. Tonight is a presidential surrogate forum to night.

Director/Membership: Angela Bina

- WEAC cards have been sent out to members. If you have not received your card, please contact Diana Buchholz at buchholzd@weac.org . If you are new to our district and you haven't yet filled out a WEAC membership form, please email Angela Bina at Jefferson.
- Your WEAC card is good for 2 years instead of one so make sure you hang on to it. You will need it to log on to the WEAC website into the members only areas. It also doubles as your Saver's Club card, which can save you money at lots of places.
- Dues reduction/refund for past Student WEAC members: The prior student member will have regular dues withheld and after they have paid one full year... they will submit a form to the NEA requesting the refund. They should go to www.nea.org to print the form.
- Please continue to keep me updated with new teachers in your buildings, and name and address changes. This will help us keep an accurate record of our members and ensures that your mailings are sent to the right place!

Executive Director: Sandy Nass

- Sandy reviewed and talked about the pages that were passed out for your building representative handbook. Please add these to your building representative handbook. She emphasized the importance of having building meetings to keep members up to date. Sandy reviewed the procedures for representing a member in a dispute/meeting.

**Director/Events & Activities/ Public Relations/Community Outreach Chair:
Chris Morrissey**

- No Report

Director/Professional Development: Maureen Marek

- Make sure new teachers have a mentor in your buildings. Maureen also reminded new teachers to attend the USEFUL PDP presentations.

Communications/Parliamentarian and Elections Chair: Julie Stringer

- No Report

Unfinished Business

- None

New Business

- The PTA Liaison can get a unit for this position. We are looking for someone to take that position. Please contact Jeff Sikich if you are interested in being the PTA Liaison for the 2008-2009 School Year.

The meeting was adjourned at 5:24 PM

Minutes respectfully submitted by Lynn Malloy, Secretary