

Representative Assembly

Minutes

11/22/04

No representation from the following schools: Ellsworth, Scott

Call to order: 3.48

- ♥ Minutes approved.
- ♥ NEA Member Benefits, Dues Tab Insurance
 - RA was reminded to contact people in their buildings to sign forms for beneficiaries for insurance (this insurance is free; you just need to register for it.)
 - This can also be done on the NEA website.
- ♥ Treasurer's Report
 - We are going to have to have a technology budget because of the expenses this year that is going towards technology.
 - Phil moved that we accept the treasurer's report/budget as presented, Mary Beth seconded. Motion carried.
- ♥ Elections, Nov. 30 – Election Materials
 - Pat presented the election materials and review instructions for the upcoming election.
- ♥ President's Report
 1. **TRS Conferences** – Its that time again and TRS is coming to town December 2, in the Auditorium at NCHS at 3:45. Members may also schedule individual phone conferences with TRS on January 12th. The deadline for these conferences is December 8. If you are interested in a conference please call Linda V. in HR, her number is 420-7201
 2. **Salary Verifications**– Salary verification have gone out to every teacher in the district. It is extremely important to double check the step placement, and years of experience as well as the total amount of the compensation. Members can use the paycheck explanation on the website to help with their verification. All questions must be in to Joan in HR in 5 days. Questions must be in writing so she may keep a log of the questions.
 3. **ERO discussion has moved** – The speaker of the house has moved the discussion of ERO to the Pension Committee and also held a house hearing last week. He has also tied discussion of 20/20 and the use of sick days for retirement credit to this discussion.
 4. **.NUEA Elections – November 30 2004** – The elections for NUEA delegates to the IEA Representative Assembly will be held in the buildings on Tuesday November 30, 2004. We need to elect 12 members to the IEA-RA. Write-ins are welcome.

If you have specific questions regarding your salary verifications, contact Joan by email or letter.

♥ Negotiations

- Phil reviewed the NUEA connect site and what type of information is available and will be available during negotiations.
- Training with Board and Administration (Interest Based Bargaining) The teams are getting to know each through the training. November 30th is the beginning of negotiations (but only for two hours) for the first session.
- Someone asked if we can get a summary of the surveys that teachers have taken. (General trends.) Members also want to know what the issues that are being taken to the table. Ed will have that information for members after each session. Generally, salary, insurance, benefits are major issues.

♥ Grievance/Building Concerns

- Bob mentioned that our grievance committee has done a great job. In the past couple of years there have been difficult situations and they have been processed well under the committee. This committee has developed solutions for parties to have their interests met.
- Some of the retirees have an issue and Bob is working with Betty Wine regarding these issues.

♥ What do you do as an AR (why are you a vital link)

- Communicate
- Answer Questions and provide question clarification
- Help other teachers with issues (legal and non legal)
- Build trust (straight forward)
- Trouble shoot problems between administrators and teachers
- Bringing union issues to the forefront to make them pay attention.
- Sympathetic ear

Submitted by Helen Frank, Recording Secretary

5:15 adjourn

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