



September

Representative Assembly Agenda

9/26/11
4:00 p.m.
NUEA/IEA Offices

1. Welcome
 - Ed Dlabal won the raffle
 - Change the agenda
 - i. Move uniserv director report up to after President's report
 - ii. break into levels and have open conversations
 - iii. Tabled Prof Dev & Negotiation for another meeting
 - iv. Motion to change agenda : Pamela Cebol, 2nd by Carol Higgins, motion approved
2. Secretary's Report Vicky
 - Mark reminded group to get home email address from your schools.
 - Motion to accept: Carol Higgins, 2nd by Dave Carroll, motion approved
3. Treasurer's Report David
 - Budget Report
 - Only 3 expenses
 - 312 – spent on iPad & accessories for Mark
 - 315 – meals
 - 610 – our expense for new teacher banquet. This past year ½ of it paid by union and ½ by district. In the past, union paid for entire amount.
 - Union dues have started coming out, \$.50 increase this year per paycheck. Some of this money being spent on PR to deal with union & teacher bashing going on.
 - Question on the insurance whether rate increase was contractual or not. The insurance committee determined rates, up to the board to approve. We had not had an increase in a few years. If didn't increase this year, would have experienced a 17%-20% higher in a year or two. Contract negotiates benefit but not the cost of the insurance. Wellness screenings has decreased claim expenses and has had a huge impact on saving money. We are self-insured. Question on wellness screenings, why do we continue to do this? By doing this, we are saving so much money that committee has decided to keep that in.
 - Financial Statement
 - Motion to accept: Laurie Ryan, 2nd by Anne-Marie Tomek, motion passed
4. Presidents Report Mark

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- Salary dispute
 - Offered that was made was debated for over 2 hours by executive board before we came to consensus. Not finalized yet. Document is on the NUEA website.
 - Conferences
 - Mark shared email from Kitty Ryan regarding elementary conferences.
 - SB 7 Team selection and first meetings
 - By 1st of December we have to meet to begin discussions regarding the new rating system for evaluations. Danielson's model is the default. The ratings change to 4 levels: excellent, proficient, needs improvement, unsatisfactory. It is a good thing to have the "needs improvement" category added. Ratings have to be negotiated...have to figure out how to use Danielson's and make people fit. 204 has theirs done. We have to be ready by next year. At next Executive board meeting will determine what categories of people to have on this committee. Our RIF policy is tied to this. On the IEA website, there is a recording from Town Hall meeting on this topic. Can hear it again or read text. New teachers can earn excellent. If a new teacher earns excellent 3 years in a row, can get tenure early and can avoid first round of RIF. How you get into the 4 ratings is what needs to be negotiated. Student performance piece is not in place for next year – that has to be in place for 2016. Tenure still has meaning within the categories. Those that evaluate must be certified evaluators...if you can't pass the test, you can't evaluate. All admins who evaluates has to pass this test which is a state wide test. Let Mark Bailey if interested. The right to due process is still in place, and the new law does not tamper with the older rights and benefits Section 24-12.
 - Negotiations
 - Team selection – getting rolling this year – Oct 17th interviews begin, let Carol Higgins know if interested in being on the team. In the event for overflow, Oct 19th.
 - Does our contract prohibit us hiring outside negotiator(s) be part of the team? No we are not bound but we would need someone "active" and/or from "IEA".
 - Total number of members is 7 for negotiations team. 6 open spots on the team.

Survey members

Negotiation items

5. Brainstorming Session

- Classes and topics for Professional Development
 - Discussion tabled from this meeting, Email Carol Higgins regarding these topics
- Negotiations topics and goals for 2013
 - Tabled from this meeting
- Meet in grade level groups
 - Elementary – plan time – discuss at exec board
 - Jr. High – discuss at exec board

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- High school – at both schools, numerous comments regarding settlement, gradebook program a nightmare, rumor that going to a new gradebook next year. Rest discuss at exec board.

6. AR Meeting Goals

7. UniServ Report

Curt

- Introduced himself and shared his background with the group

8. Old Business

9. New Business

- If missing some cards, email Mark who does not have a card. If retired, return card back to Mark.
- Dave asked that anyone who hasn't turned in building roster, please get that to him asap. Either send via interschool to him at Maplebrook or email back. We need to have personal email address to avoid FOIA issue. Communications will be done via website or personal email.

10. Adjournment

- End of meeting winner: Jenny Nelson