



August

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## **Representative Assembly Agenda**

8/26/13  
3:45 p.m.  
NUEA/IEA Offices

1. Welcome
    - Mark passed out school envelopes with handouts and temporary membership cards for new members.
    - Reps able to pick up Weingarten right cards, fair share envelopes, and calendars
    - Carol Higgins won the restaurant gift card at the beginning of the meeting
  2. Secretary's Report Vicky
    - Under treasure report – Negotiations should be month not money
    - Carol Higgins moved the minutes, Rob Hunt 2<sup>nd</sup>, motion passed
  3. Treasurer's Report David
    - Financial Statement
    - 1<sup>st</sup> part is to approve last year's final numbers
      1. Green packet has final numbers from last year's budget
      2. Item 327
      3. 400 level is the stipends
      4. 510 spent \$15,360.76 every expense related – we don't spend out of that line item unless in negotiations – we actually budget \$30,000 over 3 years so came in under the actual amount
      5. Spent about \$119,000 budgeted for \$143,625 – came in about \$25,000 under budget
      6. Melissa Tomei moved to accept budget, Debbie Sternecky 2<sup>nd</sup>...question on 211 and 212 how did we not spend anything on that – Dave: the region has picked up that amount for the past few years which is why we haven't spent anything. The region has paid the full amount for the past 3 years....412 – 7.4A in contract there had been FOIA for who went and who paid for these, we paid for all the subs....Is everything paid for? Yes
      7. Motion passed
    - We have \$274,423.37 in the money market account- almost 2 years of money in the budget. We would like present some options
      1. Steps 1 - dues holiday
        1. Would like to not collect dues for 2 pay periods – 18 vs 20
      2. Step 2 – honorarium to GPA which is currently being paid for by the region, a yearly reoccurring
      3. Step 3 – raise stipends for committee chairs and executive board members
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1. In line with other districts
  2. Want to keep competitive
  3. Proposed amount on is listed in center column
  4. Step 4 – raise the amount of the gas cards from \$75 to \$100 and those that share position from \$35 to \$50. Also given Meijer's cards to be used. These were handed out at the May meeting – if didn't get it, email Mark
  5. With all of those changes, would still make the budget less than what was approved for last year. Will continue to be responsible of your dues dollars.
  6. If you see positive number in DIF we are saving money – if you see ( ) you are seeing increase in budget amount.
  7. 327 this item is costing more so was raised
  8. Many of the committee chair stipends are open to anyone – not just executive board members. Please let Mark know if you have an interest, may not be able to get trained this year but can get on the list.
  9. Questions
    1. The state portions will start will go up so that will be reflected
    2. When will this take place? Better for our members if we do it at the beginning than later.
    3. Dues holiday would be for all dues (local/state/national) would be about 70 dollars back in pocket.
    4. On 411.2 – president release – is his salary – which is an average of new teachers salary. 421 – President Stipend. Question about why released and a stipend. The stipend is in place to compensate for extra hours/work outside typical day. Even though Mark is still on the salary scale, is not able to tap in to the stipend schedule. Other districts it is 10% of the salary.
  10. Take first vote to take a 2 pay period of dues
    1. Rob Hunt moved to have a 2 pay period dues holiday – Lisa Yost, 2<sup>nd</sup>. Motion Passed
  11. Take vote to approve steps 2-4
    1. Tina Dohm motioned, Erika McCann 2<sup>nd</sup>, = Motion passed
  12. Take vote on for 13-14 budget as
    1. Ross Berkley motion, Lisa Burke 2<sup>nd</sup>, motion passed
  4. NEA Director report Board Meeting Joyce
  5. UniServ Report Julie
  6. Presidents Report Mark
    - Online Charter School - moratorium on this for a year
    - Pensions - ongoing
    - NEA RA – fantastic experience, need to send a full slate this next summer
    - Baseball outing June 1 – fantastic but rained initially
  7. Visioning: Where are we and where do we want to be in the next 3-5 years
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- Consider for next meeting, where do you want to see this organization to be in the next 3-5 years?
  - Setting up several goals we want to obtain

#### 8. Teacher Evaluation

Carol

- Carol spoke about on this topic
- Went from 3 to 4 summative categories
- Currently influx/change with new evaluation
- There will be some training sessions this year to help people navigate through the process
- Gray booklets have been tossed
- Information is now on SharePoint – under Human Resources – then click on Human Resources again, evaluation documentation can be found on the main page of this SharePoint site
- Spent last year reviewing the specialists groups and got input from those groups
- Highly suggested that people go on this site and download/print out all of the forms in the individuals section, all new rubrics for specialists
- Recommended – print out the rubrics, review the Level 4 categories, and spend time self-reflection.
- Evaluation Procedures is the new gray book
- You can grieve the process but you can't grieve the outcome
- There is an expectation that the admins provide feedback within a specific period of time. "What is responsible"? Carol pointed out that the only feedback that can be part of the summative is if it is written down.
- Post observation conference should occur with 10 days of the observation.
- No longer have to email our post evaluation reflection to admin before that time – should be an equal exchange of materials – don't want principals take your reflection against you.
- Tips: read the gray book cover to cover, no longer can you just show up with preconference with not a lot on your forms. Admins can only report what they see...you should in your pre-conference explain things that they may not see...have evidence ready to go.
- Dave C – it's not enough to bring the materials, write it up in the preconference form – don't just show.
- Email Carol Higgins any questions that you may have.
- Mark, Carol, and Jen are going through the evaluation training right now to better address the questions.
- Jen – the student growth piece is coming but isn't part of the evaluation till fall 2016 but some people may start bringing some of those pieces into the process.
- Julie – evaluation toolkit – ways to collect evidence – Julie is sending the link to Dave Carroll to put on the website
- Teachscape.com – has some videos on it that may be helpful.

#### 9. Career 203

Dan

- We are in it
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- Worked a lot of the summer at PSAC, the disappointment over the summer is that the software isn't where it needs to be but is being dealt with in a responsible way.
  - Have a growing list of issues
    - i. New hires with masters degree issue, feels good that this issue will be addressed and administrators over there know that it was a mistake
    - ii. Encourage people to send Gina emails about issues that way have more pressure to make changes.
  - People are beginning to see that there are options to grow and develop. Encourage people to ask questions.
  - Who is making the yes/no on applications? Gina is the one making the decision. Mark: it has always been one person making decisions. It is going to be about the conversation – really hoping to not have to use the grievance because of the conversation.
  - Mike McManis – mentioned that Gina doesn't have the general perception that online has less rigor than face to face that we are used to seeing
  - Lisa Yost – seems like there are 2 appeals process – 1) is the conversation with Gina...2) is Mark and Carol Hetman....
  - Melissa – when should teachers start meeting with admins...Dan Iverson – now
  - Bridget – question about people that had been approved prior to this – just need to fill out the form, Gina just doesn't have a real detailed record – only the top half of the form needs to be written up.
  - The issue with those that already had masters coming to the district just got left out, not intentionally but it happened. Became clear problem right away – common sense would have been to change...but if we changed something then they could change something and didn't want to do that.
  - Those people that have earned master's degree under old contract, Gina is working on getting this fixed.

#### 10. Old Business

#### 11. New Business

- Questions on PLC's at elementary – being scheduled during specials time, been told voluntary, but then have another time
- Plan time – There were several questions about PLC's and the use of plan/preparation time.

#### 12. Adjournment

- Meeting adjourned at 5:45
  - Raffle winner – Jessica Alltop
  - Motion to End – Tom Blackburn – 2<sup>nd</sup> Mike McManis
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