



August

Representative Assembly Minutes

8/22/16
4:00 p.m.
NUEA/IEA Offices

1. Welcome – especially new reps!!
2. Fair Share Packets (notice)
 - Please post in your NUEA board in your building
3. Approve Secretary's Report, May 2017 Vicky
 - Motion to approve – Jen Smith , 2nd – Kristyn Reed
 - Motion passed
4. Treasurer's Report David Carroll
 - 2016 – 17 Final Report: close out last year's budget
 - 351: building rental for Rep Retreat
 - 353: this is reimbursed from IPACE, so we don't budget this
 - 615: new teacher lunch. We went over what was budgeted because the district hired over 160 new teachers.
 - 650: PR materials to create awareness, under budgeted, but we spent more in 651. *We also had a lot left over from last year.*
 - 651: We were over budgeted, but this was due to rep participation – awesome! There are 2 programs: one for points and the other for longevity. We don't anticipate as many longevity this upcoming year. Stats were reviewed from the first year.
 - Total Net Worth: \$232,078.91 – this is in line with past years.
 - Motion to approve – Rob Hunt, 2nd Deb Sternecky; motion passed
 - 2017 – 2018 Budget and Approval
 - Proposed changes to budget
 - Line 323: Was binders; want to go to online resource
 - Line 326: We are not printing new contractions
 - Line 330: File fees has changed; e-file now
 - Line 650: Member incentives
 - Line 651: Estimated rep incentive program
 - Motion to approve the 2017-2018 budget – Kevin Meehan, 2nd by Kristyn Reed; motion passed
 - 2 Dues holidays to draw down the budget around \$20K
 - Motion to approve the budget -- Carol Higgins, 2nd Kevin Meehan; motion passed
 - Leadership Incentives- Please Bring your Laptop to Sign Up

- Reps had the opportunity to sign up.

5. Uni Serv Director Report

Julie Resh-Jelliff

- NTA ratified their contract. There is often talk about outsources for bus drivers and custodians. We constantly send the message that in house is better than outsourcing. NESPA has arbitration in May and unfair labor practice going on.
- Oct. 16, training on SB16 – student discipline. If you have a building with high number of discipline issues, you are recommended to attend.

6. New Teacher Presentation – report out

Jen Smith, David Carroll

- Met with new staff members this summer to educate them about their rights, who is NUEA, how they can help. New packet give to each teacher. This is also online.

7. NEA RA report out

Mark

- Held in Minneapolis, MN for 2018. Consider attending. Voting will be in March.

8. All Member Development Academy

Dave Carroll

- A professional development event was held at Northwestern with the other locals. This event is held in the summer for all members. The event is well rounded with a variety of sessions to attend.

9. Second Vice President and Recording Secretary Appointments Mark

- Due to Joyce Bailey's retirement, Dan Iverson was appointed 2nd Vice President, to fill Dan's position, Vicky Fischer was appointed Corresponding Secretary.

10. Insurance, Evaluation, Calendar, Career 203 Committee Members Mark

- Two insurance committee members are needed. Please send Mark an email if you are interested. They meet once a month on Tuesday. Need one person for the Career 203 Committee.
- There are many places to pay \$25 a month for fitness centers via our insurance. Go to the District website, go to HR, click insurance to see the link to these type of benefits.
- Wellness guide was placed in mailboxes. Make sure to sign up for your wellness check.
- Everyone will have to re-enroll in the insurance plan during open enrollment.
- We have one of the best insurance programs. We don't have a ceiling on our insurance

11. Evaluation Update

Carol, Mark

- Waiting for Special Ed forms. All forms may be found on the district website.
- Staff in multiple buildings or traveling teachers, make sure they know who their evaluators are. This needs to be confirmed. Please follow up and let Mark/Carol know if they have not been contacted.
- If you have an informal pop-in, you must ask for a post conference. They can't use the pop-in for formal evaluation unless they stay the entire time (for your level). If they use data from the pop-in for your summative, it must be in writing to you. If it's not in TalentEd, it can't be put in your summative. Evaluators can't use "hear-say" in your evaluation.
- Needs Improvement/unsatisfactory should NEVER be a surprise at your summative.

12. Insurance Changes

Mark/Julie

- . Deductibles changing in the Gold plan (high deductible), according to federal government; it went up \$100.
- There are no changes to our health insurance premium – same as last year.

13. GPA Report

Debbie Sternecky

- If you are interested in being on the Go Team, contact Debbie.

- Legislatures do react to phone calls...call and leave a message.

14. District Stipends

Jen/Rob/Dave

- All the stipends are in the contract. At the elementary level, the principal is given the money to dispense. At the junior high level, year book dropped 2 levels, team leaders dropped a category, and department chair went up a category. High school, the debate team moved down.
- Received \$23K for new stipends; request over \$100K.
- The school board can add stipends. They added bowling this year. Lacrosse was added last year.
- The stipends are divided between athletic and non-athletic; all come from one source.

15. Rep Trainings/All Day Training

Mark

- Oct. 23 is the tentative scheduled date. Mark will poll reps to see who is interested in attending.

16. One on One Trainings

Mark

- Please do these again this year. There are some handouts to use.

17. Negotiations Team?

Mark

- We need team members and will start looking at the end of the fall semester. If anyone is interested, they need to contact Mark or Carol. There will be an interview process. The executive board will choose the team.

18. Old Business

- Reps are reminded to make sure to update the email list. New members must sign up on their own in order to set-up their password.
- Please read items Mark emails.
- Discipline Concerns and protocols in schools. District was to give training at the beginning of the school year, which did NOT happen. Christine Igoe was to lead this. She didn't think the training was to take place. Mark has spoken to her about this. She will finish the training, then train the principals and they will train the staff in a faculty meeting.

19. New Business

- See Mark's article he emailed us. 30% shortage of teachers in US. 50% of teachers leave education in 3 years.

20. Raffle: Must be present to win!

Mark

21. Adjournment at 5:54