



November-

Representative Assembly

Meeting Minutes

*December 3, 2018 (snow day 11/26/18)
4:00 p.m.
NUEA/IEA Offices*

1. Welcome, meeting was called to order at 4:04pm.
2. Approve Secretary's Report Christine
 - Mindy Albrecht moved to approve, Jen Smith seconded, motion passed.
3. Treasurer's Report David Carroll
 - 318 - Website technology - emails sent for Red for Education shirts campaign, over 200 members signed up for the shirts.
 - 351 - will be reimbursed by iPace
 - Net Worth \$227,259.50
 - 640: Scholarships: we didn't have a drop in membership, so proposal was \$3,000 for 3 scholarships. The report notes, \$4,500, which is an error.
 - i. We would like to propose, 3 scholarships at \$1,500, which we have given the last two years. These are for any student in any field.
 - ii. We would like to propose an additional \$1,500 scholarship to students in 3+ year in undergrad program. This could be teaching, speech, vision, etc...Moved into education supported fields.
 - iii. All scholarships given to students of NUEA members.
 - iv. Ross Berkeley motioned to increase scholarship amount to restore to \$1,500 and add a new scholarship as presented by Vicky Fischer, Kevin Meehan seconded, motion passed.
 - v. Add a name to the 4th scholarship: Future Educator Scholarship.
 - Jen Smith moved to approve, Debbie Sternecky seconded, motion passed
4. Uni Serv Director Report Julie Resh-Jelliff
 - NESPA level 3 grievance, trying to resolve
 - Geneva - Rally tonight, set to strike tomorrow.
 - i. No raise in 5 years. District is doing well, has reserve funds to pay teachers. Their district wants to do away with the traditional salary schedule. District isn't defining the new schedule. Raise at the bottom, but not the top of the schedule.
 - ii. Jen Smith moved to send \$200 to Geneva's picket line on Friday, Tina Dohm seconded, motion passed. This is contingent on them being on the picket line Friday.
5. GPA Report Mindy Albrecht
 - Mindy sent letters of introduction to winners of all the elections.

- Laura Ellman beat Mike Connelly in election

6. Membership

Mark

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7. Elementary/Junior High Day

Rob/Mark

- We still don't know what the school board wants to do. Dan Bridges has spoken to them. Dan is presenting the elementary committee and junior high committee items that were agreed upon. School board needs to decide what they want to spend money on.
- No changes to the elementary or junior high day for next year.
- MTSS is still being delivered in Tier 1 and not Tier 2 or 3.
- There hasn't been an official presentation to the board, but there could be talks.
- There are no decisions on MTSS, everything is on hold.
- Logistic: don't want to talk about logistics, want to talk about philosophy of MTSS.
- Anne Marie - schools are already demanding changes, we need to tighten the language - clear on expectations in supervised study, cans/cant's, non-tenure, tenures don't want to be targets,
- **Please keep feeding Mark information.** He has gone to PSAC and Dan Bridges to stop. Mark needs specifics: work pass contractual days, have homework, institute an intervention, extended periods, professional day (difficult for Mark) - Is it time to change this?,
- Rachel - They are entering the back door at NC. The committee I'm on is still going forward pushing their agenda. For example: "Stress" topic - is not for staff, only for students.
- Mindy - They are pushing MTSS at our school.
- Dave - We have been doing MTSS (RTI - rename) for many years. Admin wants more out of this.
- Mark - spoke to Dan Bridges. Christine B spoke to NC admins to stop the "homerooms." We can address what's in the contract.
- Christine - I'm finding teachers who are single, or childless, have no problem agreeing to more hours, more time, working longer, because they have the time to spend working after school.
- Mindy - Deals with professional day in Madison, vagueness in contract and principal is forcing teachers during "flexible" supervised study, to do specific work. Teachers are planning supervised study – re-teaching and encouraging new learning. Mindy -send Mark an email of what is going on, in detail. Mark will meet with building reps/Erin.
- Robin - please clarify - MTSS- Tier 1 is implemented. Tier 2 is an educational piece for next year.
- Paula, Steeple Run - We are in training for Tier 2 and going for training for Tier 3 soon; this is for full implementation next year.
- Dan - Tier 2 and 3 can't be done at junior high and high school without changing the day. At elementary, it can be changed because of the contract. Dan clarified what Mark stated earlier.
- Lisa S - tell elementary teachers to push back!!!
- Tina - read Junior High contract regarding supervised study. Language in contract needs to be cleaned up.

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8. Homeroom at High School

Mark/Tina/ Christine

- See above.

- Tina - we don't push back either. We have school psychologist doing Redhawk Recover. They go for full lunch period covering it.
- Mark - Study hall - we don't want teachers sitting and not answering questions. District/admin now wants teachers helping students in their study halls. Teachers need to say no.
- Tina - MTSS only impacts 7% of our population. Why are we changing this for the 7%. Teachers can't do any more than we are currently doing. Goal: "All staff feels safe and secure" - we don't. We are tired of being asked to do more. People are leaving the profession because they can't take any more. Teachers can't wait to retire because they can't take any more. "I can't do things differently, I can't do more...take things off the plate.
- Mark - has brought these concerns to Dan.
- Rachel - NEA article: 93% of teachers feel overstressed.
- Ann - When Dan came here, looked at our group. He hasn't heard from the masses. Can he go to each building and let teachers talk to him about problems and concerns?
- Dave -
- Paula - Twitter competition between schools. LBSs - don't have planning time. They run around with walkie talkies addressing issues. High Schools have double of what elementary schools have, without having to deal with behavior issues. We don't have the staffing at elementary schools.
- Mark - IPC addresses issues; Mark meets with Dan to addresses issues. Can ask Dan to go to buildings?
- Lisa: We need to show up at Focus 20/20 town hall meetings.
- Mark - **Come up with suggestions/solutions to deal with the problems. Bring questions you want covered on the survey.**

9. MTSS What's Happening?

All levels

10. Work Load/Case Load

Carol

- Carol has been working on this (out tonight)
- Working on re-write for SPED caseloads.
- Tina: Will the case load also work for counselors as well? Mark - we haven't thought about it, but can add it to the mix.

11. Insurance/Wellness/Open enrollment

Mark/Julie

- Open Enrollment: EVERYONE completed open enrollment on time! No one lost coverage.
- Wellness- all in. Working on how to reduce stress.
- Insurance - continue to work on initiatives for betterment of plan.

12. Negotiations

Carol

- We are continuing to collect information
- Meet and Greets - from 3:30-5:30pm. Anyone who wants to come in and talk with negotiations team about concerns, ideas, etc.
- Tina - Can we survey our employees about 1 year or 3 year contract to see what they want? Things are good.
- Mark - Always +/- for deals. Proper length of contract depends.
- Tina - just because admin isn't ready, doesn't mean we postpone our contract.
- Mark - E/JH committee - didn't come to consensus.

- Ross - House bills that will be the primary drive for a 1 year or 3 year contract. Lots of issues out there and members need to understand all of this. (3% limit as cap right now) March is earliest for voting on the bills.
- Robin - Use social media for information on the bills. Can we generate a Twitter place to be actively engaged in discussion. How do you do it in a safe place? Twitter? Have a quick video, like, how are you dealing with stress?
- Donna - is there a timeline on being transparent on what is being negotiated? Mark - we have to be very careful because we don't want the other side to be aware of our plan. Julie- we can't release specifics as to what we negotiate for - cause's problems, "bad faith" bargaining. For example, say we ask for 10% increase, ask for 5%, and get 4%...people only remember 10%. So, can't discuss with members. Dan- we can get feedback from membership.
- Donna - it's about change the mindset of members. "I can't send Carol any comments, because it's not being heard." In the elementary, PLC language - feel no one is listening. The PLC structure is changing in the schools. Naper can't look like Mill Street - due to size. But we are seeing all teams, meeting 1 ½ - 2 hours after school with minutes to discuss... All in model has changed. People feel they aren't begin listened to. Donna will forward information to us.

13. Old Business

14. New Business

- Candidates for TRS nominees, Andrew Hirshman & Marsha Byas, need signatures. Please pass around in your buildings and return to Mark. He will have them all notarized.
- Bell Ringers for Salvation Army, Saturday, Dec. 22, 4:30-5:30pm. Sign up on the Google Form on NUEA Connect.
- Election Materials: passed out. Election is Dec. 12.
 - i. Envelopes: Ballots, Post orange sign (by mailboxes), sign in sheet, tally sheet (light yellow), candidate statement (blue), instructions, receipt of election materials (pink - goes to Donna today),
 - ii. **Cannot Vote**: Jeff Bedore at NN, Beverly Schultz at NC, Sue Stridel at PSAC, Erin Owen at Washington, Elizabeth Bell at Scott
 - iii. Write ins: Lisa Shamrock (NN) - add her to the blue sheet.
 1. Contact Donna Lehman or Mark Bailey if you want to be a write in.
 - iv. Help with tally: Tina Dohm, Anne-Marie, Mark, Donna,
 - v. Minority representative - Johnny Ramos is running. Can have a write-in here as well. Don't have to be a minority to run, but must have an interest in minority issues.
- December RA meeting: Cancelled.

15. Raffle: Must be present to win!

Mark

- Winner: Donna Lehman & Ross Berkley

16. Adjournment - 5:57pm