

Representative Assembly **Meeting Minutes**

10/22/18
4:00 p.m.
NUEA/IEA Offices

1. Welcome
2. Approve Secretary's Report Christine Bell
 - Kristyn Reed moved to approve, Debbie Sternecky seconded, motion passed
3. Treasurer's Report David Carroll
 - \$224,429.00 in money market and \$11,877.22 in checking = \$236,306.22 net worth
 - 615: \$348.14 for printing new teacher books
 - 315: \$574.67 - meals for meetings
 - NUEA connect - make sure you are updating your points for everything you do. You may earn gift cards for all the work you do.
 - We don't have a dues holiday this year. We are taking dues out of 18 pay periods, rather than the 20 pay periods. We did this because of the membership applications that needed to be collected.
 - Mindy Albrecht moved to approve, Ann Robertson seconded, motion passed
4. Uni Serv Director Report Julie Resh-Jelliff
 - Attended a conference in the city - training
 - "The Deepest Well" by Nadine Burke Harris - recommended read; one of the best books read in years.
5. GPA Report Mindy Albrecht
 - Tuesday, October 30th - phone banking for JB in the NUEA office 5:00 - 7:00 - calling other IEA members. Use this [LINK](#) to sign up with your HOME EMAIL. (Don't use school district email, for this is political.)
 - Vote on Nov. 6, 2018 - JB needs our support, candidate for education.
6. Membership Mark
 - Membership cards- please hand cards to each member is more personal than dropping in their mailbox
 - Bev Schultz, Elizabeth Bell, Sue Streidel, and Jeff Bedore are the four individuals who dropped their membership. They are not to be included in any NUEA meetings, surveys, etc.
7. Breakout session all levels Level Execs
 - Topic for today - "What's going on in the building that should be addressed?"
 - Elementary

- i. Sub shortage - principals are stepping in, other teachers are needing to give up an hour at a time
 - 1. Mill Street - still have a sub for a Dual Language 5th grade classroom, no certified teacher hired STILL
 - 2. Assistants not being hired
- ii. IEP minutes not being met - specialists are attending meetings and missing minutes or missing important meetings to complete minutes, or they are working with other students with behavioral needs and cannot see all students
- iii. Students physically, emotionally, and verbally assaulting teachers; running out of the building
 - 1. teachers getting disability pay from work injuries and not full pay
 - 2. How these behaviors affect other students in the classroom
 - 3. Teacher stress associated with these students
- iv. Special Ed subs especially - assistants vs a long term LBS sub - who writes the sub plans?
- v. Ranch View - Honors Math/PI teacher not enough plan time, high numbers, conferences, parent email time, etc.
- vi. Contract language for plan time - needs to be CONSECUTIVE time for plan, not 5-10 minutes here or there
- vii. Shift towards push-in/co-teaching
 - 1. Stress from additional meetings
 - 2. Does the district have a definition of co-teaching to really help move students forward?
- Junior High
 - i. Reps from Lincoln, Madison, Jefferson, Washington, Kennedy
 - 1. All: lack of substitute teachers & subs for assistants, too many initiatives, MTSS & push-in minutes, change to resource period becoming push-in
 - 2. Jefferson: class sizes over 35, tardy policy: staff to serve detentions during staff lunch , Career 203 concerns re: submission of transcripts w/out reflection on TNL - it was not clear that a reflection needs to be submitted.
 - 3. Madison - sub concerns; Zero grading policy NUEA reps were asked to share the new policy; no parent-teacher conferences (student-led conferences), meetings upon meetings - missing lunch/prep
 - 4. Lincoln - SRR concerns
 - 5. Kennedy - SRR concerns
 - 6. Washington - Career 203 reflection form, subs - co-teacher not getting a sub
- High School
 - i. Nurses - more information coming from NN (Pam will meet with Jen).
 - ii. Counselors curriculum
 - iii. MTSS
 - iv. Lane change denials:

1. Forgot to put 4 credit hours at PSAC - confusion with Montana State (needs to be official from each college/university) - In the end, teacher received their pay
2. Denied because they didn't put in reflection piece. She is doing an endorsement. There is no mention of reflection piece. Mark is meeting with Gina H.
3. Career 203 implementation guide is not easy to read. Has it been updated? Key items should be in the contract. Some items seem like a moving target. For example: Official transcripts from each university, reflection piece for each, lane movement details (language cleanup for this item).
4. Career 203 confusion --still.
5. NN has 4 teachers being denied lane changes related to reflection statement (17 for district).
6. Feel there is a lack of communication at district office.
7. Can they automatically have a reminder (like the survey after institute days)?
8. If we are seeing the same issue, then something is wrong with the system.

v. Too many initiatives

vi. Counselors received an email from Gina H today. You've been enrolled in a class. They are mandating that you take a course: "Data, Data, Data." Positive is that you will need this and you're being compensated. Retirees can't be compensated - tell them NO. *Please forward the email today.*

vii. A new GCN Training has been assigned - #10. District only assigns the trainings that we are required to do each year.

viii. NC still trying to push work during "extended 2nd period."

8. Elementary/ Jr. High Day

Kristyn Reed/ Rob Hunt

- Elementary Day - is finished. District took recommendations and is moving on.
- Jr. High Day - still meeting.
- Everything is on hold because the district hasn't decided what they want to present to the school board.
- They are considering changes for 2020 school year. This will make negotiations interesting. Mark feels we continue to work towards contract issues. Possibly we look at 1 year contract. But we will continue to move forward.

9. Insurance/Wellness/Open enrollment

Mark/Julie

- Nov. 10 is the last day to complete your blood draw, at PSAC.
- Open Enrollment - is NOW!
- You may consider the Narrow Network in Platinum Plan or Gold Plan - substantial savings if you switch. You'll want to check to see if your doctors are in the narrow network.
- Open enrolment closes Nov. 5.

10. Negotiations

Carol Higgins

- They are considering changes for 2020 school year. This will make negotiations interesting. Mark feels we continue to work towards contract issues. Possibly we look at 1 year contract. But we will continue to move forward. Mark feels we continue to work towards contract issues. Possibly we look at 1 year contract, but we will continue to move forward.

- District will NOT have a recommendation for Elementary, Jr High or MTSS for High Schools. You may ask your principal what the talking points are. The district hasn't made any statements regarding this.
- District knows that whatever they do will cost them money -- sticker shock!
- Community members/parents don't want kids in school longer.
- Lots of possibilities of what could happen:
 - i. Negotiate a 3 year contract on current issues (exclude school day)
 - ii. Negotiate a 1 year contract
 - iii. Negotiate a contract with room to open for school day
- There are concerns with work load in the classroom.

11. Old Business

- Swag - 12 orders.

12. New Business

- IASB - IL Association of School Boards - Mark spoke at last week's school board meeting and shared a statement from NUEA stance - we do NOT want to carry guns. We want our school board to oppose this.
- NEUA Rep resource page - check your email is correct and correct building reps are listed.

13. Raffle: Must be present to win!

Mark

14. Adjournment

- Tina Dohm moved to adjourn, Kristyn Reed second, meeting adjourned at 5:24pm.