

Cudahy Education Association
Executive Board Meeting Minutes
Tuesday, August 25, 2009
Fili Restaurant, Cudahy

- I. The meeting was called to order at 9:12.
- II. Letter "D", PLC-Tuesday/Thursday Meetings, was added to the agenda. A motion to approve the amended agenda was made by Laura Endres. Blair Craig seconded.
- III. A motion to approve the June executive board meeting minutes was made by Josh Borzick. Mary Luljak seconded.
- IV. Officers' Reports
 - A. President Don Albee
 1. Council #10 met on 7/9/09
 - a. District climate throughout the state was discussed
 - b. Cudahy's Don Albee was elected to serve on the WEAC board
 1. Don attended the WEAC training session
 2. Don promises to be a conduit and voice our opinions to WEAC
 3. Don will go to WEAC meetings in Madison once a month
 - c. March Health Care Reform will be an issue of concern
 2. CEA survey results are in. Jeff Dahlberg will report when he arrives.
 3. Scholarship "Thank you" from recipient Kelly Gavin was shared
 4. CEA meeting schedule distributed
 5. CMS rep is still needed!
 - B. Vice-President Chris Stewart
 1. Welcome back to all was shared
 2. Negotiation year has begun.
 - a. Reps are needed on the negotiation team from all levels.
 - b. Proposals were exchanged with the board
 - c. Please attend the nego. team meeting on 9/2/09 at CHS, if interested.
 - C. Treasurer Lynn Crawford:
 1. Updated budget reports were distributed for 2009-2010.
 2. A \$500 donation was made to the Patrick Cudahy Workers Relief Fund from CEA
 3. Council #10 dues are unknown as of today. We will have this amount by Thurs.
 4. An 2008-2009 treasurer's book audit was performed by Lynn Crawford and Sheila Johnson over the summer.
 5. A motion to approve the 2009-2010 CEA budget was made by Mary Luljak. Diane Coley seconded. Vote was unanimous.
 - D. Negotiations Laura Geibel
 1. On June 22, 09 the board proposed both a lane and salary freeze.
 3. QEO has been repealed, meeting arbitration is now a possibility (Not since 1993)
 4. Many surrounding locals are near settlement with raises. We will use this as a barometer for our progress.
 - E. Public Relations Jeff Dahlberg-later arrival
 1. Website information will be distributed to membership at Thursday meeting
 - a. LCD projector will display website
 - b. discussion of a CEA blog in future
 - c. Membership is advised to submit personal email addresses via www.weac.org
 2. The results of the end of year 2008-2009 CEA survey were reviewed.
 3. Membership should be cautious about postings to Facebook and Myspace
 - a. a reminder that all emails fall under the open records law

4. Fourth of July Parade CEA participation was canceled after no interest received
 - a. \$100 June allocation still available
 - b. Future committee opportunity to lead this event discussed
5. Jeff will announce Thursday Teacher of the Year awards per committee's request.
- F. Grievance Claire Treuden
 1. Upcoming grievance issue regarding replacement teacher issue.
 - a. This will also be language issue for contract negotiations.
 2. possible future grievance regarding PLC meeting times? TBD
- V. Old Business
 - A. Emergency Leave issue from 2008-2009 request has been resolved.
 - B. CEA Scholarship: See President's Report
 - C. Audit: See Treasurer's Report
- VI. New Business:
 - A. Budget: See Treasurer's Report
 - B. Calendar: See President's Report
 - C. Contract/Negotiations: See Negotiator's Report
 - D. Tuesday/Thursday PLC Meetings
 1. 8/24/09 dialog with Jim Heiden indicated that Tuesday/Thursday one hour meetings will be held at the elementary level in all schools.
 2. Contract indicates that no more than 48 hours continuous to the school day meetings are available, before or after school.
 3. Membership is advised not to voluntarily meet over lunch hours, or other unpaid times.
 4. Membership is advised to document required "within the confines of the school day" PLC meeting times.
 5. Unassigned time, per contract, will need to be clarified via negotiations process.
 6. Faculty/PLC meeting time vs. Prep time at issue.
 7. Unassigned time is non student time.
 8. Issue may result in a secondary grievance
 9. Executive board reps are requested to send a summary paragraph of PLC/staff meeting times to CEA officers for the 2009-2010 school year via personal email
 10. Membership is advised to not begin staff/PLC meetings voluntarily at 3:15
 11. If told to meet at 3:15 by administration, then contract Claire Treuden for grievance.
 - a. a reminder that no individual names are used in the grievance process.
 - b. union can grieve issues on behalf of CEA as a whole, but helpful if multiple schools have issues.
- VII. Announcements.
 - A. Librarian Aide Debbie Narloch recently passed away.
 1. Lynn Crawford will contact Sunshine rep Lynn Littman regarding concern.
 2. A motion was made by Lynn Crawford for memorial to the family. Mary Luljak seconded.
 - B. Arbitration In-service for negotiation team members is available.
 1. Brookfield Sheraton on October 3, 2009
 2. Contact Laura Geibel for RSVP, if interested.
 - C. District has 7 new employees
 - D. Attendance at the Sept. 16 CEA meeting is important.
 1. Ted Craig from Council #10 will discuss health reform update. Rm. 179*
 2. Push to tax health care benefits as income is a concern.
- VIII. A motion to adjourn at 10:51 was made by Diane Coley. Blaire Craig seconded.