

Cudahy Education Association
General Meeting Minutes
Cudahy High School
August 27, 2009

- I. The meeting was called to order at 10:00 AM.
- II. A motion to approve the Agenda was made by Josh Beck. Mary Stahl-Kotte seconded.
- III. A motion to approve the 2008 Fall General Meeting minutes was made by Josh Beck. Mary Stahl-Kotte seconded.
- IV. Officers' Reports
 - A. An introduction of the 2009-2010 executive board officers took place.
 - B. An introduction of the 2009-2010 executive board building reps took place.
- V. Old Business: There was no old business from the 2008-2009 general meeting.
- VI. New Business
 - A. 2009-2010 Budget and Dues-Treasurer Lynn Crawford
 1. The 2009-2010 budget report was distributed to the membership.
 - a. Executive board passed the budget on 8/26/09.
 - b. There are no increases to CEA dues.
 - c. Council #10 dues were highlighted.
 - B. Public Relations Agenda Items
 1. Climate Survey
 - a. A summary of the June 2009 CEA climate survey was shared.
 1. CEA survey is separate entity from the District survey
 2. Intent of the CEA survey was to collect independent data
 - b. Membership was informed that there will be two CEA surveys annually
 1. End of first quarter
 2. End of third quarter
 3. Goal is to identify trends in moral
 4. All CEA surveys, present and future, must be taken on home pcs
 - c. Membership is urged to participate
 - d. Interested members wanted to serve on a survey committee to revise future editions of the climate survey should contact Jeff Dahlberg.
 2. CEA Website: www.weac.org/CUDAHYEA/default.cfm
 - a. The CEA website and WEAC link were shown
 - b. upcoming items and highlights were shown.
 - c. at present time, website cannot have a blog
 3. WEAC website
 - a. Login/Set-up process demonstrated
 1. requires use of WEAC card
 2. private home emails needed
 3. register email under profile link
 4. members urged to update email link in order to receive CEA communications via email

- C. Negotiations Update: Laura Geibel
 - 1. July brought the long anticipated QEO repeal
 - 2. Prep time in now a contract language concern
 - 3. Negotiations team can now negotiate unassigned time language
 - 4. Proposals were exchanged with the board June 22
 - a. School board's proposal supports an 8 hour work day, a pay freeze, and a salary step freeze.
 - b. If this went to arbitration, it is felt we could win as other Council #10 locals are near settlement for at least one year, with pay increases.
 - 5. Members interested in joining the Negotiation team should attend the 9/2/09 meeting at CHS , rm. 179 @3:45 p.m.
 - 6. Questions can be directed to Laura at X2777
 - D. CEA Executive board needs a CMS representative. Contact Don Albee
 - E. Grievance Claire Treuden
 - 1. Introduction to new members
 - 2. Problems? Contact Claire @X7294
 - 3. Faculty meetings will not be in addition to Tuesday/Thursday meetings
 - 4. Replacement Teacher is misleading in name, but is supported by administration
 - a. Use of replacement teacher position give administration flexibility
 - b. clarification of intent will be sought by CEA/Negotiations Team
 - 5. Members are encouraged to not volunteer to use lunchtime for meetings.
 - a. If directed to do so by admin., comply and then call Claire
 - 6. Specialists are concerned regarding class sizes and are encouraged to call Claire.
- VII. Questions and Answers
- A. Why is the much needed "Record Day" now being used as inservice time?
 - Contract states up to two hours of inservice can be held on these days
 - language interpretation is key negotiation focus
 - members advised to "close out" grade book early, if necessary
 - planned computerized grade book will hopefully ease concern
 - B. Does the Negotiations team plan to be proactive regarding the issue of snow days and the calendar?
 - It is a planned proposal
 - C. What is being done to resolve the issue of class time, meeting time, and prep time?
 - Too many meetings conflict
 - language proposal will be sought by negotiations team
- VIII. Announcements
- A. WEAC calendars are available
 - B. President Don Albee elected to the WEAC Board of Directors
- IX. A motion to adjourn was made by Chrystal Silkwood at 10:40. Brenna Gaburt seconded.