

Cudahy Education Association
Executive Board Meeting Minutes
Tuesday, August 24th, 2010
8:30 Fili's Family Restaurant in Cudahy

- I. The meeting was called to order at 8:55.
- II. A motion to approve the agenda was made by Geri Cesarz. Blair Craig seconded.
- III. A motion to accept the June 2, 2010 minutes was made by Geri Cesarz. Laura Geibel seconded.
- IV. Officers' Reports
 - A. President Don Albee:
 1. Summer Climate Survey by Heiden
 2. WEAC Board Updates
 - a. David Harswick is the new WEAC secretary
 - b. Jobs Act issue out of Washington state regarding seclusion and restraint in the classroom.
 1. WEAC is challenging in state legislature
 - c. \$400,000 in stimulus \$ for Cudahy
 - d. Virtual schools Action
 1. WEAC research study and report of recommendation against
 2. concern of potential for future loss of jobs
 3. Education Forward Program-buttons will be distributed
 - e. Pocket calendars will be distributed to members.
 3. Election in Fall
 4. Summer grievance issue involving WEAC legal requiring Don's attention.
 - B. Vice President Chris Stewart
 1. Negotiation delays and strained relations between CEA and Administration seem to be more frequent
 2. CEA members are advised to be professional and compliant with directives
 - C. Treasurer Carlotta Huyett
 1. Updated treasurer Reports were distributed
 2. Dues
 - a. Increase of Council #10 and NEA dues
 - b. CEA dues, again, have no increase
 3. Scholarships
 - a. Four \$600 scholarships were given to CEA members' children
 - b. One CHS Scholarship recipient
 4. Blair Craig made a motion to accept the 2010-2011 Executive Board Budget as presented. Geri Cesarz seconded.
 - D. Negotiations Laura Geibel
 1. To date, settled districts in Council #10 who have received increases include S. Milwaukee, St. Francis, Greenfield and Oak Creek
 2. July 14th CPS Board Meeting resulted in district's continued position of no \$ increase and a pay freeze.

3. CEA maintains 2%/2% increase with no freeze/no HSA
 4. Possibility of future mediation increases, but no date set yet.
 5. Once mediation occurs, arbitration could result if no agreement is reached.
 6. Possible Job Actions exist in future.
- E. Public Relations-Jeff Dahlberg-Absent
1. All CEA Website postings should be forwarded to Jeff
 2. CEA website survey link question access may be secure in future, however, responses currently are currently secure.
 3. CEA members should be professional in all email communications
- F. Grievance Claire Treuden
1. CEA member initiated grievance process through WEAC legal over summer regarding "Involuntary Transfer"
 - a. Grievance process reviewed
 1. Stage 1-Val Gabriel, Ind. and CEA meet with individual
 2. Stage 2-Val Gabriel, Ind. and CEA meet w/principal
 3. Stage 3-Val Gabriel, Ind. and CEA meet w/superintendent
 4. Stage 4-Val Gabriel, Ind. and CEA meet w/school board
 - b. Result of Stage 1,2, and 3 is that individual will accept involuntary transfer and discuss if individual will transfer again at end of year or stay at new assignment
 2. Summer grievance raises issues
 - a. Shifting of staff promotes instabilities
 - b. inconsistencies in administrative practice
 - c. past staffing transfers have occurred regardless of certifications
 - d. Accountability issues
- V. New Business
- A. Committees: CEA involvement opportunities
1. Teacher of the Year- Posts in buildings will have updates
 2. CEA Scholarship
 3. Social Committee
 4. Retirement Celebration
 5. Stipend Committee-Forward interest to Katherine Lewis
 6. Public Relations-Forward Interest to Jeff Dahlberg
- B. Public Relations-See Above
- C. Email System-See Above
- D. Beginning of Year In-Service
1. CEA members should give feedback regarding inservice benefits to reps.
 2. Calendar will offer Feb 15th off, in exchange for three inservice days (previously two)
- VI. Announcements: Executive Board Representative Changes should be forwarded to secretary
- VII. A motion for adjournment was made by Blair Craig at 10:16. Kurt Miller seconded.