

Cudahy Education Association
General Meeting Minutes
Cudahy High School
8/27/10

- I. The meeting was called to order at 10:15.
- II. Presentation of meeting agenda.
- III. A motion to approve the 8/27/09 minutes was made by Josh Beck. Jessica Stoyer seconded.
- IV. Introduction of 2010-2011 officers and building representatives.
- V. Officers' Reports
 - A. President Don Albee
 1. Don will not run as president next year. Position will be vacant.
 2. WEAC cards should be coming in mail and are good for two calendar years.
 3. WEAC and Education are in a state of war.
 - a. Concerns over virtual schools
 - b. WEAC supports virtual schools only if run by district and certified teachers.
 - c. WEAC supports proeducation candidates
 - d. Issue of Restraint and Seclusion-WEAC opposes.
 4. CSD received \$477,000 in stimulus money in addition to their fund 10 balance
 - a. CEA supports raise in negotiations process
 - b. District supporting pay freeze and HSA
 5. Moving Education Forward Buttons:
 - a. WEAC program. CEA membership encouraged to wear buttons and promote.
 6. District banned all personal small appliances.
 - a. Building level administrators have turned down support of user fee.
 - b. CEA membership is encouraged to give feedback to building reps.
 7. Prep time concerns
 - a. Past practice of classroom set-up time reviewed. Currently, replaced with beginning of year meeting times at district and building levels.
 - b. Prep time is currently under umbrella of permissive language.
 - c. Goal for future negotiations is mandatory contract language to preserve prep time rights and duties in contract language.
 8. Members are reminded of need for solidarity and support of each other.
 - B. Vice President Chris Stewart
 1. Welcome Back
 2. Vice Presidency Position will be open for new candidates at the end of year.
 3. Members should call Officers and Building Reps if they have concerns.

- C. Negotiations Laura Geibel
 - 1. Negotiations Team met w/board on July 14th
 - 2. CEA has filed a request for mediation. Date has not been received yet, but could be October.
 - 3. Bargaining process was reviewed for membership
 - a. Initial exchange
 - b. Traditional bargaining process
 - c. If above fails, request for mediation.
 - d. If mediation fails, arbitration. Outcome is binding.
 - 4. Laura's contact extension is X2777 at the high school.
 - D. Public Relations Jeff Dahlberg
 - 1. Website information was shared
 - 2. Personal email addresses obtained from membership
 - 3. Survey information was shared.
 - a. CEA survey takes place in fall and spring.
 - b. District and building trends are hoped to be identified
 - c. Goal is to increase number of respondents in 2010-2011 to 200+
 - d. All CEA results and responses are secured
 - e. Members are encouraged to participate
 - 4. Membership is encouraged to vote for education supporting candidates in Nov.
 - E. Treasurer Carlotta Huyett
 - 1. Budget/Treasurer's Report was distributed
 - 2. Council #10 and NEA dues have increased
 - 3. CEA has chosen to freeze their dues again
 - 4. PAC rebate information was shared
 - F. Grievance Claire Treuden
 - 1. Happy few problems to report from last year.
 - 2. Contract issues? Call Claire X7294
 - 3. Goal is to avoid grievance process, if possible. Resolve issues before this.
 - 4. Employee tardiness is a nonissue. Grievance can't assist w/this issue.
 - 5. Swearing by teachers and coaches will not be tolerated by administration
 - 6. If administration requests a meeting with employee, comply.
 - a. Avoid insubordination. Can be grounds for immediate dismissal.
 - b. Members have Weingartner rights and may have impartial third party present to take notes.
- VI. A motion for adjournment was made by Blair Craig at 10:43 AM. Josh Beck Seconded.