

Cudahy Education Association  
Executive Board Meeting Minutes  
September 15, 2010  
Cudahy High School

- I. The meeting was called to order at 3:48 PM.
- II. There were two additions to the meeting agenda under New Business.
  - A. Bullying Legislative Changes, letter E.
  - B. HRA Inquiry, letter F.
  - C. A motion to approve the amended agenda was made by Blair Craig. Diane Coley seconded.
- III. A motion to approve the August 24th minutes was made by Geri Cesarz. Blair Craig seconded.
- IV. Officers' Reports
  - A. President Don Albee
    1. Weingarten cards were distributed.
    2. Political Actions
      - a. Governor's race: Candidates Walker and Barrett differ on education philosophy
      - b. CEA members are encouraged to vote for pro-education candidates
      - c. On October 16th, a "Move Education Forward" rally will take place at the state capital.
        1. Members interested in attending, should give their names to Don
        2. Council #10 will arrange bus transportation
        3. Members welcome to bring families
    3. WEAC Board Meeting
      - a. Nancy Keckenberg, Uniserve President, will attend next meeting
      - b. "Race to the Top": Federal Stimulus dollars program
        1. currently Wisconsin at the bottom
        2. Cudahy has received some other stimulus money.
        3. Distribution formula for money isn't known
          - a. Discrepancies have occurred among district receiving money
          - b. Issue echoes reasons for voting in upcoming election
  - B. Vice President Chris Stewart
    1. Reps should post Building Representative Fliers in each building
    2. Please post "Your Vote Matters" fliers
    3. Health Care Proposal
      - a. WEA, the state plan, is not necessarily a "better plan"
      - b. QEO proposal would offer only 60% of old QEO offerings, resulting in a pay back of salary
    4. Future Bargains will negotiate prep time language
    5. Members are urged to be cautious with Facebook postings
      - a. District tech board should have a union representative when setting district policies
  - C. Treasurer Carlotta Huyett
    1. Updated Treasurer's Report was distributed
  - D. Negotiator Laura Geibel-Absent
    1. Mediation meeting set for November 1st.
    2. If not successful, arbitration date will be set.
  - E. Public Relations Chair Jeff Dahlberg
    1. Request for Updated 2010-2011 Representative List Circulated
    2. CEA agendas and minutes will be posted on CEA website
    3. All members should be receiving CEA emails. If not, please give your personal email addresses
    4. Fall election materials: Please distribute to CEA members
    5. Corestandards.org is a curricular web movement of interest.
      - a. May impact evaluation expectations in future.
    6. Members having a working environment concern with coworkers are urged to follow the chain of command.

- a. Talk to coworker
    - b. Talk to building administrator
    - c. Talk to Laurie Essenberg or Dennis Banach
    - d. Keep records of all communications
    - e. Maintain a nonhostile work environment/relationship with individual
  - F. Grievance Claire Treuden-Absent
    - 1. No grievance issues for CEA members to date
    - 2. Coaching issue falls under a different contract
- V. New Business
  - A. New Teachers
    - 1. Carlotta Huyett is attempting to contact the 14 new hires, some recent, for paperwork
    - 2. Traditional CEA New Teacher Dinner will be scheduled for October or November
  - B. Appliances
    - 1. User Fee Price List should be received. Notify Don by 9/17, if interested.
      - a. User Fees seem excessively high.
      - b. Diane and Chris will obtain other district comparables.
    - 2. District has concerns over pirating of electricity.
  - C. Rural Cafe
    - 1. Scheduled for September 23rd at CHS.
    - 2. Community night organized by Heiden to discuss community input to district strategic plan and curriculum.
    - 3. CEA recommends Jeff Dahlberg and Laura Geibel attend.
  - D. Emerging Voices
    - 1. WEAC Program to encourage people involvement in union activities.
  - E. Bullying Legislative Changes
    - 1. New law passed in legislature regarding bullying prevention strategies and curriculum mandates.
    - 2. Issue will be discussed in fireside chats.
  - F. HRA Inquiry
    - 1. Review of health insurance premium deductions for members opting out of 2009-2010 HRA and follow-up consultations for employee and insured spouse.
    - 2. Did all noncompliant individuals receive deductions?
    - 3. CEA feedback concerns regarding 2009-2010 HRA staff, procedures, and time schedules were given to Heiden
    - 4. Future HRA sessions will be required, as negotiated. May result in General Meeting regarding membership concerns.
- VI. Old Business:
  - A. Committees: Opportunity for Involvement. See Minutes Above.
    - 1. Teacher of the Year
    - 2. CEA Scholarships
    - 3. Public Relations
    - 4. Social Committee
    - 5. Retirement
  - B. Public Relations: See Jeff Dahlberg's Report
  - C. Email System: Please supply personal email addresses to Jeff
  - D. In-Service:
    - 1. Members are urged to give beginning of year in-service feedback to Don
  - E. Stipends:
    - 1. No committee reps have come forward
    - 2. Four proposals will be brought to next Executive Board Meeting for consideration.
- VIII. Adjournment: A motion for adjournment was made by Barb Traczek at 5:31. Crystal Silkwood seconded.