

**West Suburban Council Board Meeting
December 5th, 2005**

Present: Sandy Nass, Ed Doemland, Linda Ziefle, Mary Butkus, Tom Zigan, Kathi Popa, Arlene Karczewski, Debbie Brent

Election 2006 UniServ Partnership Meeting took place prior to the board meeting with Diane Craney, Government Relations Specialist, and Gail Gonzales, Political Coordinator from WEAC. The WSC board went through a proposed list of activities for WSC to commit. Several items were approved for involvement in the 2006 Election by the WSC board. A final draft of the agreement will be drawn up and given back to us for distribution and to take action on.

President Linda Ziefle called meeting to order at 5:25 p.m.
Minutes of November 7th were approved as written with thanks to Sandy for doing so in Debbie Brent's absence.
Agenda was approved as written

Presidents Report- Linda Ziefle

WCS Newsletter- Publication/distribution date is scheduled for January 3rd. Items need to be to Kathy Popa by December 22nd. Next newsletter will be published in mid-April prior to the May Representative Assembly.

QEI Presentation- Linda said there was good feedback regarding Ron Jetty's presentation, although a disappointing turnout.

PDP Writing Training- Karla Jenkins, of WEAC, offered this session and the consensus was to bring her back. It was felt that perhaps we need to do some targeted for those who can do this. Upcoming sessions are as follows.

Feb7th- Discipline

March 21st-ESEA-New IDEIA

March 31st- Diversity Training(tentative date)

May 1st- PDP Writing (tentative date)

There is a PDP Writing Training Session in January in Appleton and it would to our benefit to send people there to be trained. Mary Butkus and Debbie Brent offered to go.

PDP Review Team Training- Beth , Linda and Lynn, are certified in being able to verify a plan.

UniServ Presidents Meeting- The next one is scheduled for the weekend of December 9th.

Midwest Leadership Conference- To date 3 Educational Assistants from West Allis are going, 2 Educational Assistants from Wauwatosa are going. There is board financial support to attend. Linda is going as well.

NEA-Representative Assembly-The deadline for being a state delegate is January 5th,2006.It is a two-year term. See handout for more information/specifics as to how to apply.

PAC Update- Linda informed us that a check was sent to the State Democratic Campaign Fund in the amount of \$6000.00 as was requested at the last Board meeting.

January Representative Assembly-Linda shared that most UniServes in the state only hold one meeting a year, and many were surprised to hear that we hold 3 and have done so historically. Maybe we should think about not having the January RA. Will talk to those in attendance and see what the group has to say.

Treasurer's Report-Mary Butkus

The editing is now complete but Sandy indicated that there are some errors that need to be addressed. Auto leasing is still in the budget and should not be there as well as other line items. Sandy indicated that those should be taken care of by next month.

Executive Directors Report-Sandy Nass

A written report was submitted. Highlights are as follows.

Mortgage Payout- the 12/30/05 cash on hand would completely pay-off WSC's portion of the UEP building mortgage. In attempting to research the feasibility of doing this Sandy found that the constitution is silent on this issue.

Wauwatosa Education Association Bargain- this has come to a complete halt.

UEP Building Commission Report-Ed Doemland

John Milroy is spending a lot of time in the building now.

Financial Update-Dave O'Connell of WEAC is acting as building manager for a year. Jane Oberdorf, CPA, works for O'Connell. O'Connell reports that the current accounting procedures have made it difficult for both O'Connell and Oberdorf to figure out just where the building corporation stands financially. They have figured out that on a cash-reporting basis the building lost \$5400.00 in the fiscal year 2004-'05. The accounting procedures will now be on an account basis.

Parking lot repair- it is estimated that it will cost \$2,500.00 If we do not relocate the dumpsters down the hill, future waste collection trucks will damage the parking lot all over again. Re-location will require a new structure down the hill to house the two dumpsters.

Roof- good news...it was found that an agreement was in place with the current roofing vendor that installed the roof and the repairs have been done all along. There is no need for repair at this time.

Blinds- these have been purchased for the 6 offices that did not have them. 3 WEAC, 3 Council 10, 1 Lakewood. WEAC legal paid the cost of \$1200.00

Parking lot sign- it now states; no skateboarding, rollerblading or roller-skating.

Building Inspection- an inspection for mold has come back stating there is not a problem.

Copiers- new copier leases with IKON will be less expensive than the current lease with Gordon Fleish Company. Some discussion ensued that the costs of leases should be in the building budget and that only maintenance and paper costs should be in the per copy costs fees to every UniServ. It was pointed out that the \$.04 per copy fess for black and white copies does not cover lease costs. The copy will now go to \$.06 to reflect these costs, but his should drop again in June when the IKON contract comes in perhaps to \$.03 per copy.

The offer from WSC to the building corporation of between \$70,000 and \$80,000 to buy out the WSC portion of the building mortgages was made. The other directors are unable to say yes to at the December 1st meeting they have asked that the following be brought to the January 23rd meeting;

- 1) firm proposal on the actual amount of money
- 2) a statement of how the mortgage payments would be removed from the rent for WSC

- 3) a statement of what WSC would hope for if the number of staff member's changes for a UniServ or for WEAC, as to the building rent is divided by 16 or by 18 instead of 17.

Thanks went to Sandy for the work she did to uncover our buy-out amount and other information about the mortgage buy-out in general.

WSC Board Report- Beth Ludeman and Linda Ziefle

Beth- Bargaining goals committee meeting was held in Green Bay reviewed the Collective Bargaining goals. 120 teacher contracts were settled in 04-05 and 239 ESP were settled.

Coordinated Bargaining Effort- Taxation and Family issues are taking front and center with the board. Mike Burke, negotiations specialist talked about the Interest Arbitrators need to be careful about knowing your comparables. Districts don't have to offer the QEO, can go to interest arbitrator, but run the risk of losing especially in the area of insurance.

WEA Trust – Representative talked about how critical it will be to get long term care in the contracts. 40% of those needing the trust are under age 45.

WEAC Budget Report-Sandy Nass

Reimbursements have been distributed. Sandy stated that Jim Gibson has started working with WSC on our files, and will have an update at our meeting.

Old Business- None

New Business- None

Meeting Adjourned- 7:08 p.m.

Respectfully Submitted by;
Debbie Brent, Secretary

Memorandum

TO: WSC Executive Board DATE: January 18, 2006

FROM: Sandra L. Nass RE: BOARD REPORT
Executive Director

WEST ALLIS-WEST MILWAUKEE EDUCATION ASSOCIATION

Bargaining is continuing with economic issues now the major player at the table. Several sub-committees have divided the issues and are working on each of the items.

An extra-curricular coaching grievance arbitration has been scheduled for hearing on February 23rd. This is the time of year, when the District must notify probationary employees if they intend to non-renew their contracts. This notification must be made on or before the 31st of

January. Scheduling of meetings continues to be an ongoing PR&R issue at the secondary level. PR&R Chair Cathi Probst has been collecting the data for each of the schools.

WEST ALLIS-WEST MILWAUKEE EDUCATIONAL ASSISTANTS ASSOCIATION

The Association and District have again exchanged final offers. The Association bargaining team is meeting on January 25th to review the District's most recent offer and will then respond.

Several laid off employees have received recall recently. In some cases the recall has been to fill positions of employees on leave, and in one case a retirement allowed another employee to return full time.

WAUWATOSA EDUCATIONAL SUPPORT PROFESSIONALS

The parties have continued to meet and have reached the point where nearly all of the remaining issues are economic in nature. The team is preparing a comprehensive wage proposal to present to the District on January 26th. We will also be meeting on January 19th to review the latest set of tentative agreements and the most recent language proposals.

WAUWATOSA EDUCATION ASSOCIATION

The District personnel committee and Association bargaining teams met prior to Christmas to review the Association's latest proposal and to review related economic data. The District then met with the full board and the Association team will be meeting within the next two weeks to review the District response. After evaluating the information from the District, the team will determine its next course of action.

The Association has distributed and will be tabulating a membership survey relating to curriculum and communication arts. As new curriculum is being initiated in other areas, the Association plans to follow-up with membership surveys in those areas as well.

WAUWATOSA EDUCATIONAL STAFF ASSOCIATION

The bargain is currently in hiatus due to the District being unwilling to move forward on economic items. The team has reached tentative agreements on nearly all items with the exception of wages and insurance. The District has now indicated that the only way they will move forward is if the Association is willing to make additional insurance concessions.

We are continuing to pursue several reclassification issues that were carryovers from the prior HR director.

OTHER

1. The WSC retirement forums were heavily attended with over 120 members attending.
2. The SE teacher negotiators' meeting has been scheduled for January 30th at the UEP building from 5-7 p.m.
3. WEAC Winter Conference is being held February 3-5th. I will be attending the staff/leader school funding workshop.

CONTRACT STATUS

	03-04	04-05	05-06	06-07	07-08
WEA	S	S	B	B	

WESA	S	S	B	B	B
WESP			B	B	B
WAWM EA	S	S	B	B	
WAWMEAA	M	M	M		

KEY:

S = Settled	A = Arbitration
B = Bargaining	O = Open, but not yet bargaining
RO = Re-opener	TA = Tentative Agreement
I = Investigation/Impasse	QEO = Board Implemented QEO
M = mediation	