

West Suburban Council Board Meeting - February 6, 2006

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

Meeting Called to order by President Linda Ziefle at 4:30 p.m.
Minutes of December 5th, 2005 were approved as written
Sandy Nass requested a projector purchase proposal be added to the agenda under new business, so done and agenda was approved.

President's Report- Linda Ziefle
Happy Birthday to Ed and Arlene!

WEAC- Lobby Day is scheduled for March 1st. TABOR is on the agenda and there is a need to get coalition members there on the 1st. Mileage, sub pay, food for the day will be paid. Mary will talk to Brian Latus from WEA and/or Rose Clancy, Beth Ludeman will ask her Legislative Chair, Cathy Ceel.

MIDWEST REGIONAL CONFERENCE- This was attended by 4 ESP's from West Allis, 2 ESP's from Wauwatosa, and two teachers from West Allis. All who attendee learned a lot. One of the best professional development opportunities and a great rejuvenator. Linda picked up a great tool for creating high performing local associations. Discussion then ensued about the possibility of the WSC participating in strategic planning. Possibility of a one-day retreat kind of format/idea. Feeling was that it best to wait until we see what/how the Renaissance Plan rolls out. This should be completed in the spring.

WSC COMPENSATION- Currently \$20.00 per meeting is issued. The idea of providing Board members with paid dues instead of a cash stipend was discussed and will be revisited again at a later time. Feedback from the group was positive and in favor of this change.

WINTER CONFERENCE- Mary and Sandy attended the Taxation Training. The main purpose for taking this training was so that they could give 30 minutes presentations, in and around the community to educate in the area of taxation. Sandy did the 2-½ day training in the summer and found this recent training to be more compacted. The idea is to start at the leadership level, take to the buildings, and then ultimately to the greater public. Goal is to be out there by next fall. At this conference Linda worked on the Programs & Activities subcommittee so did not take in much of the conference. Beth found her sessions to be very interesting and useful.

WSC NEWSLETTER- Feedback is that we need to increase the font size. Some names were tossed out for consideration: WSC Informant, The Informer, and The Source

CUWK- This Uniserv is in need of two Uniserv directors. Refer to handout for detailed information.

NEA- looking for Friend of Education Award nominees.

COUNCIL 10- the discipline workshop that was held was a sell out with over 85 attendees.

READ ACROSS AMERICA VISIT- on February 24th Elizabeth Burmaster and The Cat in the Hat will be visiting Franklin Elementary School in West Allis as a kickoff event.

PRE-RA MEETING- this has been set for April 10th from 6-8 p.m. Beth is looking for ways to boost the donations to the NEA Children in public education fund.

GREAT WISCONSIN COMMITTEE- Building a coalition to fight TABOR. All labor organizations in the state are being asked to contribute to help. They prefer donations to come out of dues versus PAC monies.

WIN- this is a radio project being launched against TABOR as well. Initial goal is to raise \$10,000 to get up and running. Looking for a broader voice through another venue.

PROJECTOR- need for presentations, the current one is having difficulties and to be able to share one is going to get tough once Taxation, PDP writing etc. is in place, and we are vying for one machine that is not operating at its peak.

Treasurers' Report- Mary Butkus
Report distributed and approved as written.

Executive Directors Report-Sandy Nass
Written report was distributed highlights include the ESP Wauwatosa Unit is taking a few steps back and re-thinking parts of their contract.
Negotiations continue for WA-WM with economic issues at the core.

UEPBC Report-Ed Doemland

*Board accepted WCS proposal to pay off their share of the mortgage. Understood in the acceptance is that if some major repair would become necessary that WSC would share in the cost.

*Budgeting for next year finds that we would have the same rent pre unit but ours will be less to potentially drop by \$14,000 in 2006-07. Will be \$25,130.12, which includes utilities, copies, etc. Currently the cost is \$39,674.00

*Dave O'Connell has been re-defining the Building Manager position and will need to hire someone. This past year he has been operating in this capacity as part of his position with WEAC.

*Ed needs input from Sandy and Anita, as Dave O'Connell is eager to change how copies are charged back to each Uniserv, as it is currently not uniform.

Sandy's response is that it needs to be done individually in terms of copies and could give live with one final bill to be paid each month as long as the individual jobs are listed and can be charged back to the appropriate local. Ed will take this to the next board meeting.

*Will be a re-paving of parking lot and need to move the dumpsters to the lower parking lot or we will find ourselves in the same position we are now.

WSC-Retired-Art Fiet
No report- Art not present

WEAC Board Report-Beth Ludemann

- TABOR is the BIG issue
- Renaissance Plan is moving forward
- WEAC Vice President Terry Meyer is on a reduced schedule so that he may be available for the Governor's Race
- Teachers Have It Easy is a good read
- NEA Dir. Report states that the Bush administration and Congress recently cut ESEA by more than a billion dollars. It appears that Congress believes in ESEA, but not enough to fund it.
- Wisconsin Stories really impressed the staff at NEA and is now doing something similar.

- Health Care is a huge problem that CANNOT be solved at the bargaining table.
- Next Board Meeting is at the end of the month.

Old Business

WSC Archives- Jim is done and we need to pay the bill. Good news is that he came in under budget and had the job completed earlier than in his proposal. Beth moved and tom seconded that we pay the \$3,600.00 bill. Motion Carried.

UEPBC Mortgage Payoff- move to forward proposal as presented by Ed by Arlene seconded by Beth. Motion carried

New Business

Greater Wisconsin Committee Contribution- Beth moved and Arlene seconded that \$1000.00 dues monies and an additional \$5000.00 of PAC funds be given to this groups to rid us of the evils of TABOR. Motion carried.

WIN Contribution- Arlene moved and Mary seconded that we donate \$500.00 to their efforts to get up and running carried.

Projection Unit Proposal- Debbie moved and Arlene seconded that Sandy investigate a new unit not to exceed \$1500.00 and to acquire one, if possible that is compatible with pc and mac. Motion carried.

NORTH SHORE UNITED EDUCATION ASSOCIATION- Beth Ludemann reported that every year this group gives out an Award of Excellence Dinner to support scholarships for high school students. This year features Jessica Doyle. Beth proposed that we advertise I the program to help support this cause. We heard from Robin who helps put the program booklet together on the details. \$50.00 for a ¼ page ad, \$100.00 for a ½ page ad and \$200.00 for a full- page ad. Mary moved to buy a \$100.00 ad, seconded by Beth. Motion carried. Beth will work with Robin to get something put together reflecting Great Schools.

Meeting was adjourned at 7:05 p.m.
Respectfully submitted by: D
Debbie Brent, Secretary

Memorandum

TO: WSC Executive Board DATE: February 3, 2006

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

WEST ALLIS- WEST MILWAUKEE EDUCATIONAL ASSISTANTS ASSOCIATION

The Association received a revised settlement offer from the District, met on January 25th, and has sent two proposals to the mediator and District. One is a final offer for a two year period and the other a 3-year settlement offer in response to the District's 3-year offer. We are now awaiting the District's response.

At this point, all employees who were on layoff at the beginning of the year have been recalled, are filling in as substitutes, or have declined either part-time recall or substitute work. Several of those laid off have been able to fill in for other staff on leave.

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 has met twice to evaluate wage comparables and prepare a complete economic proposal. The next bargaining session is scheduled for February 13th.

WAUWATOSA EDUCATION ASSOCIATION

The bargaining team has met and is looking at several options that may assist in moving the District in the direction of an improved wage proposal. Research is under way and will be reviewed by the team prior to making any proposal to the District. The school calendar for next year has been finalized. The process was somewhat more complicated as the parties wished to deviate from the status quo option and as the contract was not settled no ratification had taken place.

Non-renewal recommendations are beginning to surface. The District had also requested to extend the probationary period of an employee, however, there had been only one evaluation this year and therefore, the District will not be allowed to proceed. Meeting(s) are/will be scheduled in those cases where the employer has met its obligation.

WAUWATOSA EDUCATIONAL STAFF ASSOCIATION

Negotiations continue to be held in hiatus as the Association is not interested in proceeding with reductions in benefits until the issues has been resolved with the majority bargaining unit. They do not wish to be a leader in benefit reduction.

We continue to pursue a reclassification of a guidance position at each high school where the duties have significantly changed in recent years—a position that the prior HR director had promised to elevate, but did not do so prior to leaving.

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.

In a rather sudden turn of events, we have been able to settle a grievance that was to have been arbitrated on February 23rd. The Association was able to receive the remedy that had been proposed in October, and the District has agreed to review and adopt consistent practices when filling Middle School positions.

Non-renewal meetings have been occurring over the past several weeks. In one case, the District wished to extend the probationary period for another year, however, had not done any evaluation in the 2nd year of probation. The District withdrew this request and the employee will be issued a regular contract for next year. Other potential non-renewal meetings are being held with the last meeting scheduled for this Wednesday.

A District internal audit revealed that seven employees had been moved one step to high on the salary schedule for the 2004-2005 school year and continued to be incorrectly placed for 2005-2006. After verification by the Association, the parties were able to agree to make the correction in placement as soon as possible, but the District agreed not to seek repayment. It is an excellent outcome!

OTHER

1. The next WEAC staff meeting is schedule for February 16 and 17
2. The SE teacher negotiators' meeting was held on January 30th, and a follow-up meeting will be held to continue to address insurance and retirement concerns
3. We are preparing copies of the TABOR DVD for building distribution throughout the UniServ.
4. WEAC has scheduled a lobby day for approximately March 1st for governance and leadership.
5. As part of the election and legislative cycles, the UniServ will be putting together presentations on taxation, economic impacts, and school funding. The initial intent is to educate our members and then to expand the audience to the school and public communities. The intent would be to create a partnership with as many facets of the community as possible to serve as a foundation to revise the school funding formula.

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	

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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