

WEST SUBURBAN COUNCIL BOARD OF DIRECTORS MEETING
Monday, November 6, 2006

Present: Art Fiet, Mary Butkus, Sandy Nass, Linda Weaver, Kathie Popa, Tom Zigan, Debbie Brent , it was noted that Ed Doemland and Beth Ludemann would be late and Dorothy Stevens was excused.

President Linda Weaver called meeting to order at 4:35 p.m.

Minutes of September 11th and agenda for this meeting were approved as written.

PRESIDENT'S REPORT-Linda Weaver

- a. WEAC Bargaining Certificate (handout was distributed) a certificate is available to members upon completion of training, which is scheduled to take place at Winter Regional Conference and Summer Academy. The information will be distributed to locals.
- b. WIN's Wisconsin Project (handout was distributed) Back in April WSC contributed \$500 for start-up fees. They are up and running and are now seeking additional monies. It was noted that they are a not-for-profit organization.
- c. Midwest Regional Leadership Conference is to take place January 19-21st in Chicago.
 1. WEAC has asked Linda to nominate one member to be considered for attending at WEAC's cost. Linda threw names in the hat and drew Karie Valona, President-Elect of WA EA's and Michelle Daavittela V.P. of WAWM and submitted them to WEAC for funding.
 2. WSC funding for locals was moved to new business
- d. Medical Issues in the Classroom- On 11/30/06 Council 10 will sponsor this in-service that is open to all Uniserv's in this building.
- e. TEF Update-Linda reported that at a recent WEAC Board meeting, when asked about the updates on presentations, many Uniserv's found that the information is not well-framed and are not comfortable with the presentation in its' current format. In addition WEAC is currently looking at putting together a DVD. It was decided that until the election results for Governor are known and the DVD is completed, Sandy and Linda would put their presentation schedule on hold.
- f. PDP- upcoming workshop is scheduled for January 9th. Discussion took place around some changes that are taking place in both districts that will have Mary and Debbie in their meeting tonight after the WSC meeting re-looking at the logistics of content and audience.
- g. Political Action Update- WSC had a goal of 5 new conduit members. We currently only have 2, need to work on getting 3 more.
- h. 2007 ESP Conference- will forward information to locals
- i. Thank-you- WSC received a thank you from Stanley Teplin for contributions to his campaign.
- j. January 17th WSC-RA-Currently has Jina Jonen lined up to speak on computer privacy & identity theft issues.
- k. The Source- will try to distribute electronically, and make sure it is on the website.
- l. Contingency Fund Withdrawal- A \$100.00 check needs to be approved to pay for services of the organizers of the UEP.

TREASURER'S REPORT- Mary Butkus

The books are still being audited so there is no report update at this time. Stands as presented last month.

EXECUTIVE DIRECTOS'S REPORT- Sandy Nass

Report was distributed with highlights as follows.

- a. WESP's are still without a contract and are waiting to get into arbitration as quickly as possible.

- b. WEA QEO has not been put into effect as both sides are still attempting to come to terms with the salary schedule.
- c. WAWM now has all contracts ratified.

UEPBC REPORT-Ed Doemland

Nothing has occurred since the WSC-RA and report stands as submitted at the October WSC-RA.

WSC-RETIRED-Art Fiet

- a. October 6th was lunch for the newly retired teachers (12).
- b. Membership in WSC-Retired currently stand at over 80.
- c. Presentation- at the upcoming meeting a speaker will present information on computer security.

WEAC BOARD REPORT- Beth Ludemann

- a. Board Meeting- one is scheduled for this coming weekend of November 10th.

OLD BUSINESS

- a. PDP Workshop-was dealt with under Presidents report

NEW BUSINESS

- a. Tree Memorial for Evan Brickner- a tree and plaque in his honor will be placed on the grounds of the UEP in May. The specific type of tree will continue to be researched.
- b. WIN Radio

Motion- Tom made a motion and Mary seconded that we contribute \$500.00 for continued work by the station.

Discussion around where and how much was left in the budget left Tom and Mary withdrawing the motion and tabling it until the December meeting or until we have a budget.

- c. \$100.00 payment for Political Action Organizers- the check has been pulled and is awaiting an accounting of actual costs etc. from the organizers.

Motion- Beth moved and Tom seconded that WSC is authorized to pay up to \$100.00 for building organization of political activities and will not be paid until we get feedback from organizers

Motion carried.

- d. NEA Midwest Regional Leadership Conference Funding- since the conference is close and does not require airfare, discussion took place as to whether WSC could/should sponsor funding for more than the usual one person per local.

- e. Motion- Tom moved and Beth seconded that WSC fund 2 persons per local for registration fee, lodging costs (based on double occupancy), and mileage (based on at least 2 to a car.)

Motion carried.

ADJOURNMENT

Motion- Kathy moved and Tom seconded that the meeting be adjourned.

Motion carried.

Meeting was adjourned at 6:25 p.m.

Respectfully submitted by:

Debbie Brent

WSC Secretary

Memorandum

TO: WSC Executive Board DATE: November 6, 2006
FROM: Sandra L. Nass RE: BOARD REPORT
Executive Director

WAUWATOSA EDUCATIONAL SUPPORT PROFESSIONALS

The Association has submitted a revised final offer to the District, and we are doing everything we can to get this contract into arbitration as quickly as possible due to the negative impact of the employer only paying a flat dollar amount toward employee health insurance. A general membership meeting is scheduled for November 9th to bring the members up to date.

WAUWATOSA EDUCATION ASSOCIATION

A mediation session was held on October 24th. The District rejected the revised salary schedule put forward by a joint sub-committee due to the initial cost of implementation. District offers during the mediation session were actually less than that rejected by the membership last fall. This was due to the District modifying the projected savings from several plan design changes and proposing that the Association move to the Administrative health plan and pay a 2% premium contribution. The offer was rejected by the team. The mediator determined that the parties were at impasse, and the District indicated that they would be moving to impose a QEO. The Association will be reviewing any QEO documents to determine if they comply with the law and if not, will require that the District meet the law.

There are several employee disciplinary actions that the grievance chairs and I have been dealing with and a variety of severity. It is possible that several grievances will be forthcoming.

WAUWATOSA EDUCATIONAL STAFF ASSOCIATION

A meeting was held to address the concerns over the shifting of technology responsibilities to WESA members without in many cases any training of the system or how making changes in one portion of the systems may negatively impact another. There is a new director coming on board in November, however, the actions of the District have placed the system at jeopardy, and WESA members continue to have additional work added even though there are now fewer positions.

We have been holding the bargain in abeyance hopefully looking to a successful outcome of the teacher bargain; however, we have indicated that we now wish to move forward as soon as possible with the bargain and a reclassification committee.

WEST ALLIS-WEST MILWAUKEE EDUCATION ASSOCIATION

While the contract is settled, there continue to be issues regarding meetings, conferences, work load, etc. that are continuing to pop up at all levels. These have been frequent topics of discussion at Labor/Management meetings.

I continue to meet with prospective retirees on a regular basis.

WEST ALLIS-WEST MILWAUKEE EDUCATIONAL ASSISTANTS ASSOCIATION

Employees have been moved to the current pay rates as of the first payroll in November. We are working with the District to provide the retro-active pay at the earliest opportunity to assist those employees that were laid off as a result of staff reductions. The difficult part of the retroactive pay is that WRS calculations cannot just be made in a lump sum and are done on a

monthly basis so that each employee is credited with an accurate monthly amount that is used to calculate retirement benefits and the termination date of active participation.

There are several job openings resulting from resignation or employee disability which should allow for the recall of laid-off employees. However, the vacant positions are in a higher classification than the currently laid off employees.

Questions continue regarding whether employees are being asked to perform work outside of their job descriptions, have too large a supervision responsibility, have sufficient support of administrators, and internal member-to-member disputes.

OTHER

1. Notice and registration forms for the SE Bargaining Conference to be held on Saturday, January 20th will be coming out shortly..
2. The WSC Retirement forums are scheduled for Monday, December 11th at the UEP office for the WEA and WAWMEA.
3. The PDP training is scheduled for January 9th at 4:00 at the UEP building

CONTRACT STATUS

	03-04	04-05	05-06	06-07	07-08
WEA	S	S	D	D	
WESA	S	S	B	B	B
WESP			I/M	I/M	I/M
WAWM EA	S	S	S	S	
WAWMEAA	S	S	S	S	

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	D = Deadlock (pre-QEO)