

West St. Paul Federation of Teachers

LOCAL 1148 WSPFT

Affiliated with Education Minnesota, The American Federation of Teachers, & The National Education Association

2015-2016 Executive Board

Officers

President: Diane Thompson

Vice President: Don Nelson

Treasurer: Hope Alger

Secretary: Kristy Otte

GENERAL MEMBERSHIP MEETINGS

Local 1148 General Membership meetings are held as needed. However, the predetermined dates for 2015-16 are October 1 and Jan. 27. All members are encouraged to attend.

EXECUTIVE BOARD MEETINGS

Local 1148 (WSPFT) Executive Board meets monthly starting at 3:45 pm, usually the first Monday of the month. Meetings are typically 1.5-2 hours depending on agenda items/ business. Members are invited to attend.

For the 2015-16 school year, meeting locations are as follows:

Date	Building	Room
9/14/2015	FHMS	248
10/5/15	FHMS	248
11/2/15	FHMS	248
12/7/15	FHMS	248
1/4/16	FHMS	248
2/1/16	FHMS	248
3/7/16	FHMS	248
4/4/16	FHMS	248
5/2/16	FHMS	248
6/6/16	FHMS	248

DRAFT June 6, 2016 EB

- 1) Order of Agenda/Additions
- 2) Treasurer's Report (Review and approve) – Hope
 - Report passed
 - Paychecks written at today's meeting
 - Checks and Savings record available / end of year balance
- 3) Secretary's Report (Review and approve) – Kristy
 - Report Passed
 - Attendance confirmation announcement last meeting
 - Survey responses on website
- 4) ATPPS/TDE Update - Katie
 - Meetings should be done by Friday
 - Admin. Reminded to approve forms
 - Forms (PGP and summative) need to be approved for teachers to get paid; teachers should check this
 - Building goal money goes back into ATPPS fund
- 5) Checks from Hope for EB members - Hope
- 6) Year end checking and saving balances from past few years (requested at last meeting) - Hope- no discussion
- 7) Proposed meeting dates and location for 2016-2017 - Diane
 - Sept 12, Oct 3, Nov 7, Dec 5, Jan9, Feb 6, Mar 6, April 10m May ? , June 5
 - FH again
- 8) ISD 197 Educational Foundation Run/Walk (September 24, 2016) Sponsor? - Diane
 - \$250 last year
 - **Motion to give minimum up to \$500 to get name on shirt.** Motion Passes.
- 9) EM Summer Seminar - Diane
 - Attendee: Kristy
- 10) Building concerns – Building reps
Topics discussed:
 - Crowdfunding- possible policy next year; you can be directed to not crowdfund
 - Investigations- continue
 - Social media warning- new teacher workshop; EM will follow up with us

- Steps with held for performance

Executive Board Meeting
May 2, 2016

- 1) Order of Agenda/Additions
 - building rep, Sibley

- 2) Treasurer's Report (Review and approve) – Hope
 - Hope wants to update addresses
 - Diane will do google form and send
 - Hope wants to double check building assignment and FTE
 - can get personal email at same time
 - Report passed

- 3) Secretary's Report (Review and approve) – Kristy
 - Reports approved for EB April and Gen Mem. March
 - Please review [attendance](#) PRIOR to June Meeting.

- 4) ATPPS/TDE Update - Katie
 - High Cycle should be completed
 - IPC schedule may limit scheduling for different buildings
 - Summative sign ups are going out now
 - Videos- probationary and Cont. Contract; admin has access; may be posted to website; mentors also have

- 5) Sibley Building reps-
 - Dave Faust and Eric Friberg volunteered; email has been sent to Sibley teachers for the ballot; election needed if contested

- 6) Teacher Investigations - Diane
 - More (than average) formal investigations this year
 - some letters of directive; Letters go in personnel file; you may write a rebuttal; no time limit on rebuttal; letters do not go to other districts (data privacy)
 - some no follow up
 - Accusations; no evidence
 - Parent emails can lead to investigations
 - Contract language says admin needs to tell you if letter has been placed in file
 - Admin does not need to reveal why someone is under investigation; admin leave is typically paid; teachers may choose resignation

- 7) AFT Hotel cost - Diane
 - Kristy not staying at hotel

- Only one room needed
- Sunday- discussion
- Motion made to pay for four hotel nights for one room. PASSES.
- Per diem; four full days; per diem for EM is \$70. Member asks to fund at rate of EM.
Motion made for per diem at \$70 for 4 days.
 - Discussion: We can establish a per diem. MN Government per diem is \$89. ISD 197 Staff dev. has \$7 breakfast, \$15 lunch, \$25 dinner.
 - Motion PASSES.
- Cash or receipt turn in? 4 X \$70; do cash as recommended by treasurer

8) WSPFT Budget revisited - Diane

- Trades and labor \$1/ member for our local; (\$1.25 per member per month; EM is covering \$. 25)
- This group fights against Right to Work initiatives
- Bobby Kasper- Diane called
- They are part of AFL- CIO
- Would this add \$10 to dues?; We can draw \$10 from reserves
- We don't consistently use line item P (technology @ \$3000)
- Balance typically stays at \$100,000
- Motion made to continue being paying members of St. Paul Trades and Labor at \$1.25/ member. PASSES. (We actually pay \$1.00/ member because EM pays other 25 cents. Total of \$4600 added to budget.)
- Motion made to make it \$890 and increase dues \$10.00. PASSES
- Fund balance - Hope- will have next EB meeting (June)
- President's salary- has not changed in 10 years; other officers have had increases, this position has not; ADD THIS TO FIRST MEETING IN SEPT.

9) Week of Action - Diane

- Post cards in stacks of 10
- "Celebrate our favorite superheroes"
- Facebook profile to EdMN

10) General Membership meeting agenda - please encourage attendance

- Gift cards? Not this time
- Julie ordered cake
- Diane reserved room
- Constitution one last time
- Any other issues

11) EM Rep Convention Report - Diane and Julie

- Others encouraged to go
- Annual meeting about Constitution; voting body
- Lively discussions around some topics

- EdMN will support local policy that ensures K-8 safe recess time (need specific language)
- Health care task force
- Intermediate organizations (Metro meetings); support among groups; do we pay extra money to support fellow union members?

12) THIS IS MOVED TO JUNE MEETING; NO DISCUSSION

EM Summer Seminar - Diane

- Aug 1-3, 2016
- St. Ben's campus
- Email sent to all April 20: "Dear Local 1148 members, The Summer Seminar courses are published for 2016! Please consider attending this summer. EdMN offers very good sessions around union work but also instructional practices and school system improvement strategies. Having dialogue about our profession with other teachers across the state is an added benefit! I HIGHLY recommend this seminar. You can register at this link and see the course descriptions. Notify Diane Thompson about you are interested so that our local may cover your mileage, etc. <http://www.educationminnesota.org/events/summer-seminar/overview>
Your local 1148 Secretary, Dr. Kristy Otte"

12) THIS IS MOVED TO JUNE MEETING; NO DISCUSSION

Building concerns – Building reps

NOTE: Officers, please stay afterward for a short meeting.

Executive Board Meeting
Monday, April 4, 2016

1) Order of Agenda/Additions

2) Treasurer's Report (Review and approve) – Hope
PASSED

3) Secretary's Report (Review and approve) – Kristy
Review in May

4) ATPPS/TDE Update - Katie

- Probationary teacher meetings for summative happening
- Videos are shared with mentors to support teachers

5) Options regarding officer stipends and July 1 change (see below) - Diane

- Options discussed

Option 1) All current officers who were reelected would continue to be paid until their terms end on June 30, 2018 (Hope, Kristy, Jodie, Anne, Jeff, Diane). Don and Stacy would be paid through August 30, 2016. Julie and Phil would start being paid on July 1, 2016 per the Constitution. This option results in the current officers getting two less months over their term (they don't get paid through August, 2018). This option results in Phil and Julie receiving pay for two months (\$1000 total) while Don and Stacy are still receiving their pay. Don and Stacy could also be paid their remaining stipends in June for June, July, and August if we don't want to pay people for the same position at the same time.

Option 2) All current officers (Hope, Kristy, Jodie, Anne, Jeff, Diane, Don, Stacy) are paid their remaining salaries in June for the current year. If their salary is \$3000, they would be paid \$750 for June, July, and August. They aren't receiving any additional funds, but they are being paid early. All elected officers for 16-17 (Hope, Kristy, Jodie, Anne, Jeff, Diane, Phil, Julie) start receiving their stipends on July 1, 2016 for the new year. This option results in payments of \$750 in June for the current officers making \$3000 (Jodie, Stacy, Jeff, Anne, Don, Hope, Kristy) and \$1899.99 for Diane (\$633.33/ month for three months). This option pays all current officers for their remaining months, and starts the new officers on July 1, 2016 per the Constitution. This option results in Jodie, Jeff, Anne, Hope, Kristy, and Diane getting two overlapping months this year. Phil and Julie start getting paid July 1, 2016.

- Motion made to adopt option 2. (June payment catches up).
 - Terms shifting
 - PASSES unanimously

6) General Membership meeting at Early Learning Center - Diane

- No disc.

7) Labor/Management - Health Insurance - Diane

- 0% increase health/ Corporate Health advisor
- Dental 9% increase
 - Single \$35.95 will go to \$39
 - Family \$102.95 to \$112.95
- Reserve for district- discussion- could have rebate month
- 3.8 million; contract is 8 million; see packet

8) AFT Convention attendees (three names submitted) - Diane

- Sun- Thurs in July at Convention Center
- Hotels around \$189
- \$17/day parking
- Motion made to approve 3 delegates to go to the Convention. Motion passes.
- Motion made to pay for delegates to stay at hotel 3 nights. Motion passes.
- Motion made for a \$50 per diem M-W. Motion passes.
- Motion made to pay for parking. Motion passes.

9) Crisis Loan

- 80% approved
- We pay back EM \$4700 approx.

10) Initial Budget discussion - Diane and Hope

- EM pays \$3 to regional labor federation- Increase passed on to us
- Increase of \$20 came out to \$1 per paycheck making it easier for members
- National and state dues could go up \$20
- We have covered under our reserves
- Doesn't look like much of an increase for local for next year; we find out in Aug.
- Discussion- salary- if changes made for next year, we could approve them at the beginning of the year
- Motion made to accept the budget.
 - Question about Sunshine- members get cards for personal surgeries or death of parent, spouse, child
 - Motion passes.

11) Friedrichs Case

- Supreme Court - tie; we will not lose fair share for now

12) New teacher meeting in August - pay for lunch? - Diane

- Jimmy John's lunch

- We have extra t-shirts, polos that we can give out.
- Motion made to pay for lunch. Motion passes.
- EB can ask Diane if they want to attend lunch
- Hope will bring materials for membership

11) Meeting in the summer? - Diane

- Discussion; Hope and materials
- Not scheduled
- Hope will want to tell people what dues are

12) May General Membership meeting - honor retirees - Diane

- Constitution
- Retirees
- Old World Pizza
- Cake- Diane

13) Building concerns – Building reps

- Retro pay- Diane will email again and send us info
- School Violence
- We may have levy next fall; expires in 2017 or 2018

General Membership Meeting
March 16, 2016

1. Order of agenda- no additions
2. Constitution changes
 - Election- some large changes ; clarification
 - Preamble- added
 - Roles of officers- updated
 - Dues and budget; reflect updated info
 - EM wording throughout; EM wants all locals to have common language
 - Taxes; how to do has changed
 - Committees; many unused omitted
 - Salary changes; reps and secretary
 - Discussion
 - July date for officers: Motion made to table discussion (Topic: July 1 date change for salaried positions) so others can see Constitution. PASSED
3. ATPPS
 - If we know of teachers getting 'needs improvement' get another eval.
 - Question- Admin. evals are not finished by next observation- what to do?
Oversight can discuss
 - If you are not proficient on student engagement, get another eval. (TDE)
 - TIP - discussion; principal can give directive at any time
 - Always write a rebuttal if letter goes in your file
 - What recourse is there for admin doesn't improve practice?
4. School Violence
 - EPC conversations
 - Don't put yourself in harm's way
 - CPI training- April and May- encourage other teachers to go; very helpful
5. Teacher Investigation
 - Make sure you have a building rep if you are called to an investigation meeting
 - Take it seriously
 - **Your admin. does not represent you, your union rep does**
 - There should be follow up meeting
 - EM rep should also attend if available
 - Ask to stop meeting and ask for representation from union; don't be insubordinate, but you can 'plead the 5th'
 - Most issues are around professional behaviors
 - School violence conversation
6. Other topics- none
7. Adjourn 4:50 pm

DRAFT- Executive Board Meeting
March 7, 2016
Tentative Agenda

1) Order of Agenda/Additions

- Possibility of outing for members #15
- insurance- 1% increase March 24th will meet again; will find out about increases in insurance- report passed around

2) Treasurer's Report (Review and approve) – Hope

- Report- passed

3) Secretary's Report (Review and approve) – Kristy

- Please see [website](#) for all member documents.
- EB members: Please check the [attendance](#) and notify Kristy of any discrepancies.
- report passes

4) ATPPS/TDE Update - Katie

- Round 3- CC until May 15; HC admin by May 1; probationary done with R3
- program review- SO, MO, HMS will rotate through with other sites moving forward; surveys this year
- summative forms- video will be made and sent to teachers

5) Member conversation with EB

- grievance committee involvement
- credit approval
- member asks for appeal process
 - discussion at meeting
 - graduate study for credit for supporting students he works with
 - get mixed messages from admin.
 - other examples where credit has been granted would help make case
 - must be graduate level if you have master's degree
- Don (grievance explanation)
- Grievance committee will meet; must cite contract in a grievance
- Grievance procedure discussed (20 days limitation from initial denial of credit); committee meets

6) WSPFT Election: Candidates, Forum process for March 16th, questions, voting process - Election Committee

- Discussion: Rozanne- uncontested election; no forum needed

- Candidates: President- Diane Thompson, VP- Phil Hayes, Treasurer- Hope Alger, Secretary- Kristy Otte
- Negotiators- Jeff, Anne, Julie, Jodie
- Reps-
 - Eileen Gilligan- HMS
 - Glenn- HSHS
 - Don, Julie-FH
 - Julia P - ME
 - Rozanne C.- Early Childhood
 - Sheri N- MO
 - PK- none
- Process- what is process if we don't have anyone? PK will send email; ask Glenn to send email to HSHS; HMS will send email
- 1148er- will still be sent out with bios; list of building reps; Rozanne will get sent within week (Next Tuesday)

7) General Membership meeting March 16th - (Proposed changes to Constitution) - Diane

- no forum needed
- Constitution- needs to be voted on
- stay next Wed. 4:00
- Early Childhood
- Rozanne- pizza, pop
- Topic: Constitution- discussion on dates for starting new positions; change the language to better meet needs of membership/ budget year - term of officers; "July 1st of school year..."

8) ATPPS/TDE Voting (lack of voting) - Diane

- 132 votes ATPPS
- 131 votes TDE
- 1/3 of members voted- why? -conference week; no ballots in box at sites
- explore digital voting? Survey Gizmo; once click on link, link is dead; by IP address (then not ok because could vote more than once)

9) Vote for Peer Coach Candidates - Diane

- Interviews last week: Brenda, Cari Jo, Diane, Kim, Julie
- 3 Top candidates chosen by all members of hiring committee; 7 candidates were interviewed
- Three candidates: Wendy Armbrust, Carol Larsen, Libby Huettl
- Candidates approved- Motion made to approve the candidates; approved Diane will send message to Brenda to move forward to School Board

10) WSPFT Scholarship recipients and amounts - Diane

- 7 applicants

- J Norris
- D Oleary
- N. Niemcyk
- A. Gjerde
- S. Meyers
- R Codner
- N Reddy
- Language from last year:
 - “Glenn Skov can collect
 - Feb 20, 2015 due. EB can then decide on Mar 2 meeting
 - Motion made for WSPFT Scholarship fund \$3000 set aside is set at a cap of \$500 per applicant. Motion passes.
 - Motion is made to change the two \$250 scholarships to one \$500 scholarship for Dollars for Scholars. Motion passes.”

Motion made for \$430 for each.

discussion

Nay- 3

Aye- 16

Motion carries

11) EM Rep Convention delegates - Diane
no discussion

12) EPC - Committee

- Time
- Calendar -Kindergarten alternative start day?
- Conferences- alternative format or use of hours?
- April 13 next meeting

13) Delegates to AFT Convention in July - Diane

- Up to 5 delegates
- Mpls Convention Center
- If more than 5 people put name in, election for delegates
- AFT needs volunteers too
- will approve in April

14) Happy Hour?

- Should we have another?
- Lucky 13
- April 12th after school

- personal invitation to teachers who normally do

14) Building concerns – Building reps

- Job postings- wrong pay posted; teachers are not getting postings; Applitrac not working correctly
- Discipline- do not have member go into mtg without a rep; Can we get word out again about having representation at meetings?
- Where are we with sub shortage?- discussion; Online learning days in some districts; leadership meetings should not take so many teachers out of classroom
- Other: Gen Membership- retirement May 19

EB Agenda
Feb 1, 2016

- 1) Order of Agenda/Additions
- 2) Treasurer's Report (Review and approve) – Hope
 - approved
- 3) Secretary's Report (Review and approve) – Kristy
 - approved
- 4) ATPPS/TDE Update - Katie
 - 3 openings for coaches
 - posted this Friday
- 5) Self insurance
 - Dec. very high month compared to our average
 - Jan Labor Management meeting was canceled
- 5) General Membership meeting - Diane
 - debrief
 - staff dev. renewal hours not there
 - different buildings can design PD as they need/ want
- 6) Vote for Election Committee members - Diane
 - Review of procedures/ guidelines
 - Liz, Rozanne, Shari, Don volunteer
 - Motion made to accept the names; motion passes
 - committee elects their own chair
- 7) Election Procedures and Protocols - Diane
 - [Ed MN Election Rules](#)
 - See D of guidelines
 - collection of names- Committee should collect - **due Feb 29**
 - publication of biographies-1148er **Mar 8**
 - candidate forum-necessary? low attendance last time
 - format of ballot- count that afternoon; email sent out that night by election committee
 - each position, alphabetical
 - incumbent discussion
 - Motion made to include incumbent; ay 13, majority passes motion
 - for negotiator will say “up to four”

- if needed we will need additional ballot for buildings if contested building rep in election
 - voting- teachers need to find building rep to vote; people should not be tracked down; **April 11-13**
 - counting ballots- **April 13** after school, election committee decides where to count; building reps bring ballots to election committee; any member can observe the counting; email goes out that evening; committee will forward to Diane, Diane will notify all members
 - **Timeline- EB agrees on the following:**
 - initial email will be sent by election committee by **Feb 9**;
 - one reminder a week before- **Mon 22nd**;
 - Names and bio by end of Feb (**Feb 29**);
 - (1148er) email with names/bios on **Mar 8**; forum **Mar 16** (tentatively Early Learning Center 4-5 pm) ;
 - ballots **April 4th** at EB meeting- determine where count will take place so building reps know where to go; building reps can send one follow up email to tell teachers where to find them
 - vote Mon. **April 11-13th** ends at 12:00.; election committee needs to send out reminder of voting day the day voting begins
 - Note: Diane can email whole membership; building reps could send email; election committee can send email- discussion; checks and balances with use of committee
 - initial email- language for election, number of reps (schools may elect 2 and buildings with more than 60 can have 3), voting
 - we cannot take ballots filled in and turned into boxes
 - no extras, unless decided by all of EB
 - can't do anything during 8 hr work day- EM election rules; Election Committee can send out rules by EM to all running for office
 - **Rozanne will be chairperson**; unanimous decision

8) ATPPS/TDE Voting and ballots - Diane

- ballots here to pick up
- **Feb 9-10**
- voting on 3 things- ATPPS/TDE, reps to go to NEA
- Election rules - number 2 pencils

9) Peer Coach Hiring Committee - Diane

- Kim, Julie, Diane will be on committee; Don will be alternate
- Feb 29 Mar 1 hiring dates; must be avail to be there 4- 6 approx.; posting this Friday
- Motion made to make Kim, Julie and Diane as committee; motion passes

10) WSPFT Scholarship (question from a member regarding criteria) - Diane

- Does a child need to be a senior to be eligible? yes- in the form we sent out
- Motion made to make an exception for this person to get the scholarship.; discussion; vote; motion does not carry

11) Constitution Recommendations - Constitution Committee

- EdMN changes made to document; preamble added; language came from EM
- committee thanked
- policy and bylaws have been included in Constitution; all roles added in; quorum language added; committees omitted taken out that aren't used; budget language; no discussion; next general membership
- email will be sent out to teachers as notification
- forum could be where we discuss proposed changes to constitution
- need a May general meeting for vote on proposed changes
- May 19

12) Salary discussion

Motion made to pay building reps \$40 per meeting with retro pay for this year.

(Line item L on budget)

Discussion

aye- 9

nay-10

Motion does not carry

Motion made to pay building reps \$40 without retro pay.

(starting today- today's meeting Feb 1)

aye- 11

nay- 6

Motion carries

Motion made for all voting members (item L) to get \$40 starting today.

aye- unanimous

Motion carries

12) EPC - Don

- school violence

13) Salary discussion continues? – Constitution Committee

-moved to constitution discussion above

14) Date for spring GM meeting - Diane

-May 19

15) Building concerns – Building reps

- did not discuss
Meeting adjourned at 5:46

Executive Board Meeting
Jan 4, 2016

- 1) Order of Agenda/Additions
- 2) Treasurer's Report (Review and approve) – Hope
 - approved and passed
- 3) Secretary's Report (Review and approve) – Kristy
 - approved and passed
- 4) ATPPS/TDE Update - Katie
 - newsletter
 - MDE/ ATPPS program review Feb/ Mar
 - different format
 - probationary teachers- message about round 2 obs.
 - Diane will talk with DO about hiring process/ timeline
- 5) Results of Contract vote/comments - Diane
 - discussion
 - ask Diane questions
 - retro pay unknown date (usually 2-3 mos); pay raise date unknown
 - new hires in DO
- 6) Student Violence discussion/possible letter to District and School Board - Diane
 - discussion
 - wait until principal meeting?
 - send a letter from this body?
 - EPC topic- will discuss this Jan.
 - MDE maltreatment form seems to contradict our district policy
 - restrictive procedures for Spec Ed students- state statute (From MDE “**Restrictive procedures**” means the use of physical holding or seclusion of children with disabilities in an emergency in Minnesota schools. “**Emergency**” means a situation where immediate intervention is needed to protect a child or other individual from physical injury. Restrictive procedures must not be used to punish or otherwise discipline a child. Minnesota Statutes, sections 125A.0941 and 125A.0942, govern the use of restrictive procedures.”)
<http://education.state.mn.us/MDE/SchSup/ComplAssist/RestProc/>
 - Admin will ask ‘what did you do to intervene before getting to that point?’
 - teachers need to know what to do in critical situations
 - Can regular ed. teachers get training that spec. ed teachers get? (Crisis Prevention Intervention (CPI))

7) General Membership meeting - Diane

- topics discussion
- contract
- ATPPS voting
- Facebook discussion- teachers have been investigated for Facebook and Twitter
- 3:45 or 4? 4 pm start time
- Old World Pizza

8) Review of WSPFT Election process - Diane

- Election Committee
- Feb- Diane will bring names and present to EB
- refer to Constitution
- vote in April

9) WSPFT Scholarship - Diane

- From last year:
 - “Glenn Skov can collect
 - Feb 20, 2015 due. EB can then decide on Mar 2 meeting
 - Motion made for WSPFT Scholarship fund \$3000 set aside is set at a cap of \$500 per applicant. Motion passes.
 - Motion is made to change the two \$250 scholarships to one \$500 scholarship for Dollars for Scholars. Motion passes.”
- should it be a google form? shared to Hope?
- Application Due Feb 24
- Determine amount in March at EB if need to be rounded

10) Dates for ATPPS and TDE voting - Diane

- Feb 17-18
- same ballot as last year
- MOU will be sent to teachers beforehand
- these steps need to be done each year

11) EPC - Don

- school safety

12) EM Political Conference - January 22 & 23 - Diane

- if interested, let Diane know

13) Salary discussion continued – Constitution Committee

- Building Reps
 - Now it is \$30; what should it be? What is fair?
 - \$50 would be \$20 more so maybe \$3000

- what will this do to dues?
- should we talk to General Membership at meeting?
- Secretary: **Motion to make the secretary salary \$3000 and from this day forward commensurate (Jan. 4, 2016) with the other officers.**
 - Motion passes
 - **Motion that (the secretary) Kristy get retro pay for this year.**
 - Should it be retroactive?
 - Is it in the budget? discussion
 - Motion passes (5 nays) (11 yeah)

14) Building concerns – Building reps

**Executive Board Meeting
Monday, December 7, 2015**

1. Call to order
 - a. Last order of polos has arrived and has been delivered
2. Treasurer's Report
 - a. New member lists distributed by Hope.
 - b. Motion made. PASSED.
3. Secretary's Report
 - a. Motion made. PASSED.
4. ATPPS/TDE Update
 - a. Round one should be done.
 - b. Round two beginning in January
5. Settlement Information
 - a. Summary of changes (TAs) shown to EB
 - b. Tiered settlement regarding new money on the salary schedule
 - c. Increase in curriculum rate
 - d. Maternal/Paternal leave changed to 12 weeks in accordance with FMLA
 - e. Grade submission language
6. Ballot for Contract Vote
 - a. Voting on Mon, Tues, and Wed until noon
 - b. Count ballots and send count to Diane by 4:00 on Wednesday
 - c. Send paper ballots to Diane
 - d. Diane will send out email reminder to building reps regarding voting times
7. Mailbox Messages
 - a. Continue to distribute messages to members until finished
8. Review of WSPFT Election Process
 - a. Notification to all regular members for election committee in December
 - b. EB elects election committee in February
 - c. Election process can be found in Constitution
9. Metro Meeting Update/Health Care Initiative from EM
 - a. EM wants to establish minimum levels of cost sharing between employer and employee for health insurance in the Educator's Health Care Initiative Bill.
 - i. EM would like all locals to sign a resolution in agreement with this cost sharing initiative.
 - ii. They will present signed resolutions from as many locals as possible at the legislature at a future date.
 - b. Motion made and seconded to sign resolution. PASSED.
10. Tentative Calendar '16-'17
 - a. Diane, Don, Julie, Kristy, Glenn on calendar committee
 - b. Calendar for '16-'17 is very similar to this year
 - c. Working on Good Friday next year

- d. Question was asked about having conferences during the day. Nancy has denied this request on numerous occasions in the past
 - e. Three EPC days have been scheduled (Meet & Confer)
11. EM Political Conference-January 22 & 23
- a. EM is gearing up to elect pro-public education candidates
12. EM Representative Convention-April 29 & 30
- a. Diane will send information in January
13. Dates for AFT Convention Next Summer
- a. July 17th - July 21st
 - b. Convention is in Minneapolis-opportunities to volunteer
14. Salary Discussion
- a. building reps make only \$30/meeting while curriculum rate is \$35/hour
 - b. president-2006 (\$7,600), vp 1998 (\$3,000), treasurer-2005 (\$3,000), secretary-2015 (\$1,600 + \$599) (not an increase), negotiator-2012 (\$3,000), building reps-2008 (\$30/meeting)
 - c. Will discuss at the January meeting
 - d. Proposal to increase salaries in accordance with the salary schedule increases
15. Building Meetings
- a. All sites visited--still need to visit Moreland
16. Building Concerns
- a. Parent coalition at FH are going to bring back recess in 7th and 8th grade on a trial basis. Parents will be volunteer recess paras.
 - b. Diane emphasized that many continuing contract teachers are getting less than proficient observations
 - c. If you are getting developing on an observation, please ask for an additional observation.
 - d. Administrators are not fulfilling their professional responsibilities regarding completing observations or submitting post-observations

Executive Board Meeting
Monday, Nov 2, 2015

1. Call to order
 - ME-Julia Poppitz rep.
 - Steve Winge- EM rep
 - Side conversations- please step out of meeting
2. Treasurer's Report
 - \$8900 Loan EM- question on how much we have spent
 - Motion made to pass. PASSED
3. Secretary Report
 - Motion made to pass. PASSED
4. ATPPS TDE
 - Can principal's observe specific class- Yes
 - principals have right to observe at any time
 - Oversight
 - PGPs- need to be different each year
 - CTs - disc. (building level decisions on this)
5. Polos
 - 30-40 more ordered
6. Website changes (Kristy)
 - compatibility w/ iPads. smartphones
 - banner and changes happen thru AFT and may take a while
 - wait until after negotiations are finished
7. Negotiations
 - try to settle before new school board
 - longevity disc.
 - mediation filed if next two mtgs not productive
8. Organizing for Settlement
 - 1,200 messages sent out
 - speak at next board mtg
 - disc.
9. Calendar/ EPC
 - turned over to Don and Kristy because Diane is busy w/ negotiations
 - Eileen volunteered
 - EPC may talk about Cts, conferences
10. Duty day reminder
 - 8 hour day
 - 15 min. before/ after school minimum
11. Week of Action
 - Nov 16-20
 - \$1 donation to 360 in our schools
 - Count \$ and tell Diane

12. EM/Constitution

- sample language for local Constitution is required for settlement loans
- Diane will go through document to revise
- committee may need to convene again

13. Salary discussion

- no disc. add to next month

14. Home emails

- reps are collecting

Executive Board

Monday, Oct 5

- 1) Order of Agenda/Additions
 - t-shirts- given to reps
- 2) Treasurer's Report (Review and approve) – Hope
 - approved
 - fair share name to reps
 - applications still missing
- 3) Secretary's Report (Review and approve) – Kristy
 - approved
 - potential changes to website
- 4) ATPPS/TDE Update - Katie
 - PGP meetings finishing- due Oct 15
 - Observation round 1 schedules sent out next week
 - Goal/ action plan discussion- issue may go to Oversight
- 5) Home emails
 - president email
 - building reps should collect home emails
 - should officers use home email?
- 6) Logistics:
 - Polo shirts -email Diane
 - prizes at Gen membership can come out of Organizing for Settlement fund
- 7) Issues the first weeks of school - Diane
 - mentioned at General Membership meeting
 - FTE
 - Lunch/ prep missed
 - 3rd qtr prep- Sibley
 - first year teacher- lessons
 - extended CTs
 - sports/ missed classes
- 8) Proposed changes to Constitution - Constitution Committee
 - finance- discussion on voting members in strike situation
- 9) Salary discussion – Constitution Committee

- no discussion- next meeting?

10) Organizing for Settlement - Don

- send out one message this week, another after MEA (before Nov.)
- wear t-shirts Fridays
- bags with messages given to reps (one this week on after MEA)
- negotiations worked on cleaning up language
- probationary teachers- discussion
- strike- discussion

11) Schedule building meetings - Diane

- email Diane with Dates

12) Building concerns – Building reps

- new site grand opening

Note: EM Rep- Rebecca Hamblin retiring. This was her last meeting

**General Membership Meeting
Oct 1, 2015**

1. Call to Order/ pizza
2. Negotiations discussion
 - MSBA makes recommendations for fund balance; currently \$600,000 more than projected (16%)
 - School Board Election- usually better if done before new school board begins; school board issues with our top cell (too high)
 - KWYS
 - is it possible to see what proposals have been presented and what the outcome was?
 - Work to Rule- Don and Phil
 - Is it time to begin? -discussion
 - Organizing for Settlement- Monday card
 - New members and education
 - should there be a new member meeting to talk about history of negotiations?
3. Workload issues
 - Missed prep/ lunch- notify Diane to remedy
 - contact Rep about contractual issues
 - Sibley prep time- discussion
 - probationary teachers
 - lesson plans submitted with specific template
 - due by Friday at 5 pm
 - only first semester in some buildings
 - middle school schedule
 - teachers in $\frac{5}{8}$ and $\frac{7}{8}$ have two schedules to manage
 - special ed.
 - demands of teachers very high
4. Grievance
 - a grievance cannot be against a person
 - the grievance procedure can be about the contract only
5. Misc.
 - Performance Matters? Cost?
 - is the longevity pay a form of age discrimination?
 - how many locals are settled? - (about 15 in metro)

Executive Board

Monday, Sept. 14

1. Order of Agenda/Additions
 - discussion early learning membership
2. Treasurer's Report (Review and approve) – Hope
 - reminder to get applications to new members and back to Hope
 - June report approved
3. Secretary's Report (Review and approve) – Kristy
 - see wspft.mn.aft.org for all meeting notes, see membership, local documents
 - June report approved
4. Membership Information – Hope
 - Be sure to get apps to Hope ASAP
 - Please greet personally in your building and get them to join
5. ATPPS- Katie Carter
 - emails have been sent out to all teachers for beginning of year process
6. Materials for Building Reps – make sure all materials get passed out
7. New Building Reps - Diane
 - PK- James and Ihklas
 - HMS- Eileen, still 1 opening
 - Sibley- still 1 opening
8. Polo shirts - Diane
 - Email Diane for needed shirts ASAP
 - wear on Fridays
9. Organizing; Supreme Court case – Diane, Rebecca
 - case in CA “Friedrichs case”
 - agency fees unconstitutional
 - fair share can be thrown out
 - EM “value of belonging” initiative
10. Proposed Meeting Dates for EB and GM meetings 2015-2016 - Diane

11. Voting members of EB per the Constitution – Diane
 - discussion on elective officers (neg., sec., tres., vp, pres., reps)
 - EM associated positions
 - Positions created through joint federation/district collaboration
 - Motion: **The position of ATPPS coordinator, TALL, Government Relations, and Sunshine be voting members of Executive Board this year.**
 - (1 nay, 20 (approx.) yay) Motion passes.
12. Oversight Committee
 - Diane appointed Jeff N. (High school representation)
 - discussion
 - Motion: **Have Jeff be on Oversight this year.** (unanimous approval) Motion passes.
13. Constitution Committee proposals - Constitution Committee
 - October (need more time for EB)
14. Salary discussion – Constitution Committee
 - discuss in October
 - Diane will bring history of changes
15. Food at meetings - vote needed? - Diane
 - past practice ok'd
16. Building reps and email lists - Diane
 - no right of privacy in work email
 - make your own email list
17. Schedule building meetings - Diane
 - schedule with Diane
18. Summer Seminar report – Kristy
 - read 1148er article
 - CFM training
19. Building concerns – Building reps
 - CTs- number
 - extended CT- people get paid, but not required to attend (Elem)
 - preps/ lunch- notify Diane- timeline
 - tenure letters
 - hallway supervision at lunch time- 30 min. lunch (Middle)
 - 3rd qtr. duty (Sibley)

Meeting adjourned at 5:30

Information

- 1) Meeting Dates – please notify me if you cannot make it to a meeting
- 2) Building reps – send emails to members only, not certified staff (make a Gmail list)
- 3) Phone number for Federation office – 403-7523
- 4) My email addresses: diane.thompson@isd197.org or presidentwsp@gmail.com

Proposed Meeting Dates/Locations 2015-2016 Building/General Membership

September 14, 2015

October 5, 2015

GM - Thursday, October 1, 2015 Old World Pizza

November 2, 2015

December 7, 2015

January 4, 2016

GM - Wednesday, January 27, 2015 Old World Pizza?

February 1, 2016

March 7, 2016

April 4, 2016

May 2, 2016

June 6, 2016