

# West St. Paul Federation of Teachers Local 1148

<http://wspft.mn.aft.org/>

## Officers

President: Diane Thompson

Vice President: Don Nelson

Treasurer: Hope Alger

Secretary: Kristy Otte

## Executive Board Minutes

2014--2015

*All members are invited to attend.*

Dates	Building	Room
9/8/2014	FH	128
10/6/14	HSHS	A226
11/3/14	HMS	224
12/1/14	GEMS	136
1/5/15	Mendota	22
2/2/15	PK	132
3/2/15	Moreland	7
4/7/15	Somerset	15
5/4/15	FH	221
6/1/15	FH	128

**Take Action!**

**[Public Education Concerns](#)**

**[How to be involved in your local union](#)**

**Executive Board Meeting**  
**Monday, June 1, 2015 at 3:45**  
**Room 128 - FH**

- 1) Order of Agenda/Additions
- 2) Treasurer's Report (Review and approve) – Hope
- 3) Secretary's Report (Review and approve) – Kristy
- 4) Checks from Hope for EB members - Hope
- 5) ATPPS/TDE update – Kim
- 6) ATPPS/TDE Coordinator role on EB - Diane
- 7) Proposed meeting dates for 2015-2016 - Diane
- 8) Negotiations update - Negotiators
- 9) T-shirts/Buttons/Stylus/other ideas/calendar of actions/getting people involved -

Settlement committee

(From Email) *“We have negotiations scheduled for this Thursday, June 4th. Please wear your union t-shirt to school that day to show solidarity. We are working hard to get a fair settlement.*

*Also, please wear your union t-shirt on Tuesday, June 9th as we are all required to attend the Employee Recognition Event at 2:15 at Sibley. Even if you wear your t-shirt just to the Recognition Event, it would be great to see hundreds of union t-shirts. The District and School Board need to see that we are united in wanting a fair settlement.”*

- 10) Crisis Fund - Diane
- 11) AFT Teach funding request - Diane
- 12) CERO voting - Diane
- 13) Dates for GM meetings and Happy Hours in 2015-2016 - Diane

14) Summer Seminar - Diane

(From email) *If you are interested in attending Summer Seminar, please let me know by June 5th. Our local will pay all costs including registration, housing, and mileage. If you want to attend on your own (without the local paying) you can register without letting me know.*

*You can see all the courses offered, get more information, and register at this link:*

<https://www.signup4.net/public/ap.aspx?EID=20153139E>

15) Human Rights Conference/Equity Committee - Kristy, Julie

- Language in contract on Safe Workplace

16) Building concerns – Building reps

**DRAFT-**  
**Executive Board Meeting – Monday, May 4, 2015 at 3:45**  
**Room 224, Heritage Room change - 221 FHMS**

- 1) Order of Agenda/Additions
  - additions since email sent out; see paper copy
- 2) Treasurer's Report (Review and approve) – Hope
  - Approved
- 3) Secretary's Report (Review and approve) – Kristy
  - EB: Please review [your attendance](#) before June EB meeting! Email Kristy w/ questions.
  - Report approved
- 4) ATPPS/TDE update – Kim
  - schedules of IPC sent out to support probationary teachers
  - probationary teachers still need to have meeting with principal
  - Coordinator needed to attend EB next year? (discuss in June)
- 5) Negotiations update - Negotiators
  - district cancelled meeting
- 6) Crisis Fund - Diane
  - May 19 meeting EM
  - t-shirt discussion- reps, please get sizes for June meeting.
  - June meeting, we will decide on design and order
  - Hope will contact Linda McDonald for options, costs
  - logo options for union
- 7) Amend Budget
  - \$11 added for EM changes to membership for retirees (\$.50 / paycheck)
  - dues \$860 next year
  - will not know dues from nationals until Aug.
  - Motion to approve for \$860. Approved.
- 8) Constitution Committee update - Constitution Committee
  - approval at Gen. Membership mtg for work done so far
  - need 1-2 summer days to work and finish
  - Motion to have Constitution Committee work up to 2 days at \$30/hr. Approved.

- Woodbury site EM - work option

9) EM Week of Action May 4-8 - Continued discussion from last EB meeting

- bring food to Sibley by Friday
- Take pictures and send to Kristy for FB and website

10) Location of EB

- discussion: intent of moving meeting from site to site to get more members to attend was not effective; better to have one place designated; FH (either Julie or Phil's room) possible

11) CERO voting - Shari, Diane

- 5 teachers
- election
- Kate Skappel will send out email
- state statute says we have to vote

12) 1148er format - Diane

- eliminate position
- format change- need to archive info on website

13) [Rep Convention 2015](#)

- highlights: NEA and AFT presidents; WI Right to work discussed, New EM retirement membership/ adds \$11

14) Committee work

- outcome seems predetermined
- teachers time/ ideas/ input does not seem respected
- Meet and confer as option
- Tony- Staff Dev. route, Bargaining route

15) Peer Coach hiring - Diane

- 3-4 did not vote
- 19 yes, 1 no
- new coaches: Katie Carter, Mike Sackett

16) Summer Seminar - Diane

- [Link to EM site](#)
- no news yet on offerings

17) Happy Hour for newer teachers - Kristy

- 25 (approx.) in attendance
- fall next year- idea for all- informal again at Lucky's

18) Human Rights Conference/Equity Committee - Kristy, Julie, Diane, Steven

- update in June
- MOU- Bullying law may be beginning point

19) Building concerns – Building reps

- 18 non renewals
- reports not being done in time; teachers cannot be penalized for not receiving observations if not done at end of year
- Appeals process is possible
- 3 min. walk throughs are being used for discipline and evaluation

**General Membership Meeting**  
**4/29/15**

1. Constitution changes
  - Motion to pass, approved
2. Honoring Retirees
3. Negotiations
  - history of different numbers reported for fund balance
  - From March 16, 2015
    - audited 13-14 bal. \$8,481,276
    - projected 14-15 bal. \$9,805,848
    - projected 15-16 bal. \$11,445,812 or \$10,597,782 dependent on Board decisions on GT, deans, counselors, ALC etc.
  - Board would like teachers to have performance pay; don't like that 99% of teacher reported proficient
  - May 21 mtg. scheduled
  - Crisis Assessment in fall

## Executive Board Meeting – Tuesday, April 7, 2015 at 3:45

### Room 15, Somerset

#### 1) Order of Agenda/Additions

- Add Staffing- #7

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

- Audit finished
- Taxes done
- Levy for Learning - stop payment on \$500 check not cashed from Oct.
- approved

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

- approved

#### 4) ATPPS/TDE update – Diane

- Contact Cari Jo for scheduling additional observations
- Round 3
- April 1- teachers notified if non-renewed
- SEE NOTE\*\*\*\*\*

#### 5) Budget and Taxes - Hope

- Dues raised \$40 last year; projection for next year- \$10 raise making dues \$850 or .50 per paycheck
- National dues are estimated- will know in August
- combined salaries of Secretary and Webmaster
- discussion on editor position/pay; 1148er; identify need, then decide on budget; add to May agenda
- salaries for officers; comparison across metro:
  - Presidents \$1800-9800 and full time release
  - VPs \$800- 4000
  - Secretaries dues paid-\$3500
  - Treasurers dues paid -\$2500
  - Negotiators \$1500-\$4000
  - Reps \$ 0- 400/ dues paid
- Motion to pass budget as is. Approved

#### 6) Negotiations update - Negotiators



- KWYS discussion; similar KWYS reports in past

7) Staffing

- middle schools change
- teachers should know by April 14
- some ULAs
- long term subs not always renewed
- bumping likely
- 6 retirees so far

8) Organizing for Settlement/Buy additional sweatshirts? - Phil, Don

- Linda may have more sweatshirts; Kristy will contact
- bring to happy hour next week
- idea for lanyards- subtle
- crisis assessment- next year t-shirts?

9) Peer Coach hiring/vote count - Diane

- verification- paper copies brought to EB

10) Labor/Management - Health Insurance bids - Diane

- Preferred One likely as carrier next year; Rep Kathy Eull
- Other companies had bids (Healthpartners etc but not as good)
- may be 1.5 % increase next year
- 3 week pay period next year (Aug)

11) EPC – Committee members

- K representative spoke about testing
- 1:1 testing takes away from classroom instruction (approx 30 hours per testing session)

12) Happy Hour

- April 15 Lucky 13- see previous email to EB

13) Human Rights Conference- framework for Equity/ Climate Committee for union

- Discussion- Tony - EM side of racial equity issues
- Motion made to send up to 4 people to conference (incl. registration, mileage, lunch/ Kristy Otte and Julie Schiltgen going). Motion passes.
- first 2 that email back can go.
- [Equity Training](#) link

- 14) EM Week of Action May 4-8 - Continued discussion from last EB meeting
- food drive in connection to 360 communities at Sibley
  - every rep can bring food to Sibley (or other volunteers from membership)
  - wear t-shirts this day
  - Sibley's Key Club helps
- 15) Constitution Committee update - Constitution Committee
- Bylaws still left
  - meet next week
- 16) **Gen. Mem. Meeting** April 30 4 pm -Old World
- 17) IPC Hiring
- will email vote count
  - school board will pass in May

*Adjourn 5 :15 pm*

**\*\*\*\*\*Note added after meeting:**

*ATPPS Update -*

*Admin should have communicated with staff who may not be at expected Proficiency, as plan notification date is April 1. Expected proficiency: Year 1 - 50%, Year 2 - 60%, and Year 3/Continuing Contract - 75%. All staff have the opportunity to request up to four additional observations. They can contact Cari Jo Kiffmeyer to have a different observer, or their admin/IPC to return for additional.*

*IPCs will be sending out Summative information to staff following admin meeting next week. This will include the TDE "scoring" process.*

*Observation Timeline - Probationary should have been completed prior to break; High Cycle is April 30, and Continuing Contract is May 15 (depending upon IPC schedule at sites).*

**Executive Board Meeting – Monday, March 2, 2015 at 3:45  
Room 7, Moreland**

1) Order of Agenda/Additions

- Call to order at 3:47 pm.
- no additions

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

- no discussion, approved

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

- no discussion, approved

4) ATPPS/TDE update – Kim

- MDE review finished
- 3rd round of observations now
- School Board Meeting
  - discussion on board member questions (teachers 100% proficient)
  - school board votes tonight to approve
- April 1 notification of not rec. step/stipend

5) ATPPS & TDE Vote - Diane

- school board votes tonight to approve
- Oversight discussion (hiring, plan changes, job posting)
- Job posting questions

6) Negotiations update - Negotiators

- 1st mtg with district in 2 weeks
- survey- issues include time, insurance, duties (more info to come when survey closes)
- discussion on agenda- should it be sent to whole membership? Building reps decide they will add this as a point of contact with the teachers in their building
- meeting scheduled for Mar 19, April 9
- Discussion with Rebecca Hamblin, EM Rep:
  - Legal and smart strategy for negotiations
  - we can have negotiations be public unless mediation begins; then both parties might be told to be quiet
  - Open meeting Law- public if school board member is there; Gov. Practices Law- data is public

- St Paul- public bargaining- this was a 6-8 year strategy in the making; parents, community involved; much organizing is needed; strong LCAT team, regional labor leader was involved; another district did this and was scrutinized
- Considerations- what is the goal?; if public, media could show up; should proposals be public? trading happens; this would compromise negotiations; repercussions; rapport early on with district; Do we want positive and productive negotiations? we could strategize collectively and decide when to act (EB)
- one way to open communications would be for building reps to hold meetings with negotiators as a group
- another way to get people involved: Organizing for Settlement (Phil, Don) early actions; EM has funding starting early for crisis assessment

7) Missing preps- see p. 35 of contract

- outside bargaining not ok
- violation of contract
- timesheet
- if denial of timesheet, then can move to grievance

8) IPC hiring committee

- 2 more days to submit names
- fair, objective, union supporters
- ideally all 3 levels
- if not enough applicants, then open to former IPC or current

8) Location of April 30th General Membership meeting - Diane

- Old World
- Agenda: retirees, voting on constitution

9) Scholarships - Glenn

- 7 students meet criteria (Glenn named)
- \$428 since \$3000
- Motion made to make it \$430. Motion passes.

10) Labor/Management - Health Insurance bids - Diane

- Handout of numbers
- Our usage/ fund looks fantastic
- over 2.2 million in reserves
- self insurance is working for us
- bids are confidential

- will know in April who 3rd party is
- hopefully renewal is low/ maybe 0% increase
- this could help us in negotiations

11) EPC – Committee members

- iPad rollout and training - FH
- testing- next meeting

12) Bargaining Conference report - Attendees

- Kristy reports on sessions (see Feb meeting notes)

13) EM Week of Action May 4-8 - Continued discussion from last EB meeting

- food shelf at Sibley in coordination with 360 communities
- Building reps could collect food in rooms, bring to Sibley

14) EPIC - Educator Policy Innovation Center at EM - Julie

- Julie Ching was selected by EM to serve on EPIC
- discussion on EM statements of principle, due process, layoffs
- include collaboration, solidarity among locals

15) Lobby Days - Diane

- no one signed up, still time

16) Constitution Committee update - Constitution Committee

- still working on constitution

17) EM Rep Convention attendees - Diane

- Julie, Diane, Kristy
- this is in budget, no need to vote

18) Building concerns – Building reps

- new site- custodians
- summer training- pressure
- discipline

Note: Next meeting at Somerset Room 15

*Adjourn at 5:30 pm*

## Information

- 1) 1148er articles to Bob – anyone can contribute
- 2) Meeting Dates – please notify me if you cannot make it to a meeting
- 3) Building reps – send emails to members only, not certified staff (make a Gmail list)
- 4) Phone number for Federation office – 403-7523
- 5) My email addresses: [diane.thompson@isd197.org](mailto:diane.thompson@isd197.org) or [presidentwsp@gmail.com](mailto:presidentwsp@gmail.com)

## **Proposed Meeting Dates/Locations 2014-2015 Building/General Membership**

March 2, 2015 – Moreland Room 7

April 7, 2015 (Tuesday) – Somerset Room TBD April 30

May 4, 2015 – Heritage Room 224

June 1, 2015 – FH Room 128

**Executive Board Meeting**  
**February 2, 2015**

1. Call to order 3:50
  - (Note- ballots passed out to reps)
2. Treasurer's Report
3. Secretary's Report
  - call for ideas for website- email Kristy, website problems on district server; Safari and Firefox work better than Chrome
4. ATPPS
  - Feb wraps up Round 2
  - 2 career ladder positions added (mentor coaches) plus a mentor for each site to lead PD
  - 1 less new teacher workshop day in place of mentoring hours spread out through school year
  - \$1000 stipend
5. Voting TDE/ ATPPS
  - 2 ballots/ different colors
  - Vote next week
6. Pay- missed preps
  - EM says is grievable
  - discussion-time erosion
7. Labor Management
  - Health ins. bids: Preferred One and Healthpartners likely to bid
  - our position looks positive
  - last year we had 1.5% increase
  - in March we will know more details
8. EPC
  - daytime conferences discussed, no from admin.
  - start times - no change
  - bus- middle school (after school) unresolved
  - sub shortage
    - i. 2000 absences this year; 11% unfilled; 33% are for PD; Elem PD is at least 9 days so far this year
  - no MQ days
  - 190 contract days
9. Bargaining Conference Report
  - Jodie- public negotiations; discussion

- i. Options: reps can call 10 min building meeting, surveys, members may observe negotiations, KWYS more info; closed meetings can be taped
- o Mary- GASB 67/68 Implementation Plan Reporting; important to note that this number will be added to general fund budget; negotiators should know about
- o Kristy- (will report on this in March) [Report EDMN Collective Bargaining Conference](#)

10. Negotiations-

- o 2 more dates scheduled for March/ April
- o discussion

11. EM Week of Actions

- o week in May to have positive community action
- o get union recognized in community
- o parent involvement- discussion
- o idea- drive for food or supplies
- o idea- connect to already planned even in community and have a table/ booth

12. Lobby Day

- o contact Diane if you want to participate

13. Constitution Committee

- o meets later this month

14. Building Concerns

- o Sibley- supervisory issues; intent of contractual language not being followed with “added value” applications
- o FH- wireless/ server - infrastructure needs improvement to support technology



## General Membership Meeting- Thurs., Jan 23, 2015

1. Call to order *4 pm*
2. Proposed Constitutional changes
  - no discussion
  
2. ATPPS Voting
  - 2 ballots
  - new positions for mentors (each building has mentor) to mentor Yr 2 and 3 teachers
    - \$11,000 more out of ATPPS budget
    - monthly meetings to lead PD
3. Negotiations
  - EM Tony-leg. wants districts to be able to pick and choose teachers to stay/ be let go/ tenure on the line
  - Mary Houdek- leg. dinner; LIFO is major concern
  - Diane-meetings planned
  - Diane- Preferred One talks
4. Building Concerns
  - meetings; subs; pay for missed prep
  - teachers can be directed to cover as sub, need to be paid, this still may be grievable
  - ECFE site
  - middle school schedule
5. Other news: Tony Vega is no longer our EM Rep; new rep is Rebecca Hamblin

*Adjourn 4:45 pm*

## **Executive Board Meeting – Monday, January 5, 2015 at 3:45**

### **Room 22, Mendota**

#### 1) Order of Agenda/Additions

- 3:50 call to order

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

- check was rec'd for levy from EM (\$1800)

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

- stateweb is down; we will approve Dec. notes in Feb.
- continued website problems when website is accessed from the district server
- EB members sent link to google doc notes in meantime

#### 4) ATPPS/TDE update – Kim

- Round 2 (lasts until the end of Feb.)
- writing being done to merge plans (TDE and ATPPS)
- Plan changes will be made for both docs into combined doc.

#### 5) Loss of Prep - Diane

- testing, subbing (teachers need to be supported for district/ state testing by having sub coverage in their classrooms)
- field trips (should get paid based on if required for curriculum or not)
- meetings (district meeting day -gray area, but should still get a prep per contract language)
- submit timesheet if losing prep

#### 6) EPC/Calendar Committee – Diane

- 3 more upcoming meetings
- issues to discuss: testing and lack of subs, after school bussing, cell phone use
- calendar- Good Friday date needs to be taken off since other bargaining units have it in an MOU.; EOQ and PD days in Nov and Jan interchangeable for elem/ secondary; June 10 last day

#### 7) Dates for ATPPS and TDE voting - Diane

- Feb 11,12,13; due by noon Fri Feb 13; need two ballots for plans TDE and ATPPS
- Kim and Diane will send email to membership

8) WSPFT Scholarship (Continue? Parameters?) - Diane

- discussion; scholarship for student going into public education (Dollars for Scholars)
- qualifications materials reviewed (on paper copy keep bullets 1-4, delete bullets 5,6,7, change bullet 8 to include how student benefited from educational experience and change to 50-100 words, bullet 9 same. Add in bullet about what is the intended postsecondary institution above essay section)
- 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.

9) Bargaining Conference attendees - Diane

- no discussion

10) Constitution Committee update - Constitution Committee

- 3 more meetings this year

11) Building concerns – Building reps

- be careful of contract day and use of sick days; time card fraud is greater concern this year; comings and goings of teachers being watched
- behavior- not enough admin support to take care of all issues (HMS)
- elem- BAS testing deadlines for testing and data entry tough to meet; grade level meetings and lack of subs
  
- Nursing moms- could we have a designated area in each building for teachers to do have privacy? (Diane will ask super.)

*MN State Statute: 181.939 NURSING MOTHERS.*

*(a) An employer must provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time under this section if to do so would unduly disrupt the operations of the employer.*

*(b) The employer must make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a bathroom or a toilet stall, that is shielded from view and free from intrusion from coworkers and the public and that includes access to an electrical*

*outlet, where the employee can express her milk in privacy. The employer would be held harmless if reasonable effort has been made.*

*(c) For the purposes of this section, "employer" means a person or entity that employs one or more employees and includes the state and its political subdivisions.*

*(d) An employer may not retaliate against an employee for asserting rights or remedies under this section.*

*History: 1998 c 369 s 1; 2014 c 239 art 4 s 3*

**Executive Board Meeting  
December 1, 2014**

1) Order of Agenda/Additions

- no change

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

- Motion to pass November report, passed unanimously

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

- Motion to pass November report, passed unanimously

4) ATPPS/TDE update – Kim

- High cycle should have been finished by Nov 15
- Dec 1 is start date for Round 2
- Oversight meets next week
- Round 1 should be all the way finished by winter break

5) ESL information - Kristy

- Info and discussion: [HF 2397](#)
- Questions about funding, when in place in our district- this is up to MDE to set parameters, we may see changes in next couple of years

6) Calendar Committee approval - Diane

- 2 meetings scheduled so far (Dec 3, 4-5 pm)
- need for elem. spot (Lisa Jasper volunteers)
- flexibility in calendar as long as it stays within number of days and length of day
- Members: Tom Raymond, Lisa Jasper, Julie Schiltgen, Don Nelson, Diane Thompson
- Motion made to pass with committee members mentioned above; Motion passes.

7) Bargaining Conference attendees - Diane

- Jan 23-24
- \$70 per person; there may be EM money for some attendees (3?); hotel \$115
- Negotiators (Bargaining): Jodie Darwitz, Diane Thompson, Anne Bolsem, Stacy Lufkin, Jeff Nisbet
- Other pathways (LCAT/ Advocacy): Mary Houdek, Julie Schiltgen, Kristy Otte
- Motion made to pay for hotel and registration for bargaining conference for above attendees. Motion passes.

8) Constitution Committee proposals (Election language and make up of EB) - Constitution Committee

- First three pages revised and reviewed
- discussion on voting members of EB (Constitution B, 2&3)
- Motion made to approve all changes in constitution. Motion passes.
- Timeline:
  - Dec. publish in 1148er
  - Jan. present to gen. membership
  - April vote on changes
  - in meantime, committee will continue to work on rest of constitution and bylaws

9) WSPFT Scholarship (Continue? Parameters?) - Diane

- discussion on Dollars for Scholars / membership (parent)
- Motion made for students to be required to apply for the scholarship. Motion carries.
- discussion on amount of money set aside, cap for students, number of students, Hope reviews last years data
- Motion made for two \$250 scholarships for Dollars for Scholars and scholarships to all qualified applicants of children of members of WSPFT, amount to be determined by Executive Board.
  - Motion to amend the cap total to \$3500 (of which \$500 goes to Dollars for Scholars). Motion passes
- Question on how much Dollars for scholars usually gives, how many students get it
- Motion made to strike [language] scholarships and 1,2,3 and change years and edits [on application]. Motion passes.
- Revisit next month.

10) Sub Shortages and “absorbing students” - Diane

- discussion

11) Building concerns – Building reps

- extended CTs not required
- safety course- discussion

*Meeting adjourned at 5:15*

**Executive Board Meeting – Monday, November 3, 2014 at 3:45**  
**Room 224, Heritage**

- 1) Order of Agenda/Additions
- 2) Treasurer's Report (Reviewed and approved) – Hope
  - Question on when we are reimbursed for levy donation to Vote Yes
- 3) Secretary's Report ( Approved) – Kristy
- 4) ATPPS/TDE update – Kim
  - High cycle observations for Round 1 should be finished
  - Interrater training coming up
- 5) Insurance information from Labor Management - Diane
  - document passed around room
  - we are at about 60% usage
  - covered doctors change from month to month
- 6) Constitution Committee proposals (Election language and make up of EB) - Constitution Committee
  - Officer language- discussion; word change; committee will move forward with input
  - Election process- discussion
  - Motion made to present letters A to D to general membership in the 1148er with the intention to revisit E to H. Motion approved.
- 7) WSPFT Facebook idea - Diane
  - EB not interested in moving forward
- 8) WSPFT Scholarship (Continue? Parameters?) - Diane
  - survey?
  - Questions to discuss: Do we continue? Does every graduate get \$250? Do we just give money to Dollars for Scholars?
  - Continue discussion at December meeting
- 9) General Membership location and dates (January 22 and April 30) - information from Old World Pizza - Diane
  - room for 50 people; much less expensive than Lost Spur

- EB wants to have Jan 22 meeting there 3:30-6; Negotiations and Constitution are discussed

10) Feedback from Building Meetings (Facebook issue, PD days) - Diane

- concerns about building reps being friends on FB with admin
- Sub shortage
  - discussion on pay
  - no more district days on Mondays or Fridays
  - pay more

11) Building concerns – Building reps



**Executive Board Meeting – Monday, October 6, 2014 at 3:45**

**Room A226, Sibley**

- 1) Order of Agenda/Additions
- 2) Treasurer's Report (Review and approve) – Hope
  - approved , added \$127 food donation
- 3) Secretary's Report (Review and approve) – Kristy
  - online, approved
- 4) ATPPS/TDE update – Kim
  - PGPs finishing up now (Oct 15)
  - Observations begin after MEA
  - CT questions- rec. by Eric Twadell- be on CT for each class you teach
- 5) Membership Information – Hope
  - reminder to reps to get apps in
  - 90% membership in our staff
- 6) Side conversations at EB – Diane
  - please limit talking during meetings ; difficult to hear; please be respectful of person speaking; comment to whole group
- 7) Definition of a Grievance – Diane, Don
  - violation of the contract
  - many gray areas
  - must go to the Grievance Committee
  - members cannot file individual grievances (not member to member)
- 8) Referendum donation - Diane
  - discussion about how money is used
  - Motion is made to donate \$500 to Vote Yes.
  - Motion passes unanimously
- 9) Constitution Committee proposals - Constitution Committee

- Paying committee- \$30 paid last summer; committee was not paid last year; EPC and Calendar get paid; discussion
  - Motion made to pay \$30 per meeting through the end of the school year and revisit the process next year.
  - Motion passes unanimously.
- Have committee guidelines in revision of Constitution
- Election process- draft given to EB
- Discussion on #3, #4
- Plan to come back next three meetings with revised drafts for EB to view, give feedback
- Process for Constitution changes: publish in 1148er, present at membership meeting, vote at another membership meeting

10) WSPFT Facebook idea - Diane

- should we have a drawing?

11) WSPFT Scholarship - Diane

- should we change parameters? should we continue doing this?

12) Building meetings - Diane

- most already scheduled; still need HMS and PK

13) Dates of General Membership meetings - Diane

- Jan 22- pizza venue?
- April 30- Lost Spur (retirees)

14) Building concerns – Building reps

- excessive demands on time (meetings with groups, coaches, surveys, emails, data input)
- time needed for teachers to move classrooms mid year
- CTs- teachers should be able to decide
- “mandatory” meetings that are paid
- substitute teacher issues
- membership needs to be aware of working 8 hour day, respecting work day conditions as outlined in contract; not leaving early or arriving late
- disciplinary meetings- teachers must go if directed, may ask for representation if turns disciplinary

## **Executive Board Meeting – Monday, September 8, 2014 at 3:45**

### **Room 128, Friendly Hills**

- 1) Order of Agenda/Additions
- 2) Treasurer's Report (Review and approve) – Hope
  - Motion made to pass -approved
- 3) Secretary's Report (Review and approve) – Kristy
  - Motion made to pass -June approved
- 4) ATPPS/TDE update – Kim
  - Informal goal conversations going on now in buildings
  - TDE info posted on district website
  - CTs- some starting this week; folders are on shared google drive
- 5) Membership Information – Hope
  - please greet new teachers individually
- 6) Materials for Building Reps – make sure all materials get passed out
  - get apps to Hope
  - Please greet personally in your building and get them to join
- 7) Proposed Meeting Dates for 2014-2015 - Diane
  - reps will take care of food, plates etc.
- 8) Foundation Donation?
  - Local 1148 on t-shirts.
  - Motion made to donate \$250 to ISD 197 Foundation. Approved unanimously.
- 9) Committees- Don
  - preliminary list of committees connected to EB/ federation (handout)
  - Don will revise and send list to membership; we can publish list on website
  - discussion on separating some committees into categories
- 10) Building reps and discipline - Diane
  - make sure Diane is notified of issues; grievance timelines need to be adhered to or no case

- 11) Building reps and email lists - Diane
  - Make sure all email communications goes to members only; make own group for building; some admin are receiving federation emails
- 12) Schedule building meetings - Diane
  - reps- tell Diane some dates / times that might work for your site this fall (next 2 months)
- 13) Payment for EB, etc. when attend partial meeting – Diane
  - some attendance issues (absent or partial attendance)
  - Discussion- flexibility or possible fixed end time?
  - Meeting Dates – please notify Diane if you cannot make it to a meeting
- 14) Constitution Committee proposals - Constitution Committee
  - Discussion on:
    - elections- options; how conducted
    - officers - negotiators vs. officers; appointment made on qualifications; EB positions
    - committees- separate into bylaws?
- 15) Summer Seminar report – Diane, Kathy, Shari, Julie
  - CERO changes 2015 EL requirement
  - Need for training for positions in local stressed at SS
  - Affordable Care Act (ACA); insurance implications in locals
- 16) General Membership meetings - Diane
  - EOQ dates? Maybe one in Nov and one in Jan.
- 17) Building concerns – Building reps
  - middle school- homeroom time of 25 min. undefined
- 18) 1148er articles to Bob – anyone can contribute
- 19) Phone number for Federation office – 403-7523
- 20) My email addresses: [diane.thompson@isd197.org](mailto:diane.thompson@isd197.org) or [presidentwsp@gmail.com](mailto:presidentwsp@gmail.com)

*Added note: \$127 to food for Mendota Police Dept. delivered workshop week; this was voted on and approved via email by EB in August.*