



WEST ST. PAUL FEDERATION OF TEACHERS LOCAL 1148

LOCAL 1148 WSPFT

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

2016-2017 Executive Board

Officers

President: Diane Thompson

Vice President: Phil Hayes

Treasurer: Hope Alger

Secretary: Kristy Otte

Negotiators: Anne Bolsem Jodie Darwitz Jeff Nisbet Julie Schiltgen Diane Thompson

Building Representatives:

Early Childhood- Rozanne Crowley, Michelle Smith

Friendly Hills- Don Nelson, Julie Schiltgen

Garlough- Dr. Anne Bolsem

Heritage- Eileen Gilligan, Stephen Meuer, Kristy Otte

Moreland Elem. - Shari Niemczyk

Mendota Elem.- Kathy Cardinal, Julia Poppitz

Pilot Knob- Iklas Abdelkhalig, James Autio

Sibley- Glenn Skov, Eric Friberg, Dave Faust

Somerset- Liz Eul

GENERAL MEMBERSHIP MEETINGS

Local 1148 General Membership meetings are held as needed. 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. Elected members can vote on union business.

Date	Building	Room
Sept 12	Friendly Hills Middle School	248
Oct 3	Friendly Hills Middle School	248
Nov 7	Friendly Hills Middle School	248
Dec 5	Friendly Hills Middle School	248
Jan 9	Friendly Hills Middle School	248
Feb 6	Friendly Hills Middle School	248
Mar 6	Friendly Hills Middle School	248
April 10	Friendly Hills Middle School	248
May 1	Friendly Hills Middle School	248
June 5	Friendly Hills Middle School	248

May 17, 2017
General Membership Meeting

Agenda:

1. Order of Agenda
2. WSPFT Budget
 - a. Increase of \$10 (political fund- Ed MN)
3. Negotiations Update
4. Honoring retirees
5. Other topics
 - a. Rally next Sat. (Ed MN)
6. Adjourn

Executive Board
June 2017- Friendly Hills Room 248

Call to Order

- No changes to agenda

Committee Reports

- Treasurer's Report- reviewed and approved
 - (<http://wspft.mn.aft.org/local-1148-documents>)
 - Kristy and Hope are checking attendance and writing checks for EB
 - A. Saenz grant from EM for restorative practices in our schools
- Secretary's Report- (<http://wspft.mn.aft.org/local-1148-documents>) Approved
- ATPPS
 - Payroll will try to get payments by end of June
 - Coaches may shift next year due to numbers
 - Peer Coach hire- Katie Pearson online vote
- Negotiations
 - No summer meetings planned; continue in fall
 - Organizing for Settlement- t-shirts, sweatshirts; paperwork for EM -discussion

Old Business

- Maternity leave discussion
- Summer Seminar- 1 person attending; Diane needs name this week if you want to go
- Elementary Facilities Committee- discussion

New Business

- ISD 197 Foundation- 5K t-shirts
 - Motion by Glenn to give donation up to \$400 or what gets our name on t-shirt.
Approved.
- AESOP and Skyward discussion
 - Check your payments and benefits; check for accuracy

Motion to adjourn.

Executive Board May 1,2017

Call to Order

- No changes to agenda

Committee Reports

- Treasurer's Report- reviewed and approved
 - Access ADP for payroll; register for access
 - Motion to approve. PASSED
 - Dues increase (EdMN) decided at Rep. Convention; dues will be \$910; discussion
 - Eileen: I move to adopt the dues of \$910 for full time members. APPROVED.
- Secretary's Report- (<http://wspft.mn.aft.org/local-1148-documents>) Motion to approve. Approved
- ATPPS
 - Videos- ATPPS site; instructions on how to fill out forms
 - Summative meetings May; IPCs send schedules
- Negotiations
 - Meeting Monday; 3 more meetings scheduled
 - Language pieces; discussion

Old Business

- Value of Belonging
 - Meetings still in the works

New Business

- EdMN Benefits: Presentation on insurance, policies, dues tab; discussion
 - California Casualty/NEA Auto
 - ESI financial services; identity theft protection
 - NEA Life insurance- members should update this
- Donation to Employee Recognition: discussion; teachers give to 'neat treat'
- Staffing issues; subs discussion
- Rally -Ed MN; discussion
- May Gen Mem mtg- retirees; discussion
- Retirees- \$150 to retirees at May meeting
- Building concerns; discussion

Motion to adjourn 4:35.

Executive Board
Monday, April 10, 2017- Friendly Hills Room 248

Call to Order

- No changes to agenda

Committee Reports

- Treasurer's Report- reviewed and approved
 - Audit-(<http://wspft.mn.aft.org/local-1148-documents>)
- Secretary's Report- (<http://wspft.mn.aft.org/local-1148-documents>) Approved
- ATPPS
 - Professional responsibilities- evaluation discussion; absences play into evaluation; discussion will go to Oversight committee; consistency between admin is needed
 - Summative forms being updated
- Negotiations
 - Health /Dental- 0% health, dental increase 9% (\$3.55/ single, \$10.10/family increase per month)
 - Negotiators will meet to discuss what to disclose- watch for email
 - Language items under review and being introduced
 - Encourage members to attend Gen. Membership in May for update

Old Business

- Board Policy- update and discussion
 - Electronic use policy of Board packet (April 2017); some language missing on student recording
 - Consistency among schools needed

New Business

- Peer Coach hire- Jodi Carter; Motion to approve new coach hire- approved.
- New Teacher Meeting- yes to paying for lunch
- Value of Belonging- 10 min. Building Meetings need to be arranged; see email for video and info
- Retirees- \$150 to retirees at May meeting
- EM Dues increase at upcoming Rep. Convention- discussion; \$10 of dues would go to political action fund to support pro public education candidates in local and state elections

Motion to adjourn 5:05.

**Executive Board Meeting – Monday, March 6, 2017 at 3:45
Room 248 Friendly Hills**

Call to Order

Committee Reports:

- Treasurer's Report-
 - no discussion on report
 - Budget 2017-18
 - \$10 raise due to national fee increase; dues next year will be \$900/ 1.0FTE
 - We pay \$1 to SP Trades and Labor (not included in dues)
 - Changes to itemized expenses:
 - B. increase of \$800
 - E. increase of \$200
 - K. decrease of \$600
 - L. increase of \$900
 - N. decrease of \$1200
 - NET +\$400
 - Please see budget on website for further details.
(<http://wspft.mn.aft.org/local-1148-documents>)
 - Motion made to approve budget for 2017-2018. Approved.
- Secretary's Report-
 - need to approve multiple reports; Motion made to approve Jan EB, General Membership, and Feb EB. Approved.
 - see website for minutes [<http://wspft.mn.aft.org/local-1148-documents>]
- ATPPS/TDE Update
 - Teachers may ask for up to 4 additional observations
 - Summative forms may be revised
 - ATPPS/ TDE vote approved by teachers; board to vote tonight
- Hiring Committee ATPPS
 - Motion to approve Julie S, Anne B, and Diane T. to be on the hiring committee. Approved.
 - Mar 27 and 28 interviews
- Scholarship Committee
 - 10 applicants; \$300 each; Hope will mail the checks
 - Motion made to send checks to 10 applicants \$300. Approved.

Old Business

- Staffing: probationary teacher discussion; instructional coach job description discussion

New Business

- Building Meetings; Value of belonging presentation for EM; presentation materials in Diane's email; donuts or cookies ok.

- Resolution on Immigrant Students (<http://wspft.mn.aft.org/policies-0>) discussion
 - Motion made to support **RESOLUTION REGARDING THE SUPPORT OF OUR IMMIGRANT STUDENTS RIGHT TO LEARN IN A SAFE SPACE** with changes made tonight. **Approved.**
 - Will be put on website and sent to board
- Building issues
 - Key card access discussion; EB needs access to FH; discussion about next steps to address inconvenience

Adjournment

- Kristy motions to adjourn. Motion passes. 5:10 pm

**Executive Board Meeting – Monday, February 6, 2017 at 3:45
Room 248 Friendly Hills**

Call to Order

Committee Reports:

- Treasurer's Report
 - Reimbursement from EM came through
 - Rosters for bldg reps for voting
 - Audit committee formed: Hope, Eileen, Katie, Kristy
 - Will meet in March
 - Report approved
- Secretary's Report
 - Revisit in March due to language on action item (salary)
 - see website for minutes [<http://wspft.mn.aft.org/local-1148-documents>]
- ATPPS/TDE Update – Katie
 - Mar 31 is end of Round 3
 - Advise colleagues to get 4th observation if theirs are not going well; Contact Cari Jo Drewitz in DO to arrange
 - Make sure student engagement category is proficient (¾ or 4/4)
 - Proficiency on observations does not ensure renewal for probationary teachers; it guarantees stipend and step (if rehired)

Old Business

- Evaluation of pay rates per By-Laws
 - Strike “pay rates will last for each person's two year tenure”
- Importance of keeping paperwork and emails
 - Reps get notes to Diane so she can file
- WSPFT Scholarship
 - 7 so far; review in March
- Calendar- Board approved for next year

New Business

- Ballots for ATPPS/TDE and EM election – building reps
 - Ballots for NEA delegate- bio; discussion
 - Vote Tues and Wed school hours
- Value of Belonging- EM; video and discussion
 - Bldg reps will organize meetings in March
 - Fair share discussion
- EPC- Students recording teachers -no video taping of teachers or students allowed
- HITA timeline for insurance
 - Bids are open; Mar 7 due, open enrollment May; we may change terms for dental
- Peer Coach Hiring Committee- one new position will be open and posted 2/24; 3/10 apps are due; send names to Diane if interested for hiring committee; must be available 3/27 and 3/28
- WSPFT resolution on immigrant students
 - Sample language from AFT, SP Fed of Teachers; discussion
 - Kristy Otte, Anne Bolsem and Stephen Meuer will draft some language for the March meeting; proposed language will be sent 1 week before EB to EB members

- Building concerns-
 - Sibley- counselor discussion
- EM Rep Convention
 - Julie, Diane, Kristy will attend in April

Adjournment

General Membership Meeting

Jan. 25, 2017
Old World Pizza

Call to Order

Special Orders and Updates

- Superintendent search- dates; teachers encouraged to attend; current superintendent here through June 30; dates will be published with sign ups (K. Otte)
- Threats to public education with current federal admin.: Salary, Benefits, Pension discussion; encourage participation in membership; fair share at risk
- Severance package for retirement- Health Care retirement acct.; \$15,000; does not affect TRA; save on taxes
- Negotiations- dates on the calendar; Sped language; no other discussion

Old Business

- Seniority List coming out soon; review carefully and contact DO if mistake is found

New Business

- Sibley- Warrior prep- discussion

Adjournment

Executive Board Meeting

Jan 9, 2017

Call to Order

Committee Reports

- Treasurer's Report
 - Report approved
- Secretary's report
 - see website for minutes [<http://wspft.mn.aft.org/local-1148-documents>]
 - Report approved

Special Orders and Updates:

- Salary Increases for officers and EB members; proposed language:
 - *In January of every odd numbered year, the Executive Board will evaluate pay rates for compensated union positions for the following fiscal year (July 1 – June 30). ~~Pay rates will last for each position's two-year tenure.~~ While the Executive Board need not make changes to pay rates, any changes they do make must be made during this period.*
 - Add to Constitution- bylaws p. 15
- ATPPS: We are in round 3; changes to pre/post form in PD Express
- DeVos Resolution [See http://wspft.mn.aft.org/files/betsy_devos_resolution.pdf]
 - Motion made to approve resolution. (Glenn) Approved.

Old Business

- Students recording teachers; teachers' rights discussion; EPC may work on this language; Tech policy breach? EdMN policy [<http://wspft.mn.aft.org/policies-0>]

New Business

Adjournment

Executive Board Meeting

Monday, December 5, 2016

Call to Order

3:50 pm

Approval of Agenda

Committee Reports

- Treasurer's Report
 - Report approved
 - Diane- \$2800 in computers
- Secretary's report
 - see website for minutes
 - Report approved

Special Orders and updates

- ATPPS:
 - changes to forms; condensed forms
 - Voting for ATPPS/ TDE
 - Mon Feb 6 ballots
 - Vote Feb 7-8 all day
 - Members must get to rep's room to vote
 - Plan changes will be emailed prior to vote
- Staff Dev Statute:
 - School board has a plan for staff dev
 - School site plans may differ
 - 2% set aside has gone away; districts now control
 - Discussion- Is approval of funds a fair process from building to building?/
What happens to carry over?
 - EPC: Calendar for next year finished and previewed
- Negotiations: Update

Old business

- General Membership- \$5 gift cards for meeting (no vote)
 - Building concerns: cameras in school- discussion on Policy 712 and MN chapter
- 13

New business

- Dollars for Scholars*
 - Motion made to fund \$500 for Dollars for Scholars for one student. Motion passes.
- Bargaining Conference: Jan 20-21 at Doubletree Bloomington; negotiators will go; discussion

Adjournment

- Diane motions to adjourn. Motion passes. 4:37 pm.

*Addendum:

Email sent by President Jan 19

If you have a child who will be graduating from high school this spring (and you are a member of WSPFT), he/she is eligible to apply for the WSPFT Local 1148 scholarship. Our scholarships are not huge sums of money, but any amount helps with college costs. I will send a link to the Google form. If you don't have a child graduating from high school, you can delete the email.

There are also AFL-CIO scholarships available. Go to www.mnafcio.org for information regarding these scholarships. The information is under the Menu tab on the right hand side of the web site.

President sent form for scholarship to members on Jan 19.

General Membership Meeting

Nov 9, 2016

Call to order

Approval of Agenda

Updates

- Election discussion (EM)
- Member Concerns (Initiatives)
- Insurance reserves: district will go out for bids this year; we have healthy balance
- School Law Conference- Diane, Julie, Jeff
- Teacher discipline: Issues with email, computer, iPad- use appropriately; Have building rep attend if disciplinary meeting
- Step and leave: number of days to get step will be negotiations topic

Adjournment

Executive Board Meeting

Nov 7, 2016

Call to Order

- We will discuss Staff Dev Statute at next meeting. S. Winge unable to attend November meeting. Diane sent statute via email.
- Welcome Michelle Smith- Early Childhood rep!

Approval of Agenda

Committee Reports

- Treasurer's Report
 - Report approved
- Secretary's report
 - see website for minutes
 - Report approved

Special Orders and updates

- ATPPS: Round 2 discussion, each coach has 10 more teachers this year and is at 3 buildings (most). Teachers encouraged to sign up early on coach's calendar.
- EPC- Approved Committee- Glenn, Phil, Diane, Julie, Lisa; meeting Nov. 28; Calendar discussion (specifically spring break); Conferences discussion

Old business

- Sub pay issue: partial payments, research done and has happened many times; negotiators may work on this; general sub discussion

New business

- General Membership meeting agenda: member concerns, insurance reserves, teacher investigations, levy, negotiations
- Building Concerns: grading period question, language of report cards, hybrid classes and supervision

Adjournment

- Diane motions to adjourn. Motion passes. 4:40 pm

Executive Board Meeting

Oct 3, 2016

Call to Order

- EM Post cards for Matt Klein

Approval of Agenda

Committee Reports

- Treasurer's Report
 - New hires- check lists
 - Must have 30 teaching days to be on our contract
 - Report approved
- Secretary's report
 - see website for minutes
 - Report approved

Special Orders and updates

- ATPPS: PGP discussion
- TALL rep discontinued by EM

Old business

- President's salary
 - Proposal made by Glenn and Phil
 - Kristy: Motion made to increase President's salary to \$8500 in 2016-17 fiscal year. 17 aye, 1 nay. Motion passes.
 - Discussion on process for salary review.
 - Building meetings: Still need to schedule Sibley, PK, ME, E.Childhood

New business

- Next meeting: discuss staff dev. statute with EM
- Door prizes at GEN Mem? Discussion-NO.
- Board Resolution: MSBA- lobby to have flexibility from state laws; board approved; discussion
- Building concerns:
 - Canvas
 - Infinite Campus- frequency of updates discussion
 - EOQ day and grading
 - Homeroom - middle school; discussion
 - FTE part time teachers- discussion
 - Technology - Elem. discussion

Adjournment

- Kristy motions to adjourn. Motion passes. 4:41 pm

Executive Board Meeting

Sept 12, 2016

Call to Order

- EM Post cards for Matt Klein
- New EB members introduction

Approval of Agenda

Committee Reports

- Treasurer's Report
 - \$10/ month transfer to checking to avoid bank fee
 - St. Paul Regional Labor \$4/ member
 - Report approved
 - Note: 400 teachers - many more than 2008
- Secretary's report
 - see website for minutes
 - Secretary training at EM -summer seminar (Kristy attended)
 - Report approved

Special Orders and updates

- Building Reps- make email list that is not school staff list; Glenn will make Google list to gather personal emails; greet new teachers; set up building meeting
- ATPPS- coaches sent out greeting; teachers should have PGP meeting by Oct 14
- Organizing for Settlement- Phil in charge
- Union computers- replacement discussion
- AFT convention discussion- Kristy, Diane, Julie
- Summer Seminar- Kristy

Old business

- Voting members
 - Review Constitution
 - Glenn moves that B. 3 members are allowed to vote this year. Motion passes.
 - Glenn moves that everyone under B.2 can vote this year. Motion passes.
- President's salary
 - Dave moves to increase president's salary at next meeting. Motion passes.

New business

- General membership meetings
 - Old World Pizza 4 pm on Nov 9, Jan 25, May 18
- ATPPS Oversight
 - Glenn moves that Phil, Diane, Julie, Anne, and Jeff serve on the ATPPS Oversight Committee. Motion passes.

- Request for Levy
 - EM reimbursement program discussion
 - Glenn moves to send \$2000 to the Levy Committee. Motion passes.
- Nurse's strike
 - Ihklas moves to give \$200 to nurse' union. Motion passes.
- Building concerns
 - Moving classrooms
 - Release time discussion

Adjournment

- Dave motions to adjourn. Motion passes. 5:22 pm

Executive Board Meeting Oct, 2016

1. Call to Order
Approval of Agenda
Committee Reports
Special Orders
Old business
New business
Adjournment

Executive Board Meeting Nov, 2016

Call to Order
Approval of Agenda
Committee Reports
Special Orders
Old business
New business
Adjournment