

WEA Executive Board

January 7, 2024

4:15pm @ ISEA Waterloo Office

Present (bold): **President Jodi Bauler, VP Jamie Oberheu, Treasurer Tracy Richmond, Secretary Sara Kavalier, Susan Padget (medical), Lisa Skaar, Amber Pichelmann, Paula Thome, Tamra Willis, Julie Schmitz, Stephanie Giachino, Elizabeth Frohwein**

1. Called to order at 4:19 p.m. by President Bauler.
2. Consent Agenda - motion to approve by Paula. Second by Stephanie. Motion carried.
 - a. Approval of [November minutes](#) -
 - b. Approval of January Agenda
3. Treasurer Comments
 - a. Two CDs haven't transferred since we were on break when they renewed.
 - b. The 990 website for the tax exemption is down - deadline is January 15. Tracy will keep checking and if it gets too close, so we'll touch base with Drew if needed.
 - c. Balances haven't changed much - officer stipends and rep stipends have been made.
 - d. Motion to approve putting Jamie Oberheu on the account so she can sign checks at Veridian Credit Union by Tracy. Second by Stephanie. Motion carried.
4. Ray Updates
 - a. Listening Posts - ty for those who are done. In-person in Independence on Thursday if you're available.
 - b. Nothing has really changed since the last meeting.
 - c. Cell phone conversation - meeting today.
 - d. Bargaining is coming up. Bargaining basics coming up; welcome to attend even though this isn't a bargaining year for us. Tracy & Jamie are attending one. One training will be in Iowa Falls and one in Traer this month. Email Ray if you want to attend. 5 p.m. - 7 p.m. with food provided.
5. Committees- [Updates](#)
 - a. See notes on the linked update document.
 - b. State of the State is Tuesday. Remind folks - special election Black Hawk Board of Supervisor open seat on January 28.
 - c. Any items for HR/LMC?

- i. PLC leaders covering for team members on leave

6. President's Notes

a. Last HR meeting Notes - Jodi & Sam met.

- i. Vape Detector follow up from October - Sam is looking into that - think there was a grant from State funding for it.
- ii. Special Education overload pay
 - 1. Sending out email today to all strats at the affected buildings; individual strats will be notified after January 6.
- iii. Jan 3 follow up
 - 1. Sam will follow up with Jen
 - 2. One principal was going to do a data meeting - talked with Jen and got that cancelled at Kingsley.
- iv. AI district policy?
 - 1. A couple - Board policies 605.8
 - 2. Consequences not delineated in the policy. Something to protect people and have a universal philosophy known.
 - 3. ISEA has an AI task force - Ray will send it to exec board.
- v. Salary Schedule / Handbook committees
 - 1. New teachers will start on step 8 next year to comply with Iowa Law on starting salaries - prepare for blowback for the people who have been here making the same - need to start the conversation and have the forward looking idea - after this year they'll go up again. Put it on the agenda again.

b. Cell Phones - invited yesterday to a meeting today with second admin today

- i. Each school shared what they do with phones. Pockets.
- ii. Problem is discretion and the admin do not follow through with the staff.
- iii. Policy 512 - language already but not enforced.
- iv. Discussed other district's policy language.
- v. Admin wanted none on school property.
- vi. Community and staff conversation - going into effect next school year at the earliest.
- vii. Conversation as it moves forward - admin coming down on teachers not enforcing it, but admin do not enforce it - cannot fall on teachers, has to fall on building wide - paras, secretaries, etc. ANY adult needs to enforce and be on the same page. Needs to be willing to fight the fight and be black and white policy. Don't set up an adversarial relationship between teachers and students.

c. Calendar feedback needed.

- i. Calendar - hypothetical - conversation preparing for the committee - Christmas is a Thursday. Maybe go 21st & 22nd proposed. One of the other - do the two weeks, people put in the time.

- ii. Work day coming back from break feedback was positive. Discussion around whether the work day would be better the 22nd before break or the 2nd coming back from break so we can advocate for what people would want.
 - iii. Subbing isn't going to lessen, so we talked about half day work time, etc.
 - iv. Elementary teachers who are doing their second year of LETRS won't have the balance of work time and PD days.
- d. Logo - only 30 votes
- i. Discussion re: the logo. Can we go with only 30 votes? Decided yes.
 - ii. Jamie is following up with color options for the winning logo.

7. Upcoming events

- a. 1/8 - Council 12 meeting
- b. 1/9 - HR meeting
- c. 1/13 - School Board mtg (Frowein / Oberheau & Lou Henry)
- d. 1/14 - Building Rep Meeting
- e. 1/15 - Calendar Meeting (Bauler)
- f. 1/17 - No School / Work Day
- g. 1/20 - No School - MLK Jr Day
- h. 1/21 - LMC

8. 5:29 p.m. Julie moved to adjourn. Paula seconded. Motion carried.