



WEA Rep Council Agenda

Tuesday, September 23rd

Present: Amanda, Fallyn, Sarah, Elizabeth, Julie M., Erin (Kittrell), Robin, Stephanie, Paula, Alex, Jamie, Luke, Sara, Janelle, Beth H., Kari Jo, Dana, Jennifer, David, Carrie F., Sheena, Amber

- I. Called to order at 4:32 p.m. by President Oberheu.
- II. Attendance
- III. Mission Statement:

To promote quality public education by putting student success at the heart of our work, while advocating for and empowering education professionals through collective action.

- IV. Consent Agenda Moved by Alex. Second by Paula. Motion carried.

- A. meeting minutes (none at this time)

- B. Agenda

- V. Swearing In -

- A. Swore in V.P. Luke Overton for his term.

- B. Swore in reps who were absent in May - Robin & Janelle.

- VI. General Information

- A. [Parking Lot](#) -

- 1. Repository of questions asked and answered - Jamie is checking weekly.
 - 2. Good place for questions that aren't as time sensitive.



B. [Flow Chart](#)

1. Help with communication and keep from jumping right to President & Director so we use the expertise of the areas and committees.

C. Principal and Building Meeting

1. Ty for sending the information to Luke. If you haven't please do so. Putting together a spreadsheet to know when everyone is meeting. Not planning on dropping in, but helpful to know as we talk with membership.
2. Membership - monthly 10 minute meeting - help communicate and help people stay up-to-date
3. Newsletters - should come to a rep in the building the first of each month. Rep name on the newsletter, so communicate that it's to help the printing organize for delivery, but it is for them. Use the newsletter to guide as needed for the monthly meeting. Maybe hand out with the meeting - coupons.
4. How do we follow up? After the admin meeting, what does it look like if nothing comes of it? How do we bridge that?
 - a) Keep notes, send an email - "per our conversation today, you had stated that in three days..." so there is a written record that is timestamped.
 - b) Follow up again in email if that hasn't happened or ty for doing.
 - c) If they come to address in person, that's fine - they frequently do that, but send the email again, "per our conversation today..."



- d) If not fixed after the second time of reaching out to admin, talk to your level reps on exec - elementary reps, middle school reps, high school reps, etc.
- e) Then they'll bring to Exec board, and we determine where we need to go i.e. HR meeting, LMC, etc.
- f) Gives us a written record/documentation to help make the district level conversation more active.

D. New Teacher Social -

- 1. 50ish new teachers invited for Single Speed event - three attended.
- 2. Each got a gift card door prize and a couple free drinks.

VII. Executive Board Notes

- A. Still looking for reps at Bunger, Irving, Cunningham, WCC - throw names if you know someone.
- B. Money from discretionary funds to cover the cost of recertification - \$2/teacher is the cost - \$1736 cost.
- C. Pulled \$30 per building to incentivize recertification.

VIII. For Information Only: [Committee Updates](#)

IX. New Business

A. Recertification- October 15-28th

- 1. Website opens 10.14 for all unions in the state of Iowa, so often the site is glitchy, so wait until the 15th. Site doesn't open early.
- 2. All teachers vote, not just members.
- 3. A non-vote is a no vote.



4. Must achieve 50% + 1 in order for the WEA to exist as a union and represent all teachers.
5. People need the last four of their SSN & their birth date.
6. Ray and Heather verify that no teachers are duplicated - they erase anyone from the building who we report have left the district, etc. but if people added after the date, they were not registered on the district's list before submission.
7. No QR code yet but they will be delivered to the buildings.
8. Approved \$30 to the building to incentivize voting. Turn receipts in to Richmond.
9. Remember lead teachers, counselors, librarians, etc. Anyone on a teacher contract. Especially with new people floating among buildings.
10. Live updates of how many voted, who voted, but not how they voted.

B. Yellow Cards for new member contacts

1. Please pass new hire names on to Stephanie.
2. Didn't do cards for all new hires, but did some of the contacts.
3. Cards will come to van mail - continue to reach out.
4. Erin & Stephanie will split the list and make additional contacts too.
5. First focus is yellow cards, then focused on 2024 hires and catching them on year two.

X. Action Steps to Take

- A. Distribute October Newsletters - should arrive on the first or thereabouts



- B. Hold Building Meeting - important to give a heads up before the vote so they go into that informed
- C. Recertification - talk about what it is and what a lack of vote or no vote means
- D. Follow Up with Principals and do October meeting

XI. Upcoming events

- A. October 8th- State of the District- Doors open at 5:00 p.m. at the Convention Center. Asked to wear black.
- B. October 13th- School Board Meeting- 5:00- Highland!
- C. October 13th- Staff Climate Survey comes out - question re: tracking; it shows time stamp and school but no email piece in the line.
- D. October 23rd- Rep Council Meeting- 4:30

- XII. Adjournment - motion to adjourn at 5:11 p.m. by Erin. Second by Alex. Motion carried.

Respectfully submitted,

Sara Kavalier