

CREA/CROTA Executive Board Minutes

Wednesday, August 26 (4:30 – 7:00)

Cedar Wood Office

Our mission is to **PROMOTE QUALITY PUBLIC EDUCATION** by **PLACING OUR CEDAR RAPIDS STUDENTS** at the **CENTER** of **EVERYTHING WE DO** while **ADVOCATING** for **OUR EDUCATION PROFESSIONALS**

Minutes

Present: Jody Nekvinda, Sarah Reed, Molly Donahue, Rhonda Michels, Eriec Colbert, Matt Brems, Sara Arnold, Nicole Wood, Roxann Dittmer, Kandy Bekeris, Melissa Haars, Carla Riley, Tania Johnson, Kelly McMahon, Pete Clancy, Matt Brems, Ray Feuss, Jenifer Phelan

Call to Order: 4:30 PM

Review CREA Summer Retreat – 3 Frames reflection, 4 committee groups, Executive Board Duties

1. **Unionism – Where are you at?** Industrial, Professional, Social Justice
2. **Areas to Improve**
 - a. **Does the District have conversations with CREA before big changes?**
 - b. **Staffing**
 - c. **Communication to members (meetings – who goes?)**
 - d. **Claiming positive things CREA does**
 - e. **Roles/responsibilities of Exec Board**
 - f. **Standing committees** – Governmental Affairs (PAC), Community Outreach, Professional Development, Communication and Membership
 - i. **Other committees?** Open up the possibility for other committees so members can peruse their passions.
 1. **How do we bring in more members to participate in committees?**
 - a. Bring up at AR (open up to all members) and find out who is interested.
 - b. Executive board can narrow down the focus of the committees.
 - c. Do we reach out through social media?
 - d. Should members be surveyed?
3. **Executive Board Duties** - Bylaws are relatively vague and there was discussion on whether it is necessary to identify specifics.
 - a. What did we think our role was as an executive board member?
 - i. Share concerns and laser target
 - ii. Set the direction the association is moving towards
 - iii. Set the agenda for AR meetings
 - iv. Serve as a conduit of information from and to members about what is going on
 - v. Learn more information to support members in buildings
 - vi. Put plans into action (What type of action do our members want?)
 - vii. Dispel the myth that we are only here for when they are in trouble. (proactive and informed)
 - viii. Community outreach

Action Items

1. **Open nominations for Delegate Assembly** *(MSC - Melissa Haars/Sara Arnold)*
 - a. **CREA:** Kelly McMahon, Sara Arnold, Pete Clancy, Ray Feuss, Roxann Dittmer, Rhonda Michels, Eriec Colbert, Sara Reed, Jenifer Phelan
2. **Open nominations for Rep Assembly** *(MSC - Melissa Haars/Sara Arnold)*
 - a. **CREA:** Kelly McMahon, Sara Arnold, Pete Clancy, Ray Feuss, Matt Brems, Rhonda Michels, Eriec Colbert, Jenifer Phelan
 - b. **CROTA:** Veronica Cerka-Martin
3. **NEA Foundation:** Open approval for money for NEA Foundation *(MSC – Carla Riley/Melissa Haars)*
 - a. Last year, a grant covered the cost for 4 teachers, 4 administrators, a school board member, and the superintendent to go to Washington D.C.
 - b. This year, they are allotted \$4,000 for 8 people. They would like funding to cover food and hotel for three teachers (Ray Feuss, Melissa Haars, and Courtney)
 - c. CREA will cover two hotel rooms for one night and food for three teachers. *(MSC – Carla Riley/ Melissa Haars)*

Reports

1. **Treasurer – budget (Carla)**
 - a. Books were closed on August 31st. There has been a carryover the past two years and a cushion of \$30,000 for the past 4-5 years. Are there ideas/suggestions on how to invest this money?
 - b. Approve CREA/CROTA Treasurer's report. *(MSC – Melissa Haars/Pete Clancy)*
 - c. Approval to spend \$400 to buy Quick Books for helping to manage the money. *(MSC – Sara Arnold/Jennifer Phelan)*
 - d. Move to review CREA/CROTA Budget. *(MSC – Melissa Haars/Roxanne Ditterman)*
 - i. Increase Governmental Affairs from \$100 to \$2,000.
 - ii. Increase Public Relations from \$100 to \$2,000
 - iii. Increase Scholarships from \$500 to \$1000
 - iv. Bargaining – With no bargaining this year, decrease \$2725 to \$1000
 - v. Core Committees - \$200 to \$2,000
 - vi. Membership (Tshirts) – increase from \$1,800 to \$10,000
 1. Cedar Rapids Education Association Shirts – Discussed whether we should print Captain America shirts and only charge \$5 (CREA/CROTA would cover the rest) in order to promote solidarity and unify members. There could be specific dates identified in which members would wear shirts. Another thought was that members could earn shirts for participating in union committees or activities.
 - e. Move to table the budget until next meeting *(MSC – Sara Arnold/Rhonda)*
2. **Teacher Store (Eriec)**
 - a. The teacher store welcomed new staff to the district and Dr. Buck attended. However, it was poor timing and there weren't any elementary teachers while there were many secondary.
 - b. Back to School Event – This event will possibly take place on September 24th from 4:00 – 7:00. Granite City will supply refreshments again. A flyer will be going out with information about what is available at the teacher store.
 - c. Many teachers want to know how they can earn or get teacher bucks. Every member will get \$10 for renewing their membership.
 - d. There is a new FB page for the Teacher Store (Teacher Store).
 - e. The Teacher Store board members have reached out to administrators to help spread the message about the teacher store.
 - f. They are looking for building ambassadors to increase volunteers and will continue to offer electronic sign-up.
3. **Membership (Kim)**
 - a. No numbers are available yet. However, there are more drops than in the past 5-6 years (6 members).

- b. There will be a PowerPoint available for a 10 minute meeting about the contract and school board.
- c. A discussion occurred around whether there should be a membership drive again where buildings can earn a breakfast, lunch, etc. based on the percentage of building membership.

4. PAC- School Board (Pete)

- a. It was thought that a phone meeting was an effective method for holding emergency quick meetings.
- b. School board elections approaching
- c. Beer Caucus – Lions Bridge Brewery is donating beer and charging for food at this event. It will be a non-partisan event to provide education around how caucuses work. The event will teach participants how to caucus and take them through the process by caucusing for their favorite beer.
- d. Help is always needed for phone banking and scripts are available.

5. TQ Report

- a. TQ money needs to cover the 191st day of the contract. While it receives \$760,000 from the state, it now costs \$600,000 for the 191st day. In addition to this, other initiatives (identified in legislation) need come out of TQ funds.

Discussion on these topics:

- 1. Pre-service PD –**
 - a. Staffing
 - b. Paras
- 2. Communication** – A website and Twitter are in the works. Jeannie Pfeifer will help get the website going again.
- 3. Wellness** – There have been changes with Virgin Pulse. Participants can earn quarterly but will continue to get paid at the end. People should have noticed that they got paid over the summer (July).
- 4. AR meeting plan –**
- 5. Fall Conference** – September 30th AR meeting and Fall Conference will be held together. Dr. Buck might do a mini-welcome and session. Executive Board will be on September 23rd.

Committee activities/calendar:

Dismiss:

- **School Board Forum – Thursday, Aug. 27th at 7pm**
- **Association Rep Meeting – Wed. Sept. 2nd, 4:30 @ Linn Area Credit Union**
- **School Board Election – Tuesday, Sept. 8th**

CREA/CROTA