

WEA Rep Council Meeting  
**2:00 PM**, Monday, August 9, 2021  
Waterloo Public Library

Present: Bauler (Hoover), Mohorne (Central) , Jorgensen (Lou Henry), Fredrickson (Highland), Roster (Highland), Kleinschmidt (Hoover), Giachino (Poyner), Frohwein (Becker), Moore (Kittrell), Pressley (East), Brauer (Kingsley), Thome (Central), Kavalier (West), Feuss, Karla Duff from ISEA, Padget (West), Oberheu (Orange)

Virtual: Kyle (WCC), Ruden (Lincoln), Korey (Cunningham)

- I. Call to Order - President Bauler called to order at 2:09
- II. Approval of August Agenda
  - A. Motion by Mohorne
  - B. Second by Jorgensen
  - C. Motion carried.
- III. Welcome - Introduction of Reps and their buildings
- IV. Communication this year
  - A. Group Me - get phone numbers to Jodi for it to be added if you're not on it.
  - B. Home emails
    1. [Set up email filter](#) - share these directions with members to receive Ray's blast messages.
    2. If still saying they're not receiving the emails, have them verify home email and send it to Ray and Heather.
  - C. Website: <https://tinyurl.com/weateachers>
  - D. [Rep Council Folder](#) - all reps have access to this folder. Handbook dropped in there too. Let us know if something else should be added to be useful.
- V. Building Rep Expectations
  - A. [Stipend menu](#) & [form](#) - Discussion of options.
    1. CC Jodi on the messages sent to the building.
    2. Complete the form by the end of the month you complete the task.
    3. Would like finalized list for compensation by Sept. 1.
    4. Will do payment in the fall and payment in the spring. Potential for approx. \$240 worth of payments.
    5. Will have a schedule for each building to sign up at the next rep council. Will put it in the rep council folder beforehand so people can sign up.
  - B. Go fill out the form to receive a stipend.

- C. Discussion of a folder for documentation for conversations with admin, issues and follow up for the issues, etc.
- D. Approx. six admin focused on from the district level for culture/climate, so this will help with the LMC conversations and documentation on our end. Bi-weekly meetings with Jodi, Becky, Ray, and Kingsley will continue; documentation in the folder will help with those conversations.
- E. District level expectation for monthly meetings with building admin and WEA rep - do a calendar invite for documentation of that too.

VI. Revisit [Mission Statement](#)

- A. Quick overview of the changes made - exec board moved it forward.
- B. Motion carried.

VII. Review [By Laws](#)

- A. Reviewed revisions as motioned by exec board.
- B. Motion carried.

VIII. Treasurer's report & Approval of [2021/2022 budget](#)

- A. No stipend changes from last year.
- B. Elementary and high school chairs for membership since grant with NEA changed.
- C. No negotiations or certification this year so that's why it's zero for this year.
- D. Process for audit discussion. Member who is a business teacher and another rep did it last year.
- E. Rep Council budget increased to cover the stipend menu.
- F. Membership incentives - form innovative teacher grant
  - 1. ISEA wants our coffers to be less than they are.
  - 2. Our proposal to do that is to do \$3000 of grants - 12 \$250 grants (6 twice a year).
  - 3. Two for each level will be drawn from those submitted. One submission per semester.
  - 4. Revise that once someone receives it, they cannot receive it again.
  - 5. Richmond suggests a rep spotlight monthly. Discussion that it can come out of membership monies, so no budget modification needed. Can add a line item later if we see that it needs a line for itself.
- G. Budget Revision -
  - 1. Line 3004 - math isn't correct - fix so it reflects 5 x \$250.
  - 2. friendly amendment proposed by Padget to purchase two chromebooks, one for the president and one for the secretary at this

time. Consider purchasing in the future for the treasurer. Add \$500 to the exec board budget to purchase two decent chromebooks in line item 2002 to bring a total of \$900 to that line item.

- a) Discussion of whether we could buy through the district technology department for the possible discount. Target had it available for approx. \$200.

H. Exec board moved. 2021-2022 Budget with the friendly amendments and corrections carried.

IX. Chromebooks for President/Secretary

A. Motion - covered in the friendly amendment to the budget

X. Fall Membership Drive in your building (Ray & Membership Committee)

A. **Goal is to reach EVERY teacher! Especially potential members.**

- 1. Only recruited 33% of the potential members last year statewide.

B. Control sheets are out - **please get them back to Heather in the office by mid-September.**

C. If someone wants to cancel, they have to fill out a form. Have conversations with them before they drop. Let them know that PEI doesn't offer as much as what is offered by ISEA and the building reps.

- 1. Meetings with admin and members at the building level, take notes and pass on to Ray and the rights people.
- 2. Be careful what you do for potential members without them paying for the benefits.
- 3. If people pay for membership mid-year, typically issues from before they join are not covered.
- 4. Many potential members think Ray has to cover because of the fair representation - the only thing in our contract is base pay, so that's the only thing they would receive from Ray.

D. \$25 stipend for each teacher you recruit.

- 1. If multiple reps recruit a person, split the stipend. Discussion over consistency.
- 2. Discussion of ideas for what could be done with that money.

E. Scholarship: \$500 for graduating seniors

- 1. Deadline is ALWAYS Friday before spring break (on website)

F. [Innovation classroom awards](#)

- 1. [12 \\$250 grants for members \(4 for each level\)](#)

G. Working on getting control sheets for new hires

1. Miscommunication from district with people transferring to new positions, etc. and new hires, so clarifying that with the district.
2. Anjuli says approx. 74 new hires this year. Still approx. 20 open positions posted.
3. District is trying to lower class size more with some of the new hire positions.
4. This is also why many voluntary transfers are being denied.

#### H. Demo of Organizing on the ISEA site.

1. Went through local, building, employee coding, etc. from ISEA site.
2. All info there is public record info, not soliciting except for actual membership.
3. Reach out to new hires especially. Check in before school starts with what they need before the membership sales pitch. Talk about divisive concept bill and protections, etc.
4. Script from C.F. to modify for WEA.
5. What do members and potential members look for from us as an association?
6. Student teacher can join as aspiring teacher members; for every year they are an aspiring teacher member, they receive \$5 off their first year dues as a new-hire.
7. Substitutes can join at a reduced rate as well - receive liability coverage, but don't have the decision making at a rep council, etc.
8. Non-teaching coaches is a new category. People coaching athletics but work in the business world, etc. liability coverage and member benefits.
9. ISEA partnered with NEA and a community college in Ohio. Go to school and earn an A.A. for you or anyone in your family (even extended family) - it is free as a member benefit. College credit is approx. \$200, so if they took three courses, that would be the person's dues. On member benefits, members only part of the site - can just take classes, doesn't have to complete the A.A.
10. \$100 stipend for new members is still happening.
11. Support staff new members \$50 off dues is a new thing too, so talk to those who are in your classes and help recruit there.

#### XI. President Report

- Communication

- Reps meet monthly meetings with principals - principals are being held accountable for this by the district. Head admin.
- Regular meetings with Kingsley/school board members/LMC
  - Jodi meeting with Kingsley.
  - Jodi meeting every couple months with school board members to have open conversation.
  - LMC is still meeting regularly.
- Communication protocol -
  - Email to document. Send a ty email with a “this is what we discussed, and this is what you told me you would do” message after the meeting. Gives the timeline and documentation if/when it becomes a bigger issue later.
  - Remove student names for confidentiality and to avoid FERPA issues.
  - Protect yourself and the members. Do a find and replace and take the student name out of the email.
  - Respect “the chain of command” - go to building admin first and then proceed with rights committee, Ray, etc. If the relationship is not there, then ask for one of them to come with you or have them step in at that point.
- Covid Mitigations updates
  - Masks- not required but strongly recommended except on school bus
  - Opening Ceremony - spoke with Shanlee. Looking at an overflow room in West’s Commons. Get ahold of Korey Minard and cc Ray to request accommodations. Law allows for reasonable accommodations, so not all requests will be granted. About four or five people have requested accommodations right now. Suggest having a note from the doctor.
  - Really wanting teachers to wear masks as examples for students.
  - Manny Scott doesn’t allow for his speech to be recorded, so that’s why we think they’re sticking with the in-person venue.
  - Vaccination clinics for students
  - Daily Survey/temp checks - coming back but don’t have to take survey unless not feeling well - temp checks won’t happen unless things change

- Contact tracing - still happening, need to produce seating charts when requested.
- Open house/conferences/visitors in building -
  - JA, etc. anything educational can be in the building.
  - Conferences will have a virtual option.
  - Thinking about open house.
- Change to Purell hand sanitizer
  - Alcohol based; flammable.
- Lockers - one of the levels wasn't going to use, but the others were -
- Possibility of involuntary transfers
  - District Process - Kingsley has promised WEA a seat at that table
  - Diversity bill and class numbers at the elementary level are influencing
  - No process delineated - best fit, lowest seniority, depends on situation
  - Ray suggested he, WEA president, and the district sat down and could advocate for what was the best fit for the members
  - Last year 340 open enrolled out; C.F. is contemplating taking more approx a month ago was 160, so roughly 500 students went from Waterloo. No deadline for the requests.
  - No cut off date for involuntary transfer.
- Esser money update
  - Survey hasn't come out yet, but is supposed to be
  - Fighting to get teachers a stipend
  - One of the things they can do is use the money toward student loan relief - up to \$5200 relief, for multiple years (right now until 2026); potential way to retain staff
- Monthly Social / Gatherings
  - Flyer - put up in buildings
  - [Jameson's Friday, 8/27, 3:30-5:00](#)

## XII. Info from Ray

### A. New hire info above.

1. Padget moved to provide each new teacher a \$10 gift card to potentially buy lunch. Mohorne second. Discussion. Motion carried.

### B. Office open today - MWF 7:30 - 4 and TTH 8 - 4:30

### C. Email is always open.

XIII. Adjournment

- A. Motion by Pressley at 3:41 p.m.
- B. Second by Brauer.
- C. Motion carried.

Respectfully submitted,

Sara Kavalier