

WEA Executive Board Meeting

Tuesday, March 8, 2022 @ 4:15

Virtual Meeting

- I. Called to Order by President Bauler at 4:17 p.m.
- II. Approval of agenda
 - A. Motion - by Becky.
 - B. Second - by Stephanie.
 - C. Motion carried.
- III. Approval of [February minutes](#)
 - A. Motion - Ann motioned to approve.
 - B. Second - Stephanie seconded.
 - C. Motion carried.
- IV. Celebrations! :-)
 - A. Jamaica trip for Amber and Nicole!
 - B. Becky said the \$1000 is going to every teacher.
 - C. Congrats on great-grand baby, Becky!
 - D. Pay increase for paras - long overdue! Confirmed it is permanent with Kingsley - new email is supposed to be coming.
 - E. Track meet food by Bauler and she survived!
- V. [Written Committee updates](#) (Please put an update here for Rep council - this wasn't completed last month!)
 - A. Membership - Ann, Stephanie, Becky, Nicole -
 - 1. Number is holding steady.
 - B. LMC- Susan, Sara, Elizabeth -
 - 1. Focusing on teacher retention, survey.
 - C. Government - Becky and Tracy -
 - 1. Legislative conference voucher vote today (3/8/22).

2. ISEA president has pushed to work across the aisles - huge because all Republicans right now in Iowa, so need to work together bi-partisan.
3. More concentrated effort to be bi-partisan for education bills than we've seen recently.
4. Citizenship test, cameras, etc. all something we've talked about with legislation and the conversations are working on many of the topics of concern.
5. Going to lose on a lot of things right now - probably not taking the house or senate right now, odds of taking Governor spot unlikely with her approval rating.
6. ISEA webpage (have to sign in) has the bills we're for and bills we're against updated regularly.

D. Community/Multicultural - Becky/John

E. Scholarship - Sara

1. 6 high school students as of Monday, 1 college, and 1 student teaching candidate.

F. TQ - Susan

1. Surveys came out.
2. Excited about the potential for seeing new presenters and new ideas - interested in the feedback.
3. Stephanie G. is championing the book study was popular. She offered to spearhead it for a stipend. Conflict over whether the secretary from Mohorne has time to complete the organizational aspects of it. Sounds like it will probably be the same books as previously offered, but you could do a different book.
4. Jodi will email to see what is going on with books since they're meeting.

G. TLC- Jodi

1. Jodi is on the review committee.
2. TLC revamp process was happening, but the last two months have been canceled; doesn't appear as though any other meetings are on the slate. Initially said April would be approved.
3. Need descriptions for the jobs out to everyone. All staff should know what they are and the expectations of the jobs.
4. Cycles and coaching need clarification and cleaned up.
5. Survey to teachers on how well coaches are doing in the buildings? Will tell more than the artifacts that could potentially be three or more years old.
6. Question if the best person is being put in the position - Lou given as an example. Special Ed Coach is going to the SN teachers there for answers and they're coaching the coaches.

VI. Treasurer's report (Susan)

- A. Stop payment WEA gift cards convo. Form coming in for the stop payment.
- B. Discussion over what changes to the form would make it more "user friendly" or practical.
- C. Better explanation on current form for what money is spent for possible?
- D. Potential separation of treasurer duties discussion - would like to be done, but we have had trouble finding someone who wants to do the treasurer role. Could do the transition role and re-do the by-laws so they can be brought in August so it can be done.

VII. Ray Updates - at a conference - updates will come out if there is anything.

VIII. President's Report

- A. Para Raise!! - Huge win for our paras!
- B. Working on things for teachers too - waiting to see what comes out on that before we say anything - supposed to come out sooner rather than later; waiting to see if it comes out before spring break. If we don't see it right after spring break, we will follow up.

C. Federal Teacher \$1,000 -

1. surveys by tomorrow.
2. Tiny win.

D. Focus Groups -

1. Needs talked about at LMC or HR meeting - Kingsley is aware and will follow up.
2. Benefits and Comp - main things coming out:
 - a) increase in para pay.
 - b) Honor prior degrees - question of where that originated; didn't seem to have a problem with it. He was checking on history with Bev Smith, etc. Insinuations that may have come from WEA in the past - sounded like a pass the buck conversation.
 - c) Class coverage compensation - WEA difference between elementary and secondary compensation.
 - d) Bereavement - they've been pretty willing to work with people when they ask for partners, etc. Talked about the need to declare a partner then.
3. Calendar - main things coming out:
 - a) K-1 had a real concern
 - b) No data that people like it
 - c) Major discussion that the transitional years were beneficial
 - d) Lack of communication about what the first few days should look like

E. [Survey Data](#): First look

1. Jodi did responses - Night of conferences, had about 610 total
2. Wanted to be able to differentiate between teachers, paras, etc.
3. That wasn't received well for being able to track responses - changed so it didn't identify as closely and responses came flying in
4. HR going to do the graphics, etc.

5. Discussion on what the numbers mean and reactions to the percentages.
6. Wants to share with Jared as he comes in so he knows where people are as he starts.

F. [February Newsletter](#)

1. Ty for Nicole putting it together
2. Thinking tomorrow it will be sent to all staff or at least to district
3. Permission to send out once a month to all staff
4. Let Jodi know if there's anything that needs changed before it is sent out

IX. Old Business

- Lowell Open House- 3/24 - Rep council that night too

X. New Business

A. Local Dues: Currently \$36

- a. Leave the same? Lower? Raise?
- b. Kellie Latimer - baby in ICU - make a gesture with a card. Stephanie G. moved that we send a \$100 gas card to the family for traveling to Iowa City. Anne seconded. Discussion. Motion carried.
- c. Discussion that if we hear of members going through things like this that we support members.
- d. Tragic situation let someone know she wasn't a part of sick bank - please make sure people check and know if they are a part of the sick bank.
- e. Other?

B. Appoint someone to do the election - Becky Mohorne said she would do it but she would like someone else to do it too so someone else knows when she is retired.

- a. Bring up to Rep Council too so have it done Rep Council is 3.24.22
- b. Candidate names need to be submitted for Rep Council.

- c. Send out right after spring break to all members asking for two high, two middle, two elementary, VP/Treasurer (maybe only one year), so when come to rep council can say who we have and encourage others.

C. Clarification on extra duties and communication re: that - especially on the family night this Thursday; conversation about possibly getting paid for Thursday night.

XI. Upcoming Dates:

*3/10 - HR Meeting W/LMC @ 4pm

*3/11-PD (no school)

*3/14-3/18 - Spring Break

*3/22- LMC

*3/23 - HR Mtg w/ Ray & Jodi

*3/24- Rep Council Mtg

*3/28 - School board meeting

XII. Adjournment - Motion to adjourn by Elizabeth. Second by Anne. Motion carried.
Adjourned at 5:35 p.m.

Respectfully submitted,

Sara Kavalier