

WEA Executive Board Minutes

[WEA 2023/2024 folder](#)

March 6th, 2024

ISEA Office 4:30 p.m.

Present (bold): **President Jodi Bauler, VP/treasurer Tracy Richmond, Sara Kavalier, Susan Padget, Amber Pichelman, Paula Thome, Tamra Willis, Jamie Oberheu, Stephanie Giachino, Elizabeth Frohwein**

- I. Called to order at 4:32 p.m. by President Bauler.
- II. Celebrations were shared. Spring break plans.
- III. Consent Agenda - motion to approve by Padget. Second by Oberheu. Motion carried.
 - A. [November meeting minutes](#)
 - B. March Agenda
- IV. [Treasurer's report](#)
 - A. Proposed 2024-2025 Budget
 1. Richmond suggests increasing our dues to \$56. Sounds more reasonable if it is presented as \$2/month. It has been \$36 for at least 20 years.
 - a) Chairs stay the same.
 - b) Rep stipends proposed would be less than what we pay this year, assuming that December numbers are reflected in May's numbers.
 - c) Need to look at conferences and the expenses - \$4,000 is not enough for what we have sent to recently.
 - d) Decreased membership's funding because Richmond is proposing the grants, etc. are taken out of the extra money instead of out of membership.

- e) Propose to get rid of the C.D. and put the money from the C.D. in a discretionary account. We can spend down for conferences, t-shirts, etc. upon approval by voting at the meetings.
- f) Scholarship doesn't change. Separate check for that.
- g) That would allow us to see how much over we go on things like rep stipends, etc. We would know that exact amount.

B. Discussion re: balances comparatively for this time of year for 2022, 2023, and 2024.

1. Is there something we're saving \$70,000 for? Are we still in excess according to what ISEA recommends?

- a) ISEA recommends that we have a year's dues in reserve. Right now, that's \$18,000.
- b) Our budget last year was approximately \$36,000.
- c) \$20,000 of the budget that is shown is designated funds for scholarship.

2. Do we need to have that much money sitting in a checking account or would it be more fiscally responsible to put \$10,000 in the discretionary account and keep the rest in a C.D.?

3. Discussion re: one increase in dues or two increases in dues. Agree that one increase seems more palatable than two changes.

4. Discussion re: what do we value and that's where we put our money.

5. Discussion re: we either have to increase the dues or stop spending willy-nilly.

C. Tracy motions to increase the total WEA dues by \$20 to \$56/year. Jamie seconds. Motion carries.

D. Discussion re: where we thought in the budget that we're too light or too heavy.

- E. Jamie shared one of the sessions suggested that only x% of a budget should be from member dues and our budget is currently 100% funded by membership dues.
- F. Discussion re: figuring out sooner if people are interested in attending conferences to get on the Iowa budget and be sent that way.
- G. A working session will be scheduled after break to work through the rest of the proposed budget.

V. [Committee updates](#) - see the attached.

VI. Ray Updates

- A. Working with four plans of assistance/awareness. Following up with some others who are trying to take FMLA, etc.
- B. Still working through Pre-K conversations.
- C. Working with East and concerns re: the administration. Met with Anthony and Megan.

VII. President's report

A. 24/25 Elections

1. Elections-

- a) Exec board (elementary/middle/high, Treasure, Vice President)
- b) Need to have the by-laws done with two readings of it before we do the election. Ready for rep council in March and April to do the elections in late April/early May.
- c) Building Reps - collect names for that and have all the elections done after we do the second reading of the by-laws.
- d) At the state and national level, they're moving to do things by secret ballot or ballot boxes - Google forms without collecting emails.

2. [Roles and responsibilities sheets](#)

- a) If currently in a position, look at the description to see if all the right descriptions are there. Look at what needs to possibly be

eliminated. If you've served in a position before, look at that position as well. Email Jodi with feedback.

b) Suggestion that it already says the VP will attend TQ meetings - make them the chair of the TQ committee. Saves \$200.

3. NEA RA (Philadelphia PA, July 3-7)

a) We can send up to 3; budgeted for two.

b) Last year attending in Florida was over \$2000. Hotel for a week, transportation, food, etc.

c) Give name to Kavalier if you want to do that so it can be on the election ballot.

4. Jamie & Jodi went to the Midwest Leadership Conference this last weekend. Susan moved that we increase the stipend for the two attendees to the Midwest Leadership Conference to \$720 each. Tamra seconded. Motion carried.

B. Tracy moved that we extend our time 30 minutes. Susan seconded. Motion carried.

C. Summit recap:

1. Jodi shared the direct action information shared at the Midwest Leadership Conference.

a) Text bombing.

b) Showing up at the office.

c) Email flooding.

d) Wanted poster for a person who wasn't speaking. Where's Waldo for one who wasn't showing their face. Visibility component.

2. Jamie attended the training up of reps, etc. They use relicensure credits to make sure reps are trained in the seven competencies.

3. Jodi went to one about a strategic plan for the association and using that to drive our actions. That's a work in progress - hoping to get that started for next year.

D. Delegate Assembly (April 12/13)

1. See Email; register by March 20

VIII. Old Business

- A. Negotiations Update - met last night; contract language worked out for all the stuff given by people. Eliminated what we could not put in. Opening on the 26th. Once we open, we can give general updates. Pushing on March 18th to send out the template asking for the 22nd to send them out. Rep council is the 20th to get the information out and ask EVERYONE, not just MEMBERS to do it. SPAMing emails to school board members, leadership team, about the value of a contract. Email language. Need reps to get building members to send as many emails as possible. The 25th is a school board meeting - need to get our members there. Asking the school board to come to openings. Ask why none of them are on the negotiations team. C.F. has two - all the other districts around us have school board members on the team.
- B. Shooting for language - hoping to at least move the conversation along. Not expecting to get a lot of what we're asking for, but we have a collective document for demonstrating what it shows.
- C. Do we want to talk to the board on the 25th? Remind them negotiations are opening. We always talk about recruiting staff, but we don't talk about retaining staff. As of August 2024, since 2017 413 out of the almost 900 positions are new staff - that's without talking about new hires this year after August and the open positions still.
- D. Remind staff that we have a continuing contract. Unless they resign. Ray will send info reminding them they have the continuing contract. No SSA set. They're trying to get people locked in. They haven't changed board

policy or their stance on transfers - there's no reason to not drag out negotiations.

- E. Anthony wants to meet immediately after the closed session. He already has a number - 2.29% is there - just like last year, there are a lot of people who want to leave. The facade has crumbled; we're not going to trap people.
- F. If we get an invalid contract, (rumor that one will be sent March 15) people are not bound to go. We probably won't settle until mid-April; people will get 30 days after that, so probably mid-30.

IX. New Business

- A. Bylaws - will be ready to look through at rep council.
 - 1. Mission Statement - needs to be shorter. Will bring to the board for next year.
 - 2. Logo - Member Donovan Oberheu is making three logos to choose from.
- B. Discussion of adding a Pre-K and Special Education representative to the exec board. Need their voices, but that would mean more money. We have some on rep council. Maybe we appoint a pre-K position by the president.

X. Reminders:

- A. Checking in Zones / Building reps - check in after spring break - talk to them
- B. School Board Meetings especially red shirts as many as we can have.

XI. Upcoming events

- A. Council 12 Meeting March 7th
- B. Scholarship is due March 8th
- C. Spring Break March 11-15
- D. LMC March 19th
- E. Rep Meeting March 20th
- F. HR Meeting March 21st
- G. School Board Meeting March 25th (Susan Padget/Carver)

H. No School March 29th

I. Next Exec Board April 3rd

XII. Adjournment - motion to adjourn by Susan at 5:53 p.m. Second by Jamie. Motion carried.