



WEST ST. PAUL FEDERATION OF TEACHERS LOCAL 1148

Affiliated with Education Minnesota, The American Federation of Teachers, & The National Education Association

Officers

President: Brian McCarthy
Vice President: Lora Messer-Nilles
Treasurer: Hayley DeMers
Secretary: Michelle Smith

Negotiators: Anne Bolsem Jodie Darwitz
Kristy Otte Ryan Pagenkopf

Building Representative

Early Childhood- Michelle Smith
Friendly Hills- Patrick McCormick, Jennifer Ryan

Garlough- Julia Lineham

Heritage- Kristy Cooper, Kristy Otte

Moreland Elem. - Shari Niemczyk, Anna Banti

Mendota Elem.- Samantha Schiltz, Anna Thul

Pilot Knob- Matthew Beniak, JoAnn Cudo

Two Rivers- Katie Carter, Erik Kluznik, Margaret Citta

Somerset- Mary Nelson, Lori Thomas

GENERAL MEMBERSHIP MEETINGS

Fall Fest Sept 30, 2023 and May 23, 2024

EXECUTIVE BOARD MEETINGS (Virtual unless indicated otherwise)

Monday, September 11, 2023 (in-person)

Monday, October 2, 2023 (in-person)

Monday, November 6, 2023 (virtual)

Monday, December 4, 2023 (in-person)

Monday, January 8, 2024 (virtual)

Monday, February 12, 2024 (virtual)

Monday, March 11, 2024 (virtual)

Monday, April 8, 2024 (in-person)

Monday, May 13, 2024 (in-person)

Tuesday, June 4, 2024 (in-person)

Executive Board Meeting
9/11//2023

1.Call to order 4:00 pm

2.Agenda

- Treasurer Report-June, July and August reports approved. Late fees were paid to the IRS for 2017-2022 late fees because Federal Unemployment tax was not taken out. We are now good and the case is closed.
- EB please check with potential members about enrolling in the union
- Secretaries report approved
- School Board candidates
 - The union hosted a forum and 5 school board candidates attended and were asked 5 questions each. The West St. Paul Federation of Teachers is encouraged by all of this year's school board candidates but is particularly excited about the prospects of having Bloomington teacher Rowen Elsmore, Richfield teacher Morgan Steele, and community organizer (and former teacher) Randi Walz on the board! We wish all of the candidates the very best.
- ATPPS
 - Information will be coming soon in an e- mail from coaches
- Committee assignments
 - Motion that Athena Gause become the social media poster and manager. Motion passed.
- Constitution Committee
 - Please join us on Tuesday, Sept 26th from 5-6pm virtually for a vote on the revisions to the WSPFT constitution.
- Special Election in House District 52B
 - Discussion on candidates
- Negotiator Update
 - The team will be meeting Wednesday to discuss legislative changes. They have several future meetings scheduled. The team is working hard on many issues and will be asking for input from teacher experts to make sure they thoroughly understand all the complex issues. Motion EB will approve paying consultants to share expertise and consult with negotiators at a rate of \$45 per meeting
- OFS/Fall Fest
 - WSPFT will have a float in the Homecoming parade on Sept 22. If you have a truck that can tow the float, or would like to volunteer to help, please contact Lora Messer-Nilles.
 - The WSPFT Fall Fest will be on Sept 30th from 11-2 at Thompson Park in WSP. There will be music, games, and food provided by Boca Chica! It is a family friendly event and we hope to see you all there!
- K-3 Discipline Strategy

- At Meet and Confer Committee they will be having a conversation about what elementary teachers are being asked to do.
- Next EB meeting is Oct 2nd at 4:00 pm Friendly Hills, upper red 266. The November meeting will be on Nov 6 and it will be virtual.

Meeting adjourned at 5:13 pm

Executive Board Meeting
6/5/2023

1. Call to order 4:02 pm

2. Committee Reports

- Secretary's report reviewed and approved
- Treasurer Report- reviewed and approved. Hayley discussed the Federal income taxes the union paid.

Agenda

- ECFE/ABE
 - Michelle S. shared how there will now be 2 FT ECFE staff at MDE. It has been 20 years since ECFE has had full time representation at MDE. Gov Walz also signed an increase in ECFE funding for programming. Gov Walz also signed into law that ECFE and ABE teachers now have continuing contract rights!
- ATPPS
 - Stipends will be on, or before, the last pay period in June.
- Relational Organizing Grant
 - This grant was used to hold Get Out the Vote initiatives, MEA online opportunities, the Science Museum race exhibit where members were reimbursed for attending, Degrees Not Debt, Retirement Session for members, Member Rights training, the Newer Teacher gathering and Lobby Day.
- Constitution Committee
 - Discussion on proposed changes. Discussed capping the yearly total for building reps stipends at \$599, so that people don't have extra tax forms they need to deal with if the total is over \$600.
 - Motion that the social media position is appointed by the President-elect and voted on by the current EB. This position will be reviewed every two years during the election cycle. Motion passed.
- Negotiations
 - Negotiators will be looking at how money is funded by the legislature, what the mandates are and how much the district will have in the general fund. Negotiators are meeting in August. They are also looking at other district's contract language.
- OFS Update
 - Staff asked to please fill out current contact information so they can be contacted about negotiations and other news. Laura will be writing an additional grant for funds to help with organizing for settlement activities during negotiations in the fall.
- Skemp Memorial
 - Mendota has raised close to \$3,000 for a pergola. They are hoping to add a concrete slab and marker to memorialize Mary Jo Skemp. Motion for the union to make a donation of \$400 to the memorial fund. Motion passed.

- Summer Seminar
 - EdMN will pay for two members to attend who have not attended in the past. If interested, reach out to Brian. Summer Seminar is July 31-Aug 2 at the College of St. Benedict.

Meeting adjourned 5:16 pm

Executive Board Meeting

5/1/2023

1. Call to order 4:00 pm

2. Committee Reports

- Secretary's report reviewed and approved
- Treasurer Report- April's report will be read and approved at the next meeting. Hayley needs the bank docs, which will not be ready until the end of the week.

3. Agenda

- Audit Investigation Report
 - Ryan P. shared his work on the audit investigation report.
- Constitution Committee Report
 - The committee has looked at the language in our current constitution and compared it to EdMN, AFT and other local memberships. Changes were shared with the Executive Board and discussion followed. The committee will meet again next week to continue work on the Bylaws. Once this work is done and shared with EB, it will be published on the website and shared with all members. The constitution and Bylaws will be voted on by members in the Fall of 2023.
- ATPPS Timeline
 - The ATPPS Summative Process will take place between May 15 - June 8.
 - High Cycle - Meet with IPC to prep; Meet with admin
 - Continuing Contract - Meet with IPC
 - Probationary - Meet with admin
 - All Pre/Post, Domain 4 (HC and Prob) and Coaching Conversation (HC/CC) forms should be submitted. HC and Probationary should have signed all observations by admin.
 - Please "Save Progress" when working in your PGP Results form.
 - All Summative forms will be submitted during your final meeting.
- Negotiator Update
 - Negotiators will meet again May 10th. The end of May is the end of the legislative session and we should have a better idea of what the funding amount will be.
- General Membership Meeting
 - We will honor retirees, have a brief meeting and have time to meet together and have some fun. May 17th, 4:00 FoodSmith WSP.
- Rally for Ed

- Saturday May 20th at the Capitol. The rally is 1:00-2:00. Members should meet in front of the Judicial Center from 12:00-12:30. At 12:30 we will walk together to the Capitol
- Newish member Event
 - About 30 people attended at Josephs. It was a fun event.
- Lobby Day
 - The team met with 4 representatives and 2 senators. They briefly discussed class sizes, mental health support, due process and pension reform. Members are encouraged to contact their representatives to share their thoughts on these issues with elected officials
- Rep Convention
 - Information was shared about recruiting and retaining teachers. There were great speakers and information was shared; the group felt inspired.
- 2023-24 meeting date proposal
 - Mondays Sep 11, Oct 2, Nov 6, Dec 4, Jan 8, Feb 12, March 11, April 8, May 13 June 4th. Fall Fest Sept 30. General membership meetings mid-December and May 23rd.

Meeting adjourned 5:20 pm

Executive Board Meeting
4/10/2023 (in person)

1.Call to order 4:00 pm

2.Committee Reports

- Secretary's report reviewed and approved. New additions to the website were shared.
- Treasurer Report reviewed and approved. The audit was completed in March.

3.New Business

- 2023/2024 Budget Proposal
 - Discussion on the budget changes under itemized expenses.
- Newish Member Gathering
 - The gathering will be at Joseph's Grill on April 27th. Building Reps should invite newer staff in person. Drawings for \$10 gift cards will be for each school site. Soda and apps will be provided.
- Constitution Committee

- Michelle shared that the committee is working on cleaning up language, we discussed officer roles and responsibilities and a possible new social media position. Our bylaws are similar to other locals. The committee looked at 5 local constitutions and the AFT constitution.
- 1148 Lobby Day at the Capitol
 - April 25th 9:30-2:30. Brian is looking for an elementary SPED teacher to join this group talking with legislators.
- Negotiations Strategy Sessions meetings and Membership Meeting
 - Brian is meeting at each school and talking with members about negotiation themes, legislative updates and hearing from members about what issues are important to them.
 - General membership Meeting on May 17 at 4:00 at Foodsmith.
- MRA training
 - The feedback is that EB members like this training being online and find it helpful.
- Fall Fest
 - Discussion on having the Fall Festival again and connecting it with the Warrior 5K. EB members will start thinking about how they can get more local sponsors for this event.

Adjourned at 4:33 pm

Executive Board Meeting 3/6/2023

1.Call to order 4:00 pm (virtual)

2.Committee Reports

- Secretary's report reviewed and approved. Michelle shared how EdMN and AFT said we are a "top website." They are both impressed with our website and how we use it. Discussion about AFT/EdMN using our local as a test site for their updates.
- Treasurer Report- Hayley said the taxes are done and accepted digitally. Audit is March 22, 2023. Report reviewed and approved.

3.Agenda

- IPC Hiring
 - The team has almost finished interviews and will hopefully have their choice decided by 3/7/2023.

- Skemp Family Memorial
 - Brian McCarthy had been in touch with Charlie about ways that we could support the family. Anna Thul is also working on ideas, as well as Samanth S. We discussed how important it will be for us to show our support in the coming months. We will continue to generate ideas and work with the family on how we can support them.
- Scholarship Awards
 - We budgeted \$4,300 for scholarships. \$750 went to scholars for dollars. \$3,550 is left. Ten scholarships will be awarded this year for a total of \$355 per person. Hayley will enclose a check in a graduation card for each recipient.
- Garlough Outreach Event
 - Garlough has many new teachers and EB wants to make sure we welcome them and talk to them about the benefits of being a member. Kristy and Jodie will run this event on April 5th at 3:15 at GEMS in Lisa Jasper's room.
- District Audit Investigation
 - Ryan and Erik are on this team. They are looking into why the district is decreasing their general fund and they are working with EdMN to talk with someone who specializes in audits.
- Upcoming meetings
 - The April 10, May 1 and June 5th meetings will be in-person at Heritage in Kristy's room. The general membership meeting will be on May 17th at Foodsmith.

Meeting adjourned at 4:30

Executive Board Meeting 2/6/2023

1.Call to order 4:00 pm

2.Committee Reports

- Secretary's report reviewed and approved
- Treasurer Report- Hayley is preparing for taxes. Report reviewed and approved.

3.Agenda

- Audit Committee
 - Date to be set for the committee to meet in March. Hope, former treasurer, will also attend.
- Dollars for Scholars
 - Discussion on changing the name in the future. Check has been sent for this year.
- ATPPS/TDE Renewal

- Voting will take place 2/7-2/9/2023.
 - Feb 8-Feb 22 is the posting for the one open IPC position.
 - IPC hiring committee is Brian McCarthy, Cari Jo and 2 members. 4 EB members volunteered to be on the committee.
- MS FLEX period
 - Cari Jo told Brian this will not be implemented until the 2024-24 school year. Discussion on needing language about what FLEX time is and what it is not, and what “supervision” is. Discussion on what “prep materials” mean for teachers in these periods.
- Long-Term Sub Retiree Incentive
 - Brian discussed that these teachers would be paid on MS step 8 for an ISD 197 retiree.
- District Audit Committee
 - They now have 5 years of documents from the district. Their goal is to find something in the district numbers that will be helpful to the negotiating team.
- Negotiations Update
 - Members discussed how they found attending the conference helpful and that they got great information.
- Organizing for Settlement Committee
 - Discussion on the team developing a theme for communicating with members and the public. The team will be asking members to share their stories about teaching.
- SEIU
 - Brian attended their meeting and discussed how we can support each other.
- EDMn Rep Convention
 - Our local gets 5 spots at the convention. We had new members express interest in attending. Motion was made that Andrea W, Grant M, Shannon G, Stacie O and Kristy C attend, with Brian M as the alternate. Motion passed.
- WSPFT Scholarships
 - Currently there are 10 applicants. The money will be divided evenly among applicants.
- Compensated Union Positions
 - Discussion on how the Constitution Committee is currently working on jobs roles and responsibilities. Motion to table this discussion until roles are defined in the Constitution and changes are approved.
- Lobby Days
 - EdMN Lobby Days
<https://educationminnesota.org/advocacy/at-the-legislature/lobby-days/>
 - Michelle S spoke about the ECFE/ABE bill that is about to be presented in the House and how it would create contract parity for ECFE and ABE teachers and guarantee them the same rights as K-12 teachers.
 - <https://educationminnesota.org/advocacy/at-the-legislature/>
 -

- Constitution Committee
 - The committee has met twice. Will meet later this month. Working on job duties, pronoun language and document language.
- Science Exhibit Debrief
 - 6 members came to the WSPFT debrief about the RACE exhibit. A great discussion was had.
- PD Reminders
 - MEA online. Wednesday Feb 8 Financial Planning and Retirement session, virtual 5:00 pm

Meeting adjourned 5:06 pm

Executive Board Meeting 1/9/2023

1.Call to order 4:00 pm

2.Committee Reports

- Secretary's report reviewed and approved
- Treasurer Report- Hayley will get attendance from the Jan 26th RACE WSPFT panel and reimburse members. Report reviewed and approved.

3.New Business

- Inclement Weather- Margaret Citta
 - Discussion on how the first snow day of the year is a work from home day now. Are admin doing the same thing at all buildings? Discussion on how to proceed.
- WSPFT Scholarships

- Information will be coming soon
- ATPPS/TDE Renewal
 - Members need to vote on this yearly. TDE is a state statute, we have to do it. Voting on ATPPS/TDE will be Feb 7-9 2023 and it will happen electronically.
 - Round One of observations ends on January 25th. Round Two begins with the second semester thru May 12. Coaching Conversations also run through May 12. Probationary should be having their third observation now thru Spring Break.
- District Audit Investigation
 - Ryan P and Erik K are working on the 2021 audit now. They will be meeting more in the future.
- Organizing for Settlement Committee
 - Anna Thul is joining the committee. Voting passed.
- Educator Equity Groups
 - Discussion on how we can support and reach out to having more BIPOC teachers be part of union leadership. Brian talked with EdMN about ideas on how we can do this.
- PD Ideas
 - Kristy discussed having a virtual retirement planning session for members soon. There will also be a Lobby Day with EdMN and a new teacher event in the spring
- Collective Bargaining and Organizing Conference
 - Motion passed to send EB members and pay for 1 hotel room for a member to attend.
- Newsletter Feedback
 - Discussion on the WSPFT newsletter information being good and members liking photos.
- Constitution Committee
 - Will meet again at the end of January. Discussion on the idea to make a new social media WSPFT position.
- Sweatshirt Launch
 - Hayley passed out boxes to the schools for site reps to distribute sweatshirts to members. Feedback is that members love them.

Adjourned at 4:44

**Executive Board Meeting
12/5/2022**

1.Call to order 4:00 pm

2.Committee Reports

- Secretary's report reviewed and approved
- Relational Organizing- Kristy and Jodie
 - MRA- recommend waiting until EdMN revamps site and will hear about the new plan in Feb
 - Science Museum opportunity reminder for members
- Treasurer Report-sweatshirts here; bleeding in fabric; printer charging \$860 extra. Report reviewed and approved.

3.New Business

- Discussion on the contract- percentages of settlement in last contracts.
 - Motion that the EB make a one time release of \$3,000, (Approximately 40 hours per member), for a two member team, to be nominated and elected by the EB, to compensate them for their time to run an audit on District 197's annual audits, for a minimum of the last two years
 - Discussion on the budget.
 - Motion passes
- Scholarships-discussion on past practice.
- Middle school schedule-(Jodie, Kristy, Phil, Kristi, Lora)
 - Board presentation includes 4 options.
 - Discussion on contractual items (time, number of periods, number of preps)
- Law Conference- Jodie/Anne
 - Building subs, data policy, staffing issues, PELSB.
- Constitution Committee
 - Comparisons being done with EdMN, NEA, AFT, other locals
- Negotiators
 - Collecting info from other districts, meeting next week, Collective bargaining conference in January
- MAC
 - Brian met the house majority leader- Jaime Long. How do we put pressure on our legislators as we helped elect them?
- Membership meeting on Dec 8 at Union 32

Adjourned at 5:05

Executive Board Meeting 11/7/2022

1.Call to order 4:03 pm

2.Committee Reports

- Treasurer's report reviewed and approved
- WSPFT current fund balances
 - National, state and local dues.\$42,396.74 Dues Collected Oct 2022.
 - \$17,700 Paid to Ed MN for September Dues. \$34,092.10 to Ed MN for October Dues. \$8,304.64 average per month Local Dues.
 - Checking account \$108,380.06. Savings account \$50,052.95
- WSPFT clothing purchase

- The survey indicated that the member's first choice was a full-zip sweatshirt. To buy 430 sweatshirts the costs are:
 - \$8591.40 (Organizing For Settlement Funds). \$4085 in screen printing (Union Funds). \$12,676.40 Total
 - Motion was made to purchase 430 sweatshirts with OFS and union funds. Vote taken and motion passed.
- Secretary's report reviewed and approved. Discussion on new articles and information added to the WSPFT website.
- ATPPS/TDE Report
 - Communication about coaching conversations will be coming soon.

3.New Business

- Get Out the Vote
 - 293 members were sent texts about voting using the Hustle app. The GOTV committee worked hard to get the messages about pro-education candidates out to members.
- Relational Organizing Grant
 - There will be upcoming MEA online offerings. Racial justice information is now on the WSPFT website. Motion to budget \$1,500 for WSPFT members to attend the race exhibit at the science museum, provide a receipt and attend a panel through WSPFT. More information will be sent to members.
- Degrees Not Debt
 - If you have questions about student debt forgiveness, please contact the EdMn specialist at dnd@edmn.org.
- Member Rights Training
 - MEA online will now do this training and there will also be one in-person meeting with Steve from EdMN. Stipend available for EB members who take this training.
- Constitution Committee Update
 - These members will have their first meeting on 11/14. Pat McCormick was approved to join this committee.
- Negotiating Committee
 - They met Oct 26. The team discussed with each other their proposals for the next meeting on Dec 12. We discussed the importance of staying united during negotiations.
- Organizing for Settlement
 - The team wants to make sure we build togetherness and get information out to members and the community.
- Meet and Confer
 - They met on Oct 25. Talked about Rx costs and pharmacies with lower costs. This information is shared in district communications.
- December Membership Meeting
 - The flyer was shared with members. The meeting will be at Union 32 from 3:30-6:00 on December 8, 2022.
- MOA

- The district wants to offer incentive pay for all bargaining units who employ new members that stay in ISD 197 for the year. Motion made for our president to sign the MOA. Motion failed as our members wanted more time to read the MOA and ask questions.

Meeting adjourned at 5:23

**Executive Board Meeting
10/3/2022**

1.Call to order 4:00 pm

2.Committee Reports

- Treasurer's report for September, 2022 reviewed and approved.
- Secretary's report from September, 2022 reviewed and approved.
- ATPPS/TDE Report
 - PGP needs to be completed by October 19, 2022.
 - High cycle teachers will first meet with their IPC about their PGP and then with their administrator.
 - Probationary staff need to have their first observation Oct 1-31, 2022.

- Continuing contract and high-cycle teachers need to have their first observation Mid October-first semester.

3.New Business

- Get Out the Vote
 - Each building will have a meeting for members about getting out the vote.
- Cedrick Frazier
 - Rep. Cedrick Frazier (DFL) District: 45A came to speak. He works with EdMN to get out the vote. They are asking members to do door knocking for EdMN endorsed candidates. Members can get paid \$100 to door knock for EdMN endorsed candidates. There will be some paperwork to fill out too. He is specifically working with Mary Frances Clardy, candidate for MN House 52B. We would also recruit for other senate district races that are nearby along with Gov. Walz. More information will be coming soon from Brian.
- Organizing for Settlement
 - Lora and Matt are on this committee. Discussion on how we can engage with parents, the school board, teachers and the community. Asking for other WSPFT members to volunteer to serve on this committee.
- Metro Area Council Meeting
 - This happens 8 times a year and is a great opportunity for the WSPFT President to meet with other Presidents of local federations.
- Negotiator Update
 - The negotiating team reflected on the positives and challenges during the last round of negotiations. Discussion on ideas about what could be done differently during this next round of negotiations. The team is working hard and thinking about effective ways to negotiate and new strategies to try.
- Fall Fest
 - There was a good turnout and we even had some retired members join too. There was lots of positive feedback on the event.
- Meet and Confer
 - Discussion on getting all ISD 197 staff who use the district insurance to switch from using Walgreens and CVS, to other less expensive pharmacies. We need to get this message out to retired staff who still use our insurance. The team asked HR to create a simple visual to help explain the price differences to staff.
- General Membership Meeting
 - Voting will happen with EB members to decide on either December 8 or 15 for the general membership meeting. More info to follow.
- Gear/Apparel Update
 - T-shirts and sweatshirts tied for the highest votes. Blue was voted the favorite color. Hayley is continuing to look for the best deal on shirts.

Motion was made to accept Matthew to join the OFS committee and Michelle, Kim and Lora to join the Constitutional committee. Motion passed and all are confirmed.

Adjournment at 5:02 pm.

**Executive Board Meeting
9/12/2022**

1.Call to order 4:16 pm

2.Committee Reports

- Treasurer's report for June, July and August 2022 reviewed and approved
- Secretary's report from June 2022 reviewed and approved.
- ATPPS/TDE Report

- Most sites have been visited by their coaches. IPC's will be in the building starting next week. Site mentors will help mentor first year probationary staff.
- Probationary staff need to have their first observation Oct 1-31, 2022.
- Continuing contract and high-cycle teachers need to have their first observation Mid October-first semester.
- Teachers will get \$1,300 for your observations. The stipend for completing the PGP action plan is \$75. If you complete the action plan and meet your goal the stipend is \$100. Meeting the site goal stipend is \$100.

3.New Business

- Get Out the Vote
 - In 2014, 33,00 educators didn't vote. In 2018, 15,000 educators didn't vote. It is important that educators vote for public education. Discussion on having teachers make a plan for voting and voting early.
- Summer Seminar
 - Lora and Brian attended. It was a great opportunity to learn and meet with other locals and EdMn staff.
- Organizing for Settlement
 - We applied for and got \$14,500. Fall fest will be funded with this money. We also discussed how to support negotiators and show unity with members using these funds in the future..
 - Proposal to not replace existing Red for Ed t-shirt passed.
 - We will discuss ideas for future union t-shirt, hat etc. ideas.
- Fall General membership Meeting
 - Motion to cancel fall general membership meeting on Sept 21. Passed. Future discussion will be held as to when to reschedule.
- 2022/2023 Committee Assignments
 - Discussion on committee assignments and asking for volunteers. Motion to approve the volunteers on the committee. Motion approved.
- Communication Survey
 - Discussion on results of WSPFT Communication Survey. 200 teachers responded. 95% responded that they prefer communication form WSPFT through email.

Meeting adjourned at 5:11 pm