



Become A Member

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Members Only

November 1, 2021

GBEA Mission and Vision

Mission Statement

The Green Bay Education Association works collaboratively with its members, the district and community to promote high quality public education for all students and advocate for the profession.

Vision

The vision of the Green Bay Education Association is quality public education for all students.

Recertification Election

The state agency (WERC) that administers labor law in Wisconsin is again requiring local associations to go through a recertification vote to remain legally recognized representatives. The recertification requirement is part of a larger plan to undermine public employee unions and our ability to continue to bargain for pay increases for employees. However, it is an opportunity to send a powerful message to our district and state level decision makers, that we are looking out for each other and standing together on important issues that affect our profession, schools and students – such as career salary advancement, workload, proper school discipline and safety, retirement benefits and host of other issues.

Vote **YES** to Support Your Colleagues and RECERTIFY

Begins: Noon on Tuesday, November 2, 2021

Ends: Noon on Monday, November 22, 2021

The recertification vote is conducted via telephone or online voting. Please follow these steps to cast your anonymous ballot to show your support:

Directions:

You can vote by telephone (toll free at **1-866-458-9862**) or online (www.aaaelections.org/WERC). The voting system is in operation 24 hours a day, 7 days a week, during the voting period. The following are the instructions for voting:

1. Be prepared to provide the first four letters of your last name and the last four digits of your Social Security number.
2. Follow the instructions provided to you by telephone or online.
3. After you vote “yes” or “no,” you will be asked to confirm your choice. **You**

must confirm your choice for your vote to be counted.

Additional Information:

- Your vote is secret;
- All employees in a bargaining unit vote, not just union members;
- The union needs to win 51% of all unit employees to recertify, which means that not voting is the same as voting no. Your colleagues need your support, so please vote YES.
- **Employees experiencing trouble using the telephonic or online voting system, can call 1-800-529-5218 during the hours of 9 am to 5 pm Monday-Friday.**
- If the prompt gives you the name of another local union, hang up and call the GBEA at 920-468-4232.
- If you have problems casting your vote, report the problem as instructed and report it to the GBEA at 920-468-4232.

GBEA Membership

Please make the time to connect with potential members in your department, building, etc. to discuss joining their Association. Both teacher and paraprofessional potential members can join the Green Bay Education Association, the Wisconsin Education Association Council, and the National Education by using the following link:

<https://www.mynea360.org/s/join-now>

Your Weingarten Rights

If you are called into a disciplinary meeting you can invoke your Weingarten Rights by making the following statement:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Association Representative be present at the meeting. Without representation, I choose not to answer any questions."

GBEA Representative Assemblies (RAs)

The next GBEA RA will be on **November 8th** beginning at 4:30 via Zoom. Association Representatives (ARs) will receive a link prior to the meeting to register. There are several buildings that could use more ARs. If you are interested in serving as an AR please let me (President Delfosse) know.

National Education Association (NEA) Resolution

NEA Resolution C-2, "Vaccinations" provides as follows:

The National Education Association believes that vaccines are essential medical tools in preventing infectious diseases. The Association acknowledges that vaccines must be pervasive to be effective.

The Association also believes that parents/guardians should follow vaccination guidelines from the American Academy of Pediatrics and Centers for Disease Control and Prevention. The Association further believes that state legislatures

should establish clear guidelines for waivers that minimize the numbers of unvaccinated students to those necessary due to documented medical conditions. Evidence-based vaccination campaigns are integral in maintaining student and community health.

2021-2022 Teacher Salary Schedule

A couple important things to note about the salary schedule.

1. Steps do not necessarily coincide with years of service
2. **The B+15, 1/2 M, M+15, and M+30 lanes are closed for anyone to move into.**

[2021-2022 Teacher Salary Schedule](#)

2021-2022 Paraprofessional Salary Schedule

[2021-2022 Paraprofessional Salary Schedule](#)

Wisconsin Public Education Network Signs

Available for pick-up at the GBEA Office (1136 N Military Ave) between 7:30-4:30 Monday-Friday.



2021-2022 GBEA Executive Board



Justin Delfosse
GBEA President



Brent Bergstrom
Vice President



Abie Vang
Secretary



Jessica Bodart
Treasurer



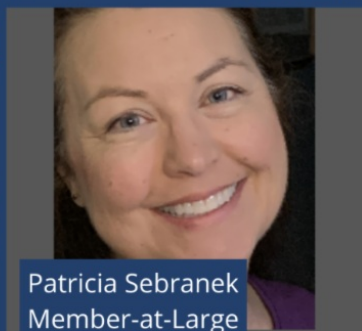
E-Ben Grisby
Member-at-Large



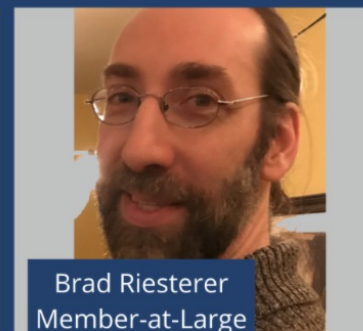
Joe McCabe
Member-at-Large



Barb Borre
Member-at-Large



Patricia Sebranek
Member-at-Large



Brad Riesterer
Member-at-Large



Ali VandeBerg
Member-at-Large



KoBao Kong
Member-at-Large



Jessica Carney
Member-at-Large

Executive Board

2021-2022

David Harswick, Executive Director

Sue Clauss and Debbie Armitage, Associate Staff



2021-2022 GBEA Standing Committee Nominations

Please email me at delfossej@gbea.weac.org and/or David Harswick at harswickd@gbea.weac.org if you would like to nominate anyone for a GBEA Standing Committee.

INTERNAL COMMUNICATIONS COMMITTEE

The Committee on Internal Communications shall inform members about potential and newly enacted legislation or court decisions affecting the interests of the Association or the exercising of civic responsibilities. The committee shall also inform members of policies, programs, and accomplishments of local, state, and national organizations.

EDUCATIONAL SUPPORT PROFESSIONALS (ESP) COMMITTEE
The Educational Support Professionals (ESP) Committee shall find solutions to address issues of the ESP membership and meet monthly with Human Resources.

GBEA & GBAPS 2021-2022 Calendar

A Google calendar has been created that will be updated throughout the year.

Click [here](#) to access the electronic calendar.

GBEA Financial Planning Program

Financial Consulting Services, Inc.
225 S. Monroe St., Suite 200
Green Bay, WI 54301
920-432-5242
www.fcsinvest.com

- Providing members with investment, tax and financial planning services
- Specializing in tax sheltered investments for educators
- Offering pre-retirement projections

Dick Feldhausen, retired GBEA Executive Director, continues to provide retirement and pre-retirement guidance. This service is beneficial to anyone at any age. Members in their 30's or 40's will get a better idea of what they need to put aside for retirement in order to retire comfortably. Members in their 50's and 60's will get a good idea of how long they need to work and when retirement is a real possibility.

The consultation usually last an hour. Dick charges \$50 for an individual and \$75 for a married couple. This is a 50% discount over what would normally be charged. Russ Olson of Financial Consulting Services pays the fee for the first consultation for his clients. Additional consultations require a fee.

Dick sets up his own appointments which can be made by contacting him at dick.feldhausen@gmail.com or by phone at (920) 471-5822.

GBEA and WEAC Websites

When logging into the members-only portion of the GBEA or WEAC website for the first time, you need your membership ID #. This is sent to you every August. If you need your ID #, please email Sue Clauss at clauss@weac.org.

WEA Member Benefits

Wondering how to start saving for the future? Are you on the right track nearing retirement?

Sign up for a FREE, no obligation, individual financial consultation with WEA Member Benefits and we can help you work through those questions and more!

Steve Bader, Member Benefits Consultant with WEA Member Benefits, is offering phone consultations to Green Bay school district staff. They are a convenient way to get some general help or guidance.

Steve is a lifetime retired WEAC member and has worked as a Member Benefits Consultant in the Green Bay area for the past 6 years. During individual consultations, Steve draws from his 34 years of experience as a Wisconsin Public School teacher to help Green Bay staff navigate their unique financial journeys.

He can answer questions on a wide range of financial topics such as:

- Reasons to start a 403(b) or IRA savings account and how to enroll.
- Wisconsin Retirement System (WRS) basics.
- Retirement savings strategies; pretax vs. Roth, 403(b) vs. IRA.
- Investment/account fees.
- Tips for purchasing home and auto insurance.

At WEA Member Benefits, our vision is "every member financially secure." Over 45 years ago, Wisconsin public educators saw a need for a trusted resource to guide them to and through their financial journey. Let us help you.

Sign up for a FREE individual financial consultation! Contact Steve Bader at 608-709-4785 or sbader@weabenefits.com to schedule your appointment.

The 403(b) retirement program is offered by the WEA TSA Trust. TSA program registered representatives are licensed through WEA Investment Services, Inc., member FINRA.

Paraprofessional Perspective Corner

Paraprofessionals, the work we do is important. Did you know there is an ESP (Educational Support Professional/ Paraprofessional) Committee that meets to discuss topics, questions or any concerns that are specific to us as paraprofessionals? We need you!

We are looking to add paraprofessional representatives to our committee including members from our 4K and Bilingual areas. Please consider joining us.

Our current committee members are: Patricia Sebranek, Tracy Rabas, Mary Gerczak, Gayle Peot, Katie Lorenz, Mary Vanden Boomen and Peggy Geurts.

Please contact the committee chair, Peggy Geurts, at atp.geurts08@gmail.com with any questions.

What Happens to my sick leave when I retire?

Unused Sick Leave: Unused sick leave shall accumulate to a maximum of one hundred (100) workdays. **Seventy percent (70.0%)** of accumulated sick leave value will be provided to retiring employees, deposited into an escrow account to be used to pay **district provided** medical, dental and vision premiums.

Employees who are qualified to receive sick leave compensation shall receive such compensation at the rate of the employee's regular rate of pay. An employee's sick leave escrow will be prorated based on the number of days the employee worked during the fiscal year. In addition, in case of the death of a former employee, an eligible survivor (one who is currently insured under the

retiree's medical, dental or vision plan) may continue to apply any escrow balance left in a former employee's escrow account for district medical, dental and vision premiums, upon written request to the Chief Human Resources Officer.

Change of email, mailing address, phone number, or banking info?

If you have recently moved, gotten a new phone number or email address, changed schools or banking information, please contact Debbie Armitage or Sue Clauss. They will be able to make any changes to your records. This information helps us ensure that we are able to stay connected with you.

They can both be reached by phone at 920-496-2440.

Debbie can be reached through email at ArmitageD@WEAC.org.

Sue can be reached at ClaussS@weac.org.

Important Dates

November 2 - GBEA Annual Recertification Election Begins at Noon
November 3 - GBEA Executive Board Meeting; 4:30 pm
November 4 - Elementary Evening Parent-Teacher Conferences
November 8 - GBEA Representative Assembly; 4:30 pm
November 8 - Regular Board of Education Meeting; 6 pm
November 9 - Elementary Evening Parent-Teacher Conferences
November 10 - Dues Deduction
November 10 - End of 2nd Grading Period (Middle School and High School Only)
November 11 - Veterans Day
November 12 - K-12 Early Release Day (p.m.)
November 15 - Board of Education Policy & Governance Committee; 4 pm
November 15 - Board of Education Operations Committee; 6 pm
November 16 - Payroll Date
November 17 - GBEA Executive Board Meeting; 4:30 pm
November 22 - GBEA Annual Recertification Election Ends at Noon
November 22 - GBAPS Education Committee Meeting; 4:00 pm
November 22 - Potential Board of Education Work Session; 6:00 pm
November 23 - End of First Trimester for Elementary Schools (58 student days)
November 24 - Elementary Workday – No School for Elementary or 4K Students
November 25 and 26 - Fall Recess (Schools Closed)
November 30 - Payroll Date

Green Bay Education Association

1136 N Military Ave,
Green Bay, WI 54303
(920) 468-4232

Contact Us

