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Members Only

December 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.

## GBEA National Board Support Sessions 2021-2022

The GBEA continues to offer National Board Support Sessions. Click the link below for more information and to register.

[Click Here to Register](#)

## 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 **January 10th** 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](#)

## 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](mailto:delfossej@gbea.weac.org) and/or David Harswick at [harswickd@gbea.weac.org](mailto:harswickd@gbea.weac.org) if you would like to nominate anyone for a GBEA Standing Committee. The following 3 standing committees still have room for more members.

### 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.

### MEMBERSHIP COMMITTEE

The Committee on Membership shall organize and promote activities for the purpose of recruiting potential members and retaining current members of the Association.

## 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](http://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](mailto: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 [clausss@weac.org](mailto:clausss@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](mailto: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.

## 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.

## News from GBEA-Retired

Dear friends,

As the year of 2021 is slowly moving toward a close, know that we (GBEA-Retired) are slowly working to build back up in a stronger and

improved form!

Watch for these “changes” in the months ahead!

- Continued monthly newsletters
- Establish a calendar for socials
- Increase the number of socials from 3 to 5:
- September, November, January, March and May
- Establish place for meetings
- Encourage more member involvement in planning
- Exploring how to encourage new members
- Exploring inviting retiring Paras to join GBEA-Retired

We invite ALL of you to join us ( NEA- ,WEAC- and GBEA- Retired) as you start planning for the next chapter of your life- Retirement!

Stay safe, stay healthy, stay UNITED!

Pat Salo, President :GBEA-Retired

## 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 Arimitage 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](mailto:ArmitageD@WEAC.org).

Sue can be reached at [ClaussS@weac.org](mailto:ClaussS@weac.org).

## 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>

## Important Dates

December 6 - Board of Education Work Session  
December 10 - K-12 Early Release Day (p.m.)  
December 10 - Dues Deduction  
December 13 - GBAPS Education Committee Meeting  
December 13 - Regular Board of Education Meeting  
December 15 - GBEA Executive Board Meeting; 4:30 pm  
December 16 - Payroll Date  
December 20 - Board of Education Policy & Governance Committee

December 20 - Board of Education Operations Committee  
December 23 - Last Day Before Winter Recess  
December 24 – January 2 - Winter Recess (Schools Closed)  
December 29 - Payroll Date

## Green Bay Education Association

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

Contact Us

