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January 3, 2022

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.

December Updates

Superintendent Meetings

- The GBEA continues to meet weekly with Superintendent Murley about various topics including the 2022-2023 district budget. The Superintendent will be virtually attending the January 5th GBEA Executive Board meeting and the January 10th GBEA Representative Assembly to give updates.

Calendar Committee

- The GBEA has been a part of the district calendar committee working on the 2022-2023 school year calendar. The calendar that will be presented to the Board of Education in January has some minor changes that we think our members will find beneficial. It is important to note that major changes to the calendar would require an increase to daily instructional minutes to meet DPI requirements. An increase in daily instructional minutes was not part of this year's discussion as these significant changes would make more sense when/if school start times are changed in the future stemming from the school start time task force recommendations.

Elementary Assessment Focus Group

- The GBEA advocated repeatedly for the establishment of this group to deal with the excessive testing and data entry at the elementary level. The focus group had their first 3 meetings in December.

GBEA Survey

- The GBEA sent out a survey that will be reviewed by the Executive Board in early January. The results will be used to guide the Executive Board in its advocacy around alleviating educator stress.

Meet & Confer Team

- The GBEA Meet & Confer Team met in December to strategize around meet & confer priorities for upcoming meet & confer meetings with the district.

Disciplinary, POAs & Building Specific Issues

- The GBEA continues to represent numerous members for personnel issues including members that are put on Plans of Assistance (POAs) and members that are called into disciplinary meetings as well as providing legal counsel when appropriate. We have also been involved in various building specific issues throughout the district.

Green Bay Political Action Committee (GBPAC)

- The GBPAC Board has a meeting scheduled for after school on January 3rd to begin the process for spring GBAPS school board recommendations.

GBEA Professional Learning Committee

- The Professional Learning committee was just awarded a \$15K+ NEA grant to be used to support professional learning around staff self-care. The committee has been working hard to plan the upcoming professional development.

Emerging Voices

- The GBEA Emerging Voices trainers have been busy planning for the January 28-30th convening. This is an excellent event to develop and train current and future leaders in the Association. This year's Emerging Voices will be entirely paid for using a grant and a contribution from WEA Member Benefits.

WEA Member Benefits

- The GBEA continues to collaborate with WEA Member Benefits to offer financial consultations to our members. See info below.

GBAPS Board of Education Meetings

- The GBEA has an assigned Executive Board member to watch all GBAPS Board of Education meetings and report a summary to the GBEA Executive Board.

School Spirit Grant & Green Bay Area Public School District Education Foundation

- The GBEA President serves on the board for both committees that award grants to GBAPS educators.

Wisconsin Public Education Network (WPEN)

- The GBEA remains a WPEN partner and attends monthly meetings. WPEN is an informal, non-partisan alliance of parents, educators, board members, administrators, schools districts, and groups all over the state who are committed to ensuring the public schools have the resources and support they need so every child at every public school has equal access and opportunity to learn and succeed in the classroom and beyond.

Wisconsin Education Association Council (WEAC)

- The GBEA President serves on the WEAC Board of Directors. WEAC advocates for public education at a statewide level.

National Council of Urban Education Associations (NCUEA)

- The GBEA remains an active member of NCUEA. The mission of NCUEA is to promote and advance quality public education in urban schools by empowering and supporting local associations, leaders, and members.

Benefit Advisory Committee

- The GBEA President, Executive Director, and several members serve on the district benefit advisory committee.

District Equity Committee

- The GBEA Executive Director as well as other GBEA members serve on the district equity committee.

District Bilingual Committee

- The GBEA Executive Director and other GBEA members serve on the district bilingual committee.

GBEA Spring Election Nominations

The GBEA is taking nominations for the following 3 Executive Board positions:

Secretary (3 year term)

- The Secretary shall keep accurate minutes of all meetings of the Executive Board and the Representative Assembly and shall maintain official minutes. The Secretary shall work closely with one or more standing committees as the President may suggest.

2 Teacher-At-Large Positions (3 year terms)

- The members elected at large shall represent the general membership on the Executive Board. The Executive Board Members-at-Large shall work closely with one or more standing committees as the President may suggest.

The GBEA is also taking nominations for delegates to the WEAC and NEA Representative Assemblies:

WEAC Representative Assembly

- April 29 - May 1 in Madison
- # of delegates TBD

NEA Representative Assembly

- July 2-6
- Location TBD
- # of delegates TBD

Nominations for Executive Board, WEAC RA, or NEA RA should be submitted via email to delfossej@gbea.weac.org and/or harswickd@gbea.weac.org. Also, nominations from the floor may be tendered during the February 7th GBEA Representative Assembly; nominations will close upon adjournment of the Assembly.

The elections will take place March 1-3.

Please email with any questions.

NEA Blended Learning Course offering

NEA Blended Learning Course offering: Exploring Connections: The Intersections of Race, Gender, Gender Identity and Sexual Orientation

This FREE NEA course is open to ANY and ALL in the education profession and knows that working with students involves more than just subject matter and teaching methods. We teach students first, building relationships with young people that necessitate our awareness of when things might be going wrong for them. This course is designed for all school personnel. This unique training explores the relationships, commonalities, and intersectionality of race, gender, and sexual orientation. This training provides the definitions of key concepts and explores the impact of intersectionality on students. You will conclude the training by developing an action plan to support LGBTQ+ students who have multiple marginalized identities. In this course you will learn:

- Define race, gender, and sexual orientation
- Describe the impact that intersecting social identities have on LGBTQ+ and BIPOC people
- Explain the difference between systemic oppression and systemic privilege
- Develop a plan to support students who, because of their intersecting identities, often face systemic barriers and disadvantage

We will be starting the course on January 19, 2021 To register [click here](#) by **January 14, 2022**. The course has discussions within the course via the Class Forum with resources provided and 3 virtual meetings facilitated by Heather Strayer hstrayer@gbaps.org.

Please contact Rachael Poppe (rlpoppe@gbaps.org) with any questions about this NEA Blended Learning Course.

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



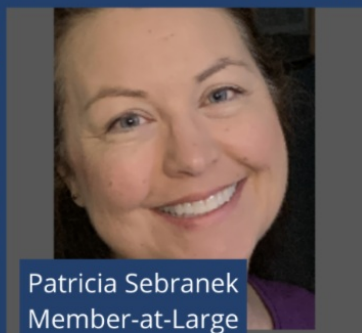
E-Ben Grisby
Member-at-Large



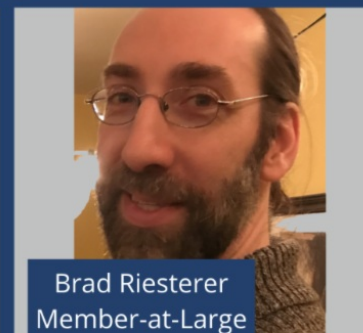
Joe McCabe
Member-at-Large



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 and/or David Harswick at 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

- 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 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 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.

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.

Sue can be reached at 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

January 3 - Classes Resume
January 5 - District Emeritus Meeting; 4 pm
January 5 - GBEA Executive Board Meeting; 4:30 pm
January 10 - Dues Deduction
January 10 - GBEA Representative Assembly; 4:30 pm
January 10 - Regular Board of Education Meeting; 6 pm
January 12 - A.M. High School Exams; P.M. High School Teacher Workday
January 13 - A.M. High School Exams; P.M. High School Teacher Workday
January 14 - End of Third Grading Period (Middle School and High School Only)
January 14 - No School for Middle School; Middle School Teacher Workday
January 14 - A.M. High School Exams; P.M. High School Teacher Workday
January 14 - Payroll Date
January 15 - WEAC Virtual Event with Candidates for US Senate; 10 am
January 17 - Martin Luther King Jr. Day (Schools Closed)
January 17 - Policy and Governance Committee Meeting; 4 pm
January 17 - Operations Committee Meeting; 4 pm
January 19 - GBEA Executive Board Meeting; 4:30 pm
January 21 - K-12 Early Release Day (p.m.)
January 24 - Education Committee Meeting
January 26 - Intra-City Student Council Meeting with the Board of Education
January 28-30 - GBEA Emerging Voices; The Osthoff Resort
January 31 - Payroll Date

Green Bay Education Association

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

Contact Us

