

**MINUTES**  
**GREEN BAY EDUCATION ASSOCIATION**  
**REPRESENTATIVE ASSEMBLY**  
**October 10, 2022**  
**Present**

Beth Boche Rhoda Kambandu Simmi Mosier Shana Espinosa Victor Rodarte Russel Beckman Carla Halvorson Lucas Mandich Kelly Hohman Jessica Dembosky- Galarneau Rachael Poppe Michelle LaPlante Bryant Scherer Gretchen Kubeny Ellen Diny Julie Olmann Katrina Foley Molly Aylward Anntoinette Stone Amy Bahena-Ettner Peggy Geurts Joni Gegare Julie Srenaski Ann Mathu Adela Calloway	Erin LeGrave Rachel Werley Maggie Hurrish Kristal Delbecchi Kathi Swanson Amy Anderson Christina Clark Staci Perry Sarah Oberneder Kerri Koschkee Jennifer Schinker Jessica Schweiner Christy Bertschinger Margaret Schomaker Carlos Zuniga Jessica Jacobson Jessica Bernard Sara Born Tom Crehore Tracy Rabas Deanna Koelpien Trisha Lusso Annelise Casbourne Cathy Wavrunek Audrey Vandeyacht Kim Christy Christina Steffenhagen Kathy Pieschek	Blair Swiekatowski Jill King Erin Blaney Ann Klapatch Tami Schick Tracy LeNoble Kathleen Ryan-Harpt Connie Vang Michelle VanLieshout Tracy VandeWalle Allison Dezurik-Otto Stephanie Bielen Anders Saulic Brent Bergstrom David Harswick Brad Riesterer Joe McCabe Barb Borre E-Ben Grisby Jessica Bodart Abie Vang Jessica Carney Patricia Sebranek Ali VandeBerg KoBao Kong Tom Cappelle
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**GUESTS**

Denise Gaumer-Hutchison Sandra Milkie	Melynda Caelwaerts Kristina Shelton	Josh Kaul Derek Teague
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**Absent**

Maryjo VanPay Megan Willis Michele Rinn Jessica Lepak Elizabeth Bartle Dawn Fry Amanda Weckop Abby Linnane Jessi Wettstein	Christa Keller Emily Villwock Paul Hannemann Megan Michaels Carissa Grasse Jennifer Poley Tammy Vaness Jenna Mixer Gayle Peot	Amy Daul Andrea VandenAvond Kristina Geyman Kim Roberg Stephanie Younk Margarette E. Allen Megan Sweeney Andy Tolksdorf
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Adam Trebel Lisa Lokken Stefanie Delfosse Andrea Mora Ryan Stice Alyssa Brown Sandy Lewis Lori Cathey Danette VandeHei Jennifer Rodal Katie Barrientos David Calloway Erika Fiestedt Nancy Heezen	Kathy Bauknecht Tina Eaton Eric VanRemortel Janet Vraney Sue Soleski Julie Greguske Clint Dederich Cassi Inman Kathy Stilp Patti Poehls Ginger Snyder-VanElls Heidi Herrala Kelly Votava Denise Pharr Rob LeBuhn Elizabeth Kust	Sandy McNally Mary Wood Stephanie Schlict Samantha Steeno Maryellen Merck Teresa Terzich Maggie Brecklin Christine Jahnke Salem Prince Annie Selk Dan Gage Elona Winslow Jeff Gumz Karen Brown Schaible David Rodriguez Sara Tlachac
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**I. CALL TO ORDER @ 4:47**

**II. “This is a union member only meeting. We require that you get consent before audio or video recording any of this meeting.”**

**III. Land Acknowledgement**

**IV. MINUTES OF REPRESENTATIVE ASSEMBLY – September 12, 2022**

First: Connie Vang - Webster      Second: Erin Blaney - Washington

**IV. ASSOCIATION REPRESENTATIVE ADDITIONS TO AGENDA WITH FLEXIBILITY  
(Including Building Problems)**

First: Traci Rabas      Second: Jessica Carney

**V. REPORTS**

**A. President's Report**

**a. Building Visits –**

- i. David and Brent have been out in the buildings. Please email to set up a time.
- ii. President Bergstrom is willing to meet with potential members any time, just email.

**b. Book Study –**

- i. Collaboration with Region 3 (flyer in orange folder). 13 spaces left for GBEA members.

**c. Calendar Committee**

- i. First meeting for the 23-24 school year last week.
- ii. September 1<sup>st</sup> is a Friday, cannot begin before Sept. 1<sup>st</sup>
- iii. We have members involved in this process

**d. GBEA Committees**

- i. 1 seat open on every committee – if you would like to join any of them, email President Bergstrom.

**B. Executive Director's Report**

**a. Unpaid Leave**

- i. We have met with district leadership/HR to discuss lack of communication and arbitrary process.

- ii. Despite the conversation, it is an ongoing issue – Our stance is that we need handbook language for this process for next year.
    - iii. Questions from the floor – we are providing feedback consistently for clear communication
  - b. Benefit Advisory Committee
    - i. Prior to covid, 30 employees volunteered for this committee.
      - 1. Met monthly, then quarterly
    - ii. Provided input/advice on our Benefits packages
    - iii. Members of HR left and the committee hasn't met.
    - iv. EAP has canceled our contract for ERC services – ends December 31<sup>st</sup>
      - 1. Committee suggested the district may look at the root causes of the high demand for these services.
      - 2. 3 options were presented.
        - a. Next meeting October 19<sup>th</sup>
        - b. Proposal to the BOE must be made by November.
    - v. Recommendation to meet twice a month for this committee if changes will be made to health benefits.
    - vi. Comments have been made that eliminating the PPO plan would save \$16 million (potential for budget cuts)
  - c. Handbook Committee
    - i. 50 people on the committee – October 12 is first meeting.
    - ii. Co-Chaired by Melissa Theil-Collar, and Lori Bell-Miron
    - iii. GBEA has good representation in the membership of this committee.
    - iv. Review, changes, etc to the current Handbook.
  - d. Recertification
    - i. November 1<sup>st</sup> at Noon – November 21<sup>st</sup> at Noon
    - ii. Materials are in your building envelopes (palm cards, bulletin boards, etc)
      - 1. Distribute HOW to vote, but not which way to vote
    - iii. EVERYONE in the bargaining units must vote
      - 1. If you are missing someone on your roster, contact David or Brent ASAP
      - 2. If you are on the list, but there is an error – try the helpdesk first
  - e. Parent/Teacher Conferences
    - i. Communication was sent to principals that conferences would be virtual –
      - 1. Principal input was not an opportunity
      - 2. Principals distribute information at different times
    - ii. District asked for GBEA input on making a change due to pushback
      - 1. Our position was to keep it virtual for now and change in Spring.
      - 2. Communication was sent changing it now.
    - iii. Focus group/input will be taken for spring conferences.
- C. WEA Member Benefits – Paul Rushman
  - a. Insurance consultations (30 minutes) are available for free – provide feedback and get a gift card! (first 50 people – Ends October 31<sup>st</sup>)
- D. PAC Report –
  - a. Silent auction items – stays open until 5 minutes after adjournment
  - b. Canvassing Oct. 22<sup>nd</sup>; out of dems office
  - c. Endorsed Candidates for WEAC – monetary contributions made to pro public education candidates.
  - d. Contributed to Champions for Green Bay Schools to support the referendum
  - e. Looking for donations for future silent auctions!
- E. Internal Communications Report
  - a. Orange Folders – Bulletin boards are working! Keep it up!
  - b. Rebranding Grant – more information will be sent, but please advertise/display on the bulletin boards.
    - i. Due by October 31st

- c. Teachers are Lifesavers – in your building folders, only go to members (can put in mailboxes)
- d. Recert Cards - in your building folders, go to EVERYONE.
  - i. Hold on to them until November
- e. Referendum, signs
  - i. If you live in Green Bay or know someone, please take a sign and door hangers.
- F. Association Programs Report
  - a. Emerging Voices - Feb 24-26<sup>th</sup>
    - i. Any confirmed spots from last year will have their spot held, we will follow a “wait list” to fill any openings.
- G. Social Affairs Report
  - a. Social on October 22 after Canvassing @ 5pm – location TBD
- H. ESP Report – meeting tomorrow
- I. Membership Report
  - a. Updated rosters in Building envelopes
    - i. Spreadsheets (color coded) are made by the committee
  - b. Make sure you are having those conversations!
- J. Professional Learning Report
  - a. Blended learning has started.
  - b. Promoting caregiver capacity will be offered for secondary on Nov. 15th. Oct. 3rd was a success!
  - c. Early Career Learning Labs will be starting Oct. 13th
  - d. Interested in National boards contact Ellie Hinz-Radue
  - e. Mark your calendars we will be working with Feeding America on Feb. 4th. More info to come!
- K. Justice & Equity Report
- L. GBEA – Retired – Tom Capelle
  - a. Good turnout at the event at Botanical Gardens!
  - b. Join Retired at ANY time – it is less expensive to join now and you are a member for life
  - c. If you know any retirees – send names to Brent to get them involved!
  - d. Retired teachers/paras that come back to the classroom could potentially re-join GBEA active.

## **V. TREASURER'S REPORT**

- a. Shared July income statement

## **VII. UNFINISHED BUSINESS**

## **VIII. NEW BUSINESS**

- A. Secretary Election
  - a. Two nominations: E-Ben Grisby, Ali VandeBerg
  - b. Elected: E-Ben Grisby
    - Voting Tabulations E-Ben Grisby 38; Ali VandeBerg 20
- B. Open Seat Election – Member at large until 2024
  - a. Nominations:
    - i. Tracey VandeWalle
  - b. MOTION: Suspend the rules and cast a unanimous ballot for Tracey.
    - i. 1<sup>st</sup> – Joe McCabe                      2<sup>nd</sup> – Ali VandeBerg
  - c. Elected – Tracey VandeWalle
- C. 10 Minute Meetings (take-aways) – Remember to post on your bulletin boards and host your meeting!
  - a. Calendar Committee
  - b. Handbook Committee

c. Recertification November 1-21

**IX. ANNOUNCEMENTS**

- A. October 14 – Payroll Date
- B. October 14 - End of First Grading Period (Middle School and High School Only)
- C. October 14-16 – WEAC Professional Issues Conference – Stevens Point
- D. October 19 – Virtual GBEA Executive Board Meeting; 4:30pm
- E. October 22 – Day of Action – GBEA Office; 10am-5pm
- F. October 22 – GBEA Social
- G. October 24 – Board of Education Regular Meeting 6pm; DOB
- H. October 25 – Middle School Conferences
- I. October 28 – No School
- J. October 31 – Payroll Date
- K. November 1-21 – RECERTIFICATION
- L. November 7 – GBEA Representative Assembly - Virtual
- M. November 16 – Payroll Date
- N. November 24-25 – Fall Recess
- O. November 30 – Payroll Date

**X. ADJOURNMENT @ 6:30**

**Motion to allow special guest to speak 1<sup>st</sup>, 2<sup>nd</sup>**

Attorney General – Josh Kaul (4:32pm) – Prior to meeting call to order

Kristina Shelton - 90<sup>th</sup> district @5:06

1<sup>st</sup> – Joe McCabe      2<sup>nd</sup> – Patricia Sebranek

Derek Teague - 4<sup>th</sup> Assembly District @6:05

1<sup>st</sup> - Joe McCabe      2<sup>nd</sup> – E-Ben Grisby