

MINUTES
GREEN BAY EDUCATION ASSOCIATION
REPRESENTATIVE ASSEMBLY
February 6, 2023

Present

Abby Linnane
Abie Vang
Adela Calaway
Ali VandeBerg
Allison Dezurik-Otto
Amanda Weckop
Amy Bahena-Ettner
Anders Saulic (Alt.)
Andy Tolksdorf
Annelise Casbourne
Annie Selk (Alt.)
Audrey Vandeyacht
Barb Borre
Beth Boche
Betty Krcma
Blair Swiekatowski
Brad Riesterer
Brent Bergstrom
Bryant Scherer
Carlos Zúñiga
Christina Clark
Christina Stefenhagen
Connie Vang
Dan Gage
Danette VandeHei
David Harswick
Dawn Fry

Deanna Koelpien
E-Ben Grisby
Ellen Diny
Elona Winslow
Erin Blaney
Ginger Snyder-VanElls
Gretchen Kubeny
Heidi Herrala
Jeff Gumz
Jenna Mixer
Jennifer Poley (Alt.)
Jennifer Schinker (Alt.)
Jessica Bernard
Jessica Bodart
Jessica Dembosky-Galarneau
Jessica Schweiner
Jill King
Joe McCabe
Julie Srenaski
Kathi Swanson
Kathleen Ryan-Harpt
Katrina Foley
Kerri Koschkee
Kim Christy
KoBao Kong
Kristal Delbecchi
Lucas Mandich

Mailee Harkey (P)
Mary Gerczak
Mary Wood
Maryellen Merck
Michelle La Plante
Michelle Van Lieshout
Miranda Hansen
Molly Aylward
Patricia Sebranek
Paul Hannemann
Peggy Geurts (P)
Rachael Poppe
Rhoda Kambandu
Russel Beckman
Sara Born
Shana Espinosa
Simmi Mosier
Staci Perry
Stefanie Delfosse (Alt.)
Sue Soleski
Tami Schick
Tina Haanen
Shane McDonough
Tom Crehore
Tracy VandeWalle
Victor Rodarte (Alt.)
Mary Sievwright

Absent

Adam Trebel
Alyssa Brown (Alt.)
Amy Anderson
Amy Daul (Alt.)
Andrea Huggett
Andrea Mora (P)
Andrea VandenAvond
Ann Klapatch
Ann Mathu
Anntoinette Stone
Carissa Grasse (Alt.)
Carla Halvorson
Cathy Wavrunek
Christa Keller (Alt.)
Christine Jahnke (P)
Christy Bertschinger
Clint Dederich
David Calloway
David Rodriguez
Denise Pharr
Dick Feldhausen
Elizabeth Bartle (Alt.)
Elizabeth Kust
Emily Villwock
Eric VanRemortel (Alt.)
Erika Fiestedt

Erin LeGrave
Gayle Peot
Janet Vraney
Jennifer Rodal
Jessica Jacobson (Alt.)
Jessica Lepak (Alt.)
Joannie Swigert
John Dunlap
Joni Gegare
Julie Greguske
Julie Ollmann
Karen Brown Schaible (Alt.)
Kathy Bauknecht (P)
Kathy Pieschek
Kathy Stilp
Kelly Hohman
Kelly Votava (Alt.)
Kim Roberg
Kristina Geyman
Lisa Lokken
Lori Cathey
Maggie Brecklin
Maggie Hurrish
Margaret Schomaker (Alt.)
Margarette E. Allen
Mark Strohschein

Maryjo VanPay (P)
Megan Michaels
Megan Sweeney
Megan Willis
Michele Rinn (Alt.)
Nancy Heezen (P)
Pat Salo
Patti Poehls (P)
Rachel Werley
Rob LeBuhn
Ryan Stice (Alt.)
Salem Prince (Alt.)
Samantha Steeno (P)
Sandy Lewis
Sandy McNally (P)
Sara Tlachac
Sarah Oberneder
Stephanie Bielen
Stephanie Schlict
Stephanie Younk
Tammy Vaness
Teresa Terzich
Tina Eaton (Alt.)
Tracy LeNoble
Tracy Rabas
Trisha Lusso

I. CALL TO ORDER @ 4:32pm

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 – January 9, 2023

First: Jeff Gumz, West

Second: Jessica Schweiner, McAuliffe

Motion carried

V. ASSOCIATION REPRESENTATIVE ADDITIONS TO AGENDA WITH FLEXIBILITY

(Including Building Problems)

First: Abie Vang, Washington

Second: Jessica Bodart, DOB

Motion carried

VI. REPORTS

A. President's Report

a. Days of Action

- i. Wear your GBEA attire or wear blue for tomorrow, 2/7/23.

b. School Visits

- i. Connect with President Bergstrom to ensure that your school gets visited

c. FAC Survey

- i. Checking in on buildings to see if schools have a Faculty Action Committee or not and how they are working. The survey will be sent out this week to ARs.

d. GBEA Apparel

- i. GBEA is considering 2 local shops for apparel options to have available. The purchased items will be sent to the GBEA HQ.
- ii. There was discussion on another potential option for apparel.

B. Executive Director's Report

a. Health Insurance/Benefit Advisory Committee

- i. There were at least 16 meetings held during this process since November 2022.
- ii. There will be need for feedback regarding the health insurance.
- iii. Health insurance update was sent to the entire RA body.
- iv. The BAC consisted of a mix of GBEA members, local union members, and GBAPS administration.
- v. There will be several changes made to the insurance plan, beginning in the 2023-2024 school year, including the \$1500 HRA will replace the \$500 deductible plan, which will be eliminated. Dental coverage will remain the same at this time.
- vi. Further information was clarified to the RA body, including information related to the benefits of the HRA and the projected shortfall for the Fall of 2024 and how to address it to avoid layoffs.
- vii. With the impending insurance rate increase of 7.16%, there could not be an option for the \$500 plan.
- viii. The district invited BAC members, AFSCME and GBEA leadership to the school board's work session on February 13th, 2023, with an emphasis on education and wellness to better inform members throughout the district.
- ix. Potential comparison between the current and the new insurance plans, with the insurance rate increase.
- x. The HRA (Health Reimbursement Account) is different from an HSA (Health Savings Account) are two different programs.
- xi. The savings for the HRA is \$2 million dollars, rather than the \$10 million once believed. For the HRA, the maximum out-of-pocket (MOOP) expenses will remain the same.
- xii. It is suggested for members to attend future education sessions on the insurance changes, whether in person or virtually.
- xiii. Take some time to checkout the information and let Exec. Dir. Harswick or Pres. Bergstrom know if there are any questions or concerns regarding insurance plans.
- xiv. Remember, the Personal Health Assessment ends on 4/1/23, for the 23-24 school year.

b. Handbook Committee

- i. There was discussion on Reduction in Force (RIF) language, which will be present this month, as well as leave language as well.

c. District Budget and Facilities

- i. 3rd meeting will be held on 2/8/23. Much of the meetings have been on budgeting and student numbers.
 - ii. There will be a great deal discussed between 2/8 and May 2023 with the architect to assist with potential changes.
 - iii. There will be a host of changes that will begin no earlier than the 2024-2025 school year. Please be patient and ask questions.
- C. WEA Member Benefits
 - a. There is no report.
- D. PAC Report
 - a. Meeting on 2/8 with the GBAPS School Board candidates and the recommendation for endorsed candidates.
- E. Internal Communications Report
 - a. Narratives on the GBAPS School Board candidates will be written and shared.
- F. Association Programs Report
 - a. Emerging Voices will be held from 2/24-2/26/23.
- G. Social Affairs Report
 - a. Trivia Night at the Tarlton Theatre on 3/16/23. Meeting next week.
- H. ESP Report
 - a. There is no report. Working with NEA to pilot a mentoring program for ESPs.
- I. Membership Report
 - a. Working with 4 organizers. We have 10/20 new members. Way to go!
- J. Professional Learning Report
 - a. Had the Feeding America event, which was a great time.
 - b. Eight people attended the Blended Learning event!
- K. Justice & Equity Report
 - a. There is no report.
- L. GBEA – Retired
 - a. Sadly, we lost GBEA-R member, Tom Capelle. His funeral was earlier today.
 - b. 3/22/23: GBEA-R meeting at the GB Botanical Garden for a brown bag lunch. There will be a speaker focused on healthy living.

VII. TREASURER'S REPORT

VIII. UNFINISHED BUSINESS

IX. NEW BUSINESS

- A. Elections
 - a. One Teacher at-Large member is vacant, which is from February through May 2023.
 - b. One candidate, Mary Sievwright, Danz signed up. Additionally, Jessica Galarneau was nominated by Michelle LaPlante, Doty and seconded by E-Ben Grisby, West.
 - c. Both candidates spoke on their interest to the GBEA Executive Board. The Special Election was held at today's RA.
 - d. At 5:36pm, Mary Sievwright won the Special Election. Congratulations, Mary!
 - e. We will need to extend our timeline for nominations on 2/28/23 for delegate numbers for the WEAC RA, which will be held on the weekend of 4/15/23, in Stevens Point, as well as the elections for Two Para at-Large members are up for election, along with the Treasurer and a Teacher at-large member, along with the additional teacher at-large member. The elections will be from 3/7-3/9/23.
 - f. NEA RA for local delegates will need to be held in person. We have allotted spots for 4 local delegates.
- B. 10 Minute Meetings (take-aways)
 - a. Health insurance
 - b. GBEA Elections

c. District Budget and Facilities

X. ANNOUNCEMENTS

- A. February 1 – First Day of Black History Month
- B. February 2 – Book Study with Region 3 at 4:30pm
- C. February 3 – Professional Development Day
- D. February 4 – Feeding America Event
- E. February 6 – GBEA Virtual Representative Assembly at 4:30pm
- F. February 7 – DAY OF ACTION – Wear your GBEA apparel
- G. February 10 – Dues Deduction
- H. February 13 – Board of Education Work Session at 5pm
- I. February 15 – GBEA Executive Board Meeting at 5pm
- J. February 16 – Payday
- K. February 17 – No School (Conference Conversion Day)
- L. February 18 – WEAC Board of Directors Meeting
- M. February 21 – Primary Election Day
- N. February 23 – High School Evening Parent/Teacher Conferences
- O. February 24-26 – Emerging Voices
- P. February 27 – Board of Education Regular Meeting at 6pm
- Q. February 28 – Middle and High School Evening Parent/Teacher Conferences
- R. February 28 - Payday

XI. ADJOURNMENT @ 5:44pm

First: Christina Clark, Langlade

Second: Victor Rodarte, Baird

Motion Carried