

**MINUTES
GREEN BAY EDUCATION ASSOCIATION
REPRESENTATIVE ASSEMBLY
April 10, 2023**

PRESENT

Abby Linnane
Abie Vang
Allison Dezurik-Otto
Amanda Weckop
Amy Anderson
Amy Bahena-Ettner
Andrea Huggett
Annelise Casbourne
Audrey Vandeyacht
Barb Borre
Betty Krcma
Blair Swiekatowski
Brad Riesterer
Brent Bergstrom
Bryant Scherer
Carla Halvorson
Cathy Wavrunek
Christina Clark
Clint Dederich
Connie Vang
Dan Gage
Danette VandeHei
David Calloway
David Harswick

Deanna Koelpien
E-Ben Grisby
Elizabeth Kust
Ellen Diny
Elona Winslow
Erin Blaney
Heidi Herrala
Jeff Gumz
Jenna Mixer
Jessica Bernard
Jessica Bodart
Jessica Lepak (Alt.)
Julie Ollmann
Julie Srenaski
Kathi Swanson
Kathleen Ryan-Harpt
Kathy Stilp
Katrina Foley
Kelly Hohman
KoBao Kong
Lucas Mandich
Mary Gerczak
Mary Sievwright
Michele Rinn (Alt.)

Michelle La Plante
Molly Aylward
Patricia Sebranek
Peggy Geurts (P)
Rachael Poppe
Russel Beckman
Sandy Lewis
Sara Born
Sarah Oberneder
Shana Espinosa
Simmi Mosier
Staci Perry
Tami Schick
Tina Haanen
Tom Crehore
Tracy VandeWalle
Trisha Lusso
Victor Rodarte (Alt.)
Brenda Gosden
Jessica Schweiner
Shobi Samuel
Steve Bader

ABSENT

Adam Trebel
Adela Calaway
Ali VandeBerg
Alyssa Brown (Alt.)
Amy Daul (Alt.)
Anders Saulic (Alt.)
Andrea Mora (P)

Andrea VandenAvond
Andy Tolksdorf
Ann Klapatch
Ann Mathu
Annie Selk (Alt.)
Anntoinette Stone
Beth Boche

Carissa Grasse (Alt.)
Carlos Zúñiga
Christa Keller (Alt.)
Christina Stefenhagen
Christine Jahnke (P)
Christy Bertschinger
David Rodriguez

Dawn Fry
Denise Pharr
Dick Feldhausen
Elizabeth Bartle (Alt.)
Emily Rosenfeldt
Emily Villwock
Eric VanRemortel (Alt.)
Erika Fiestedt
Erin LeGrave
Gayle Peot
Ginger Snyder-VanElls
Gretchen Kubeny
Jamie Komorowski
Janet Vraney
Jennifer Poley (Alt.)
Jennifer Rodal
Jennifer Schinker (Alt.)
Jessica Dembosky-Galarneau
Jessica Jacobson (Alt.)
Jill King
Joannie Swigert
Joe McCabe
John Dunlap
Joni Gegare

Julie Greguske
Karen Brown Schaible (Alt.)
Kathy Bauknecht (P)
Kathy Pieschek
Kelly Votava (Alt.)
Kerri Koschkee
Kim Christy
Kim Roberg
Kristal Delbecchi
Kristina Geyman
Lisa Lokken
Lori Cathey
Maggie Brecklin
Maggie Hurrish
Mailee Harkey (P)
Margaret Schomaker (Alt.)
Margarette E. Allen
Mark Strohschein
Marta Maciolek
Mary Wood
Maryellen Merck
Megan Michaels
Megan Sweeney
Megan Willis
Michelle Van Lieshout

Miranda Hansen
Nancy Heezen (P)
Pat Salo
Patti Poehls (P)
Paul Hannemann
Rachel Werley
Rhoda Kambandu
Rob LeBuhn
Ryan Stice (Alt.)
Salem Prince (Alt.)
Samantha Steeno (P)
Sandy McNally (P)
Sara Tlachac
Shane McDonough
Shawna Johnson
Stefanie Delfosse (Alt.)
Stephanie Bielen
Stephanie Schlict
Stephanie Younk
Sue Soleski
Tammy Vaness
Teresa Terzich
Tina Eaton (Alt.)
Tracy LeNoble
Tracy Rabas

I. CALL TO ORDER@ 4:30PM

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 – March 14, 2023

First: Tami Schick, Washington Second: Amy Bahena, Eisenhower Motion Passed

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

First: Christina Clark, Langlade Second: E-Ben Grisby, West Motion Passed

VI. REPORTS

A. President's Report

- a. FAC Survey Update
 - i. A document will be coming soon to members with vital information on building a successful FAC in buildings.
- b. GBEA Apparel
 - i. There will be apparel available to order. A list of items with designs will be made available over the summer for pick up at the beginning of 23-24 school year.
- c. Emerging Voices
 - i. Cohort XV will be held at the Osthoff Resort from 2/4-2/6/2024. Contact either President Bergstrom or Associate Programs Chair Vandeyacht, about information and nominating members to Emerging Voices.
- d. Building Visits
 - i. President Bergstrom and Executive Director Harswick will be work on building visits.
- e. GBEA Retirement and Awards Banquet
 - i. The Banquet will be held on 5/25/23. Free to members who've attended 4 or more RA meetings. Location: The Woods in Green Bay
- f. WEAC RA
 - i. GBEA will have 26 delegates in attendance at the WEAC RA in Stevens Point from 4/14-4/16/23!
- g. NEA RA
 - i. We will have 11 delegates in attendance to the 2023 NEA RA!
Congratulations!
- B. Executive Director's Report
 - a. Handbook Committee
 - i. The committee met with the GBAPS leadership and the process was constructive in having a voice.
 - ii. Biggest hurdle has been unpaid leave and the number of days members use, especially for non-medical unpaid leave.
 - iii. We've gone over budget on substitute teacher coverage by over \$2 million.
 - iv. It was initially 3 days every 5 years, with no extension of breaks. GBEA would like to have 3 days of unpaid leave every 3 years, whether we have a break or not.
 - v. There was discussion on PTO (Paid Time Off) as well and its accrual and effects on retirement, as well as calendars that align/rotate with neighboring school districts have been rather difficult.
 - vi. GBEA's position is to keep IPP on the table and in our handbook.
 - vii. Congratulations to all winners of the Spring 2023 elections!!!
 - b. District Budget and Facilities
 - i. The deficit is between \$15 million and \$25 million. GBAPS is playing out different scenarios, with regards to funding at the state level. Accounts for \$350 per pupil, 4% or 8% (current CPI max) cost increase, without steps.
 - ii. If the state reimbursed public schools for special education, we would have and extra 16.6 million dollars. Multilingual education would have over 8 million dollars. \$7.5 million for cost of living increased.
 - iii. GBAPS is limited to a pupil funding cap of \$10,000 and Kenosha has a pupil funding cap of \$10,599 that date back to 1993. If GBAPS had the additional \$599 per pupil funding, we'd receive an additional \$7-8 million.
 - iv. Facilities Task Force will meet on 4/18/23. Presentation will be held on 5/8/23, with table top meetings on 5/9/23 at West HS, and 5/10/23 at East HS. Recommendations are made by the GBAPS School Board.

- v. School boundaries ought to change every 3-5 years, as opposed to the 30+ years it has been since the boundaries were drawn.
 - vi. Advocacy is important and we need staff to please communicate with members and the community about these issues.
- c. Staffing
 - i. There is no process at this time regarding all of the logistics, as there are too many variables in place over several years.
 - ii. The GBAPS leadership will work with all bargaining units to commit to work together.
 - iii. School Board elections matters and support GBAPS School Board members, especially those supported by the GBEA.
 - iv. There are no layoffs this year. There is no reduction-in-force language at this time.
 - v. Regarding displacements, placement will need to happen prior to position being open to the public. Involuntary transfers occur in August or September as positions may occur in the event a coverage is needed at another building, although they have a position available at previous school, if there is an opening in which one is certified.
- C. WEA Member Benefits (Shobi/Steve)
 - a. Retirement Event at the GBEA Office on May 2nd, 2023 at 4:30pm.
 - b. Steve thanked the RA for the well wishes, and let people to contact him anytime between 10 am and 7pm by phone or email.
- D. PAC Report
 - a. 5/20/23: Rally in Madison
 - b. 5/4/23: Budget Hearing at the GB Distillery
- E. Internal Communications Report
 - a. FAC Survey
- F. Association Programs Report
 - a. Emerging Voices
- G. Social Affairs Report
 - a. There is no report
- H. ESP Report
 - a. Haven't met, but would like to meet after a NEA training in May 2023 for ESP mentoring program. We have one opening for ESP interested in attending the ESP conference.
- I. Membership Report
 - a. WEAC awarded GBEA with 3 Summer Organizers. GBEA will hire an additional summer organizer to have 4 altogether. If you're interested, please notify President Bergstrom.
- J. Professional Learning Report
 - a. Planning for PL events for the 2023-2024 school year.
- K. Justice & Equity Report
 - a. Session on 4/13/23 at 4:30 on LGBTQ+ in the workplace. Location: GBEA HQ.
- L. GBEA – Retired
 - a. Pizza Party/Information Session on 5/18/23 for retiring (and those looking to retire in the near future) members at the GBEA HQ. Register by 4/13/23.
 - b. Also, current members can be members of GBEA Retired for a one-time fee!

VII. TREASURER'S REPORT

VIII. UNFINISHED BUSINESS

- a. There is no unfinished business at this time.

IX. NEW BUSINESS

A. GBEA Budget

- a. This budget will be addressed at this meeting, with finalizing at the May 2023 RA.
- b. Members will receive emails of the GBEA budget. If there any questions, please contact Treasurer Bodart or President Bergstrom.
- c. Hirings and memberships are declining, so we have to adjust how revenue will be available to ensure quality services within GBEA.
- d. Treasurer Bodart explained the breakdown of the expenses from the GBEA Budget between the 2021-22 and 2023-24 school years.
- e. Teacher and Paraprofessional dues were explained as well. GBEA dues increased by \$2 for teachers, and unchanged for paraprofessional for the 2023-2024 school year.

B. 10 Minute Meetings (take-aways)

- a. Building & Facilities
- b. Staffing
- c. Handbook
- d. GBEA Budget
- e. GBEA Events

X. ANNOUNCEMENTS

- A. April 10 – Board of Education Work Session at 5pm
- B. April 10 – Dues Deduction
- C. April 11 – Day of Action
- D. April 14 – Payday
- E. April 15 – WEAC Representative Assembly
- F. April 18 – Tax Day
- G. April 19 – GBEA Executive Board Meeting at 5pm
- H. April 21 – Early Release
- I. April 24 – Board of Education Regular Meeting at 6pm
- J. April 28 - Payday

XI. ADJOURNMENT @ 6:12 PM

First: Amy Bahena, Eisenhower

Second: E-Ben Grisby, West

Motion Passed