

**UNAPPROVED MINUTES
GREEN BAY EDUCATION ASSOCIATION
REPRESENTATIVE ASSEMBLY
September 11, 2023**

Present

Jamie	Komorowski
Rhoda	Kambandu
Simmi	Mosier
Shana	Espinosa
Russel	Beckman*
Dawn	Fry
Lucas	Mandich
Kelly	Hohman*
Jessica	Dembosky-Galarneau
Mary	Sievwright
Abby	Linnane
Brenda	Gosden
Alyssa	Brown
Michelle	La Plante
Shane	McDonough
Sandy	Lewis
Gretchen	Kubeny
Julie	Ollmann
Andrea	Huggett
Molly	Aylward
Lori	Cathey
Katrina	Foley
Danette	VandeHei
Brent	Bergstrom
Jessica	Bodart
Barb	Borre
E-Ben	Grisby

David	Harswick
Emilie	Heil
KoBao	Kong
Brad	Riesterer
Jessica	Schweiner
Abie	Vang
Blair	Swiekatowski
Ali	VandeBerg
Nancy	Heezen
Shawna	Johnson
Ann	Mathu
Julie	Srenaski
Erika	Fiestedt
Emily	Villwock
Jennifer	Poley
Tammy	Vaness
Jenna	Mixer
Kristal	Delbecchi
Stefanie	Delfosse
Bryan	Selner
Kathi	Swanson
Amy	Anderson
Christina	Fengler
Joe	McCabe
Sarah	Oberneder
Staci	Perry
Ginger	Snyder-VanElls
DeAnne	Keyser
Marta	Maciolek

Abby	Seroogy
Heidi	Herrala
Elizabeth	Kust
Carlos	Zúñiga
Jessica	Bernard
Sara	Born
Kay	Huxford
Tom	Crehore
Deanna	Koelpien
Trisha	Lusso
Mary	Wood
Audrey	Vandeyacht
Christina	Stefenhagen
Maggie	Brecklin
Jill	King
Mary	Gerczak
Tami	Schick
Steve	Bader
Connie	Vang
Kathleen	Ryan-Harpt
Stephanie	Bielen
Jeff	Gumz
Anders	Saulic
William	Hinz
Allison	Dezurik-Otto
Elona	Winslow
David	Rodriguez

Absent

Beth	Boche*
Megan	Willis
Michele	Rinn
Jessica	Lepak
Victor	Rodarte
Carla	Halvorson
Lisa	Lokken
Adam	Trebel
Rachael	Poppe
Andrea	Mora
Sarah	Ritchie
Ellen	Diny
Tina	Haanen
Anntoinette	Stone
Amy	Bahena-Ettner
Miranda	Hansen
Joni	Gegare
Jennifer	Rodal
Tracy	VandeWalle
Emily	Rosenfeldt
David	Calloway
Dick	Feldhausen
Betty	Krcma

Pat	Salo
Mark	Strohschein
Joannie	Swigert
Adela	Calaway
Christa	Keller
Carissa	Grasse
Megan	Michaels
Paul	Hannemann
Erin	LeGrave
Rachel	Werley
Maggie	Hurrish
Janet	Vraney
Sue	Soleski
Julie	Greguske
Clint	Dederich
Dana	Roffers
Patti	Poehls
Jennifer	Schinker
Kathy	Stilp
Tracy	LeNoble
Denise	Pharr
Rebecca	Knudson
Margarette	Allen

Kim	Roberg
Kristina	Geyman
Megan	Sweeney
Stephanie	Younk
Tracy	Rabas
Kim	Christy
Mark	DeMuth
Emily	VanNulen
Andy	Tolksdorf
Sandy	McNally
Stephanie	Schlict
Maryellen	Merck
Samantha	Steen
Teresa	Terzich
Erin	Blaney
Kelly	Mottl
Shobi	Samuel
Christine	Jahnke
Salem	Prince
Michelle	VanLieshout
Annie	Selk
Karen	Brown
Sara	Tlachac

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 was made by Abie Vang, Washington.

IV. MINUTES OF REPRESENTATIVE ASSEMBLY – May 8, 2023

First: Tami Schick, Washington Second: Joe McCabe, Lombardi Motion Carried

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

First: Barb Borre, Nicolet Second: Sarah Oberneder, Lombardi Motion Carried

V. REPORTS

A. President's Report

- a. Representative Assembly Agreements
- b. 23-24 GBEA Representative Assemblies
 - i. The calendars for the RAs have been sent out via the Perspective, Google Calendars.
- c. Association Representative (AR) Roles & Responsibilities
 - i. The information was sent out via the Perspective.
- d. AR and New AR Training
 - i. There will be training for AR and New ARs coming up in the future.
- e. Building Visits
 - i. Please contact Pres. Bergstrom or Exec. Dir. Harswick to set up a time to meet members in your buildings.
- f. Organizing
 - i. We have 128 new members throughout the district. As building reps, it's essential to have 1-on-1 meetings with potential new members. We'll need another 59 more members to meet the goal toward 1300 members.
 - ii. Further information was shared on tips for effective 1-on-1 conversations, via the Organizing Team.
- g. Bulletin Boards
 - i. Folders were handed out to building reps to update their school's teachers' lounge bulletin boards.
- h. Committee Charges
 - i. Lists of Committee Charges were in the same folder as the bulletin board information. There are openings in several GBEA standing committees.
- i. Upcoming Spring Elections
 - i. Elections will be held for President, VP, Para-at-Large, and 2 Teacher-at-Large positions.
 - ii. We will also have elections for WEAC RA and NEA RA.
- j. NEA RA
 - i. Get an opportunity to participate in the NEA RA if you are interested.
- k. Executive Board and Leadership Retreat
 - i. In late August 2023, the GBEA EB and Leadership worked together to get committee charges and meeting times set up.
- l. Equity Ambassadors
 - i. For building Reps who are interested in participating, please let President Bergstrom know. Level 1 Training will be held in West Allis on October 13-15 and Level 2 Training in Stevens Point on November 3-5, 2023.
- m. ESP Mentoring Pilot
 - i. GBEA will be doing a pilot program for ESPs to earn mentoring and support along with ESPs from six schools within GBAPS, as well as nearby districts as well. The training will help ESPs remain in the career.
- n. GBEA Apparel
 - i. Deadline to make purchases online is on 9/18/23. There will be additional apparel made available in the future.
- o. World Educator Appreciation
 - i. This will be held during the first week in October. The GBEA lanyards are for members only!
- B. Executive Director's Report
 - a. Bargaining
 - i. Define base wage as current salary, period!
 - ii. Both the wage increase and work improvement are important for membership!
 - iii. The 2023-24 budget deficit is currently at \$6 dollars, rather than the \$20+ million previously thought.
 - iv. The 8% increase was the largest increase in a long time!
 - b. Meet and Confer

- i. We would like feedback related to meetings, CLTs, etc., as to how often to meet and when to meet. There will be a need for uniformity for buildings.
 - ii. Myriad school issues and topics were listed and discussed.
 - c. Updated Handbook
 - i. There is no current handbook due to omission of child rearing language, along with staff openings in HR. The GBAPS Handbook may be due later in 2023.
 - d. Professional Workday
 - i. 30 minutes, with flexibility, for each day, which is a big change from the last dozen years. Make sure you sign out, whether electronically or in writing. Connect with the Faculty Advisory Committee (FAC) in your buildings, if there are any questions or concerns.
 - e. Unpaid Leave
 - i. There is documentation on how to apply for unpaid leave on the GBAPS website. Please notify Executive Dir. Harswick and President Bergstrom via email at your earliest convenience.
 - f. Recertification
 - i. The dates are from 12pm on November 7, 2023 to 12pm on November 27, 2023.
 - g. Involuntary Transfers
 - i. Currently, there were 26 involuntary transfers. Whether the position is for one day or one semester, there will be a \$2000 bonus per semester.
 - h. GBAPS Facility Schedule
 - i. Waukesha---> Educator who was fired due to use of “Rainbowland” has legal counsel from the GBEA Legal Services.
 - j. FAC
 - i. Please set up a Faculty Advisory Committee in your buildings.
 - ii. Please notify Executive Dir. Harswick and President Bergstrom via email at your earliest convenience.
- C. WEA Member Benefits
 - i. WEA MB is willing to connect with members interested in retirement and investment.
 - ii. YMCA program for cancer survivors for health and wellness
- D. PAC Report
 - i. There is no report.
- E. Internal Communications Report
 - i. There is no report. Meetings will be held on the 3rd Thursday of each month.
- F. Association Programs Report
 - i. Emerging Voices (2/2-2/4/2024), at the Osthoff Resort in Elkhart Lake).
 - ii. This is the 15th Cohort, with a new nomination process, beginning in October 2023, for GBEA members only.
 - iii. Have a conversation with the prospective nominee before signing them up.
 - iv. The nominees will need to be submitted in October. Full cohort of 24 with alternates.
- G. Social Affairs Report
 - i. Goal is to do more family-oriented events in the community. Will meet on the 2nd Tuesdays of each month.
- H. ESP Report
 - i. There is no report.
- I. Membership Report
 - i. Rosters are in your envelopes.
 - ii. Email updates to KinnR@ weac.org and ClaussS@weac.org
 - iii. Potential Member Targeting Form
- J. Professional Learning Report
 - a. Blended Learning – Dan Gage & KoBao Kong

- i. Please reach out to early educators and all educators for the following course: “Positive Response to Challenging Behaviors.” The course runs from 10/11/23-12/13/23.
 - ii. This course is free for GBEA members and \$100 for non-members.
- K. Justice & Equity Report
 - i. There is no report.
- L. GBEA - Retired
 - i. There is no report.

VI. TREASURER'S REPORT

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

- A. GBEA Representative Assembly Standing Rules for Virtual Meetings
 - a. Motion to retain standing rules for virtual meetings
First: Michelle LaPlante, Second: [Jessica Bodart](#), Motion Carried
- B. 10 Minute Meetings (take-aways)
 - a. 8% increase
 - b. Professional Workday
 - c. Meet and Confer
- C. Hustle Account via WEAC/GBEA
 - a. Highlighting the 8% increase.

IX. ANNOUNCEMENTS

- A. Monday, September 11 – GBAPS School Board at 5pm
- B. Friday, September 15 – First Day of Hispanic Heritage Month
- C. Friday, September 15 - Payday
- D. Tuesday, September 19 – GBEA Executive Board Meeting at 5pm
- E. Wednesday, September 20 – Justice and Equity Committee Meeting
- F. Friday, September 22 – Saturday, September 23 – NEW Pride Alive
- G. Monday, September 25 – GBAPS School Board at 6pm
- H. Friday, September 29 – Payday
- I. Monday, October 2 – Virtual Representative Assembly at 4:30pm

X. ADJOURNMENT @ 5:59PM

First: Lori Cathey, Edison Second: Blair Swiekatowski, DOB Motion Carried