

**MINUTES
GREEN BAY EDUCATION ASSOCIATION
REPRESENTATIVE ASSEMBLY
November 6, 2023**

Present

Amy	Anderson
Amy	Bahena-Ettner
Brent	Bergstrom
Jessica	Bernard
Beth	Boche
Jessica	Bodart
Barb	Borre
Maggie	Brecklin
Lori	Cathey
Tracy	Dart
Kristal	Delbecchi
Jessica	Dembosky-Galarneau
Allison	Dezurik-Otto
Shana	Espinosa
Christina	Fengler
Will	Garay
Joni	Gegare
Mary	Gerczak
Brenda	Gosden
Julie	Greguske
E-Ben	Grisby
Jeff	Gumz
Tina	Haanen
Carla	Halvorson
David	Harswick

Emilie	Heil
William	Hinz
Andrea	Huggett
Kay	Huxford
Shawna	Johnson
Rhoda	Kambandu
Jill	King
Deanna	Koelpien
Jamie	Komorowski
KoBao	Kong
Gretchen	Kubeny
Elizabeth	Kust
Marta	Maciolek
Lucas	Mandich
Ann	Mathu
Maryellen	Merck
Marie	Miller
Sierra	Miller
Jenna	Mixer
Simmi	Mosier
Kelly	Mottl
Sarah	Oberneder
Julie	Ollmann
Staci	Perry
Jennifer	Poley
Brad	Riesterer

Dana	Roffers
Emily	Rosenfeldt
Kathleen	Ryan-Harpt
Anders	Saulic
Tami	Schick
Jessica	Schweiner
Heather	Seaborn
Annie	Selk
Abby	Seroogy
Julie	Srenaski
Christina	Stefenhagen
Kathy	Stilp
Mark	Strohschein
Blair	Swiekatowski
Ali	VandeBerg
Tracy	VandeWalle
Audrey	Vandeyacht
Tammy	Vaness
Abie	Vang
Connie	Vang
Laura	VanKirk
Emily	VanNuland
Mary	Wood
Carlos	Zúñiga

Absent

Margarette	Allen
Molly	Aylward
Marie	Ayotte

Steve	Bader
Russel	Beckman
Trish	Berg

Stephanie	Bielen
Sara	Born
Alyssa	Brown

David	Calloway
Kim	Christy
Tom	Crehore
Clint	Dederich
Stefanie	Delfosse
Mark	DeMuth
Byron	Depres-Berry
Ellen	Diny
Marisol	Evans
Dick	Feldhausen
Erika	Fiestedt
Katrina	Foley
Kristina	Geyman
Lori	Gordon
Brigitte	Granger
Nancy	Heezen
Heidi	Herrala
Kelly	Hohman
Maggie	Hurrish
Christine	Jahnke
Lorna	Jensen
Brenda	Johnson
Jennifer	Johnson
DeAnne	Keyser
Rebecca	Knudson
Betty	Krcma

Michelle	La Plante
Erin	LeGrave
Tracy	LeNoble
Jessica	Lepak
Sandy	Lewis
Abby	Linnane
Lisa	Lokken
Trisha	Lusso
Joe	McCabe
Shane	McDonough
Sandy	McNally
Kenz	Mevis
Nick	Olson
Denise	Pharr
Rachael	Poppe
Salem	Prince
Tracy	Rabas
Michele	Rinn
Eric	Rintmaki
Sarah	Ritchie
Kim	Roberg
Jaimi	Robillard
Jennifer	Rodal
Victor	Rodarte
David	Rodriguez
Pat	Salo

Shobi	Samuel
Jennifer	Schinker
Stephanie	Schlict
Bryan	Selner
Mary	Sievwright
Ginger	Snyder-VanElls
Sue	Soleski
Laura	Staloch
Janelle	Steinich
Kathi	Swanson
Megan	Sweeney
Joannie	Swigert
Teresa	Terzich
Sara	Tlachac
Andy	Tolksdorf
Danette	VandeHei
Michelle	VanLieshout
Janet	Vraney
Rachel	Werley
Esrom	Williams
Megan	Willis
Elona	Winslow
Stephanie	Younk
Jolee	Zehren

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 – Monday, October 6, 2023

First: Connie Vang, Webster Second: Sarah Oberneder, Lombardi Motion Carried

V. ASSOCIATION REPRESENTATIVE ADDITIONS TO AGENDA WITH FLEXIBILITY

(Including Building Problems)

First: Tami Schick, Washington Second: Blair Swiekatowski, DOB Motion Carried

VI. REPORTS

- A. President's Report
 - a. AR and New AR Training
 - i. Almost all of the buildings were represented.
 - ii. Looking forward to doing another training for building reps.
 - b. Building Visits
 - i. The majority of schools were visited! Great job!
 - c. Organizing
 - i. We are currently at 1287 members out of 1300. Target to meet 1300 by the Holiday Party.
 - d. Equity Ambassadors
 - i. 19 members from GBEA represented well this past weekend. Level 1 and 3 training will be hosted in Green Bay from 3/15-3/17/24.
 - ii. This event is free for members or \$1500 for non-members.
 - iii. Per the NEA Grant Administrator, the WEAC Equity Ambassador program was marked as exemplar, which is quite rare.
 - e. ESP Mentoring Pilot
 - i. There will be a meeting held on 11/7/23, with the district letting them know the importance of the mentoring pilot.
 - f. Winter Party
 - i. The Winter Party will be held on 12/14 at the GB Botanical Gardens.
 - ii. If you are interested in going to the Festival of Lights, the cost will be \$5.
 - g. Dues reminders
 - i. If is a problem with the dues payment, please notify them to contact the GBEA office in a discrete manner.
 - h. Members Only
 - i. Please be mindful of communication on the page and limit them as much as possible.
- B. Executive Director's Report
 - a. Meet and Confer
 - i. Memo from Asst. Supt. Johns, regarding the purpose of CLTs, etc.
 - ii. Monthly meetings were focused on several departments within the district, with multiple roadblocks.
 - iii. Working with a group of 27 educators at all levels are meeting to break down which techniques are working or not, with the possibility of expanding to include alternative schools.
 - iv. Changes will begin by second semester of the 2023-2024 school year.
 - v. The focus will be on teachers to better assist them.
 - vi. If there are CLTs that are working, please let either President Bergstrom and Exec. Dir. Harswick know so those examples will be presented to Dr. Johns at a later date.
 - vii. There was a Q & A on this subject by ARs.
 - b. School Closings: Staffing
 - i. There will be meetings at Keller ES on 11/07, and at Tank ES on 11/10/23, per the school board's consideration of these schools' closing.
 - ii. Trying to be as understanding as possible in better assisting educators at those schools. Staff will still earn their stipends at these schools at the end of the year.
 - iii. There was a Q & A on this subject by ARs.
 - c. Benefit Advisory Committee Update
 - i. The district has proposed eliminating IPP in favor of a short-term disability insurance program.
 - ii. IPP costs \$750,000 annually. We don't know what the short-term disability program will be uses, considering that this will be used to cover the \$7.6 million deficit.

- d. School District Calendar
 - i. Will bring the 2024-2025 calendar in place at the 12/18/23 school board meeting, with a follow up meeting in January 2024, if there is a need for additional time.
 - ii. Looking at future calendars and changing when the end of the school year will be.
 - iii. Biggest focus is the NFL Draft during the 2024-2025 school year, from April 24-26th, 2025. Potential communication with DPI to get a waiver to begin in August and the calendar will end by the end of May or the first week of June.
 - iv. Early release days will go from 4 to 1.
 - v. There are 2 snow days listed in the 2024-2025 calendar. There will be access for asynchronous learning on those days past the 2 snow days.
- e. Advocacy Points
 - i. It is important to let people know that GBEA does a great deal to work on helping educational matters across the board.
 - ii. If there are any questions or concerns, please notify President Bergstrom and Exec. Dir. Harswick.
- f. Keyboarding Without Tears
 - i. There is concern regarding this typing program regarding amount of time and the use/monitoring of this program in our elementary schools during the school day.
- C. WEA Member Benefits
 - i. Meemic is leaving the state, and WEA MB is taking the helm for doing auto and home insurance for educators.
 - ii. WEA MB will also help GBEA with mental health support.
- D. PAC Report
 - i. There is no report.
- E. Internal Communications Report
 - i. There are little libraries at a number of schools.
- F. Association Programs Report
 - i. Please contact any nominees for the Assoc. Programs (Emerging Voices)
 - ii. There were 42 nominees, and 11 submitted their forms.
- G. Social Affairs Report
 - i. We had a social event at Badger State Brewing, with about 80 people in attendance.
 - ii. We'll have the Holiday Parade on 11/18/23. If anyone is interested in becoming a mascot, contact the Social Affairs team.
 - iii. Holiday Party-12/14/23
 - iv. Hockey Game with the Gamblers in January 2024.
 - v. There are 2 openings for SAR
- H. ESP Report
 - i. Potential Listening Session with members and potential members, with follow-up.
- I. Membership Report
 - i. Connect with any potential members. If you were unable to attend the AR training meeting, please be on the lookout for future trainings.
- J. Professional Learning Report
 - i. There is no report.
- K. Justice & Equity Report
 - i. There is no report, but the Equity Ambassadors meeting was worthwhile, so come to the March 2024 Equity Ambassadors meeting, in Green Bay!
- L. GBEA – Retired
 - i. There will be a holiday party coming up next month.
 - ii. There is a need for ELL support for students and staff.

VII. TREASURER'S REPORT

VIII. UNFINISHED BUSINESS

IX. NEW BUSINESS

- A. Recertification
 - a. 11/7/23 at noon-11/27/23 at 12 noon.
 - b. Emails will be sent to members and potential members alike.
 - c. Please use the Google tracking forms. If there are any errors, please let Sue or Robin know where there are going.
 - d. There will be palm cards made available to both members and potential members.
 - e. Snacks must be equivalent to \$1 per person
 - f. Tomorrow is a Day of Action. Wear GBEA apparel on 11/7/23.
- B. Green Bay Holiday Parade
 - a. 11/18/23, Downtown Green Bay
- C. 10 Minute Meetings (take-aways)
 - a. Holiday Parade
 - b. Recertification
 - c. Advocacy
 - d. Winter Wonderland Party

X. ANNOUNCEMENTS

- A. Tuesday, November 7 at NOON – Recertification Begins
- B. Tuesday, November 7 – GBEA Executive Board Meeting
- C. Thursday, November 9 – Social Affairs Committee Meeting
- D. Saturday, November 11 – WEAC Board of Directors Meeting
- E. Saturday, November 11 – Veterans Day
- F. Monday, November 13 – GBAPS School Board Meeting – Work Session
- G. Thursday, November 16 – Payday
- H. Thursday, November 16 – Internal Communications Committee Meeting
- I. Saturday, November 18 – Green Bay Holiday Parade
- J. Monday, November 20 – Professional Learning Committee Meeting
- K. Thursday, November 23 – Friday, November 24 – Fall Recess
- L. Monday, November 27 – GBAPS School Board Meeting
- M. Tuesday, November 28 – GBEA Executive Board Meeting
- N. Wednesday, November 29 – NCUEA Fall Conference Begins
- O. Thursday, November 30 – Payday
- P. Thursday, November 30 – ESP Committee Meeting

XI. ADJOURNMENT @ 5:41PM

First: Lori Cathey, Edison Second: Jenna Mixer, JDAL Motion Carried