

**MINUTES
GREEN BAY EDUCATION ASSOCIATION
REPRESENTATIVE ASSEMBLY
January 8, 2024**

Present

Beth	Boche
Brigitte	Granger
Jamie	Komorowski
Rhoda	Kambandu
Shana	Espinosa
Simmi	Mosier
Victor	Rodarte
Russel	Beckman
Trish	Berg
Kelly	Hohman
Jessica	Dembosky-Galarneau
Mary	Sievwright
Rachael	Poppe
Alyssa	Brown
Michelle	La Plante
Ellen	Diny
Gretchen	Kubeny
Julie	Ollmann
Sandy	Lewis
Sarah	Ritchie
Tracy	Dart
Andrea	Huggett
Katrina	Foley
Lori	Cathey
Jennifer	Rodal
Barb	Borre

Blair	Swiekatowski
Brad	Riesterer
Brent	Bergstrom
David	Harswick
E-Ben	Grisby
Emilie	Heil
Jessica	Bodart
Jessica	Schweiner
Tracy	VandeWalle
Emily	Rosenfeldt
Ann	Mathu
Julie	Srenaski
Nancy	Heezen
Shawna	Johnson
Sierra	Miller
Jenna	Mixer
Stefanie	Delfosse
Christina	Fengler
Sarah	Oberneder
Staci	Perry
Jennifer	Schinker
DeAnne	Keyser
Ginger	Snyder-VanElls
Abby	Seroogy
Heidi	Herrala
Carlos	Zúñiga
Elizabeth	Kust

Jessica	Bernard
Sara	Born
Tom	Crehore
Deanna	Koelpien
Emily	VanNuland
Mark	DeMuth
Trisha	Lusso
Audrey	Vandeyacht
Mary	Wood
Christina	Stefenhagen
Jennifer	Johnson
Maryellen	Merck
Jill	King
Kelly	Mottl
Mary	Gerczak
Tami	Schick
Steve	Bader
Connie	Vang
Kathleen	Ryan-Harpt
Michelle	VanLieshout
Annie	Selk
Allison	Dezurik-Otto
Anders	Saulic
Elona	Winslow
Jeff	Gumz
Stephanie	Bielen
David	Rodriguez

Absent

Megan	Willis
Jessica	Lepak

Michele	Rinn
Carla	Halvorson

Lucas	Mandich
Brenda	Gosden

Abby	Linnane
Lisa	Lokken
Marie	Miller
Shane	McDonough
Will	Garay
Eric	Rintmaki
Heather	Seaborn
Lorna	Jensen
Marie	Ayotte
Molly	Aylward
Tina	Haanen
Amy	Bahena-Ettner
Janelle	Steinich
Danette	VandeHei
Joni	Gegare
Abie	Vang
Ali	VandeBerg
KoBao	Kong
David	Calloway
Erika	Fiestedt
Betty	Krcma
Dick	Feldhausen
Joannie	Swigert
Mark	Strohschein
Pat	Salo

Jolee	Zehren
Jennifer	Poley
Erin	LeGrave
Rachel	Werley
Tammy	Vaness
Laura	VanKirk
Maggie	Hurrish
Kristal	Delbecchi
Bryan	Selner
Kathi	Swanson
Amy	Anderson
Janet	Vraney
Sue	Soleski
Julie	Greguske
Clint	Dederich
Dana	Roffers
Joe	McCabe
Kathy	Stilp
Marta	Maciolek
Denise	Pharr
Tracy	LeNoble
Rebecca	Knudson
Kay	Huxford
Kim	Christy
Kim	Roberg

Kristina	Geyman
Margarette	Allen
Megan	Sweeney
Stephanie	Younk
Tracy	Rabas
Andy	Tolksdorf
Nick	Olson
Sandy	McNally
Jaimi	Robillard
Kenz	Mevis
Brenda	Johnson
Laura	Staloch
Lori	Gordon
Stephanie	Schlict
Maggie	Brecklin
Teresa	Terzich
Esrom	Williams
Marisol	Evans
Shobi	Samuel
Christine	Jahnke
Salem	Prince
William	Hinz
Byron	Depres-Berry
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

IV. MINUTES OF REPRESENTATIVE ASSEMBLY – Monday, November 6, 2023

First: E-Ben Grisby, West Second: Jennifer Schinker, King Motion Carried

V. ASSOCIATION REPRESENTATIVE ADDITIONS TO AGENDA WITH FLEXIBILITY

(Including Building Problems)

First: Gretchen Kubeny, East Second: Carlos Zuniga, NEW Motion Carried

VI. REPORTS

A. President's Report

a. AR and New AR Training

i. The training will be held on Thurs. 1/11/24, from 4:30-6:30pm.

- b. Building Visits
 - i. Please reach out to either President Bergstrom or Executive Director Harswick directly if you do need a building visit at this time.
- c. Winter Organizing
 - i. GBEA was selected to hire 3 Winter organizers per WEAC. The GBEA Executive Board included a 4th to help with organizing over the next 8 weeks to help get membership by 1350. Currently, we are at 1294 members throughout the district.
 - ii. There was discussion on the issue.
- d. Equity Ambassadors
 - i. The 2024 Equity Ambassadors meeting will be held at the GBEA Office on 3/15-3/17/24 for Levels 1 and 3.
- e. GBEA/Region 3 Little Free Library
 - i. The LFL is now available in front of the GBEA office. Please drop off the books at the GBEA Office when you have a change.
- f. GBAPS Strategic Planning Taskforce
 - i. There will be a presence of the GBEA at the Strategic Planning Taskforce meeting.
- g. Constitution/Bylaws and Policy Update
 - i. The language will be getting updated with an equity focus. The committee will have their next meeting on 1/13/24.
- h. Day of Action is scheduled for Wednesday 1/10/24! Wear your GBEA gear!
- B. Executive Director's Report
 - a. Emeritus
 - i. Executive Director Harswick spoke in the history of Emeritus in the GBAPS for employees whose birthdays are over the summer of 2024.
 - b. GBAPS Boundary Taskforce
 - i. The next meeting will be held on 1/23/24, with a presentation in June or July 2024.
 - c. Lesson Plans
 - i. This is more about work culture and environment. This is bigger than lesson plans as it pertains to the needs of educators.
 - ii. Looking to be hopeful for the change in school board policy at the upcoming school board meeting today.
 - iii. The lesson plans are a start, whether it affects educators and buildings or not.
 - iv. CLT meetings are looking to be update to building connections with students, not just compliance.
 - v. We need members' patience and advocacy at this time.
 - d. Staffing
 - i. Staffing look good for staff who are facing building closures. Please contact David or Brent if you have any concerns.
 - e. Meet and Confer
 - i. There wasn't a meeting held in December 2023. There will be a need for more time.
 - ii. There were issues related to paraprofessionals and parity within the district and in school buildings.
 - f. CPI
 - i. We will find out next month what the Consumer Price Index (CPI) for July 2024 contracts. It may hover between 3 and 4%.
 - g. 2024 Elections
 - i. Democracy is on the line for this election season. This is urgent, important and will need to be addressed.
 - h. Understanding Your Benefits Session
 - i. Jessica Cortes from the GBAPs Benefits Dept. will have the session on 1/23/24 at 4:30pm, at the GBEA office. Please notify Pres. Bergstrom of any dietary restrictions by 1/19/24.
 - i. Secondary ELA:

- a. The next meeting will be meeting at the GBEA Office on 1/29/24, with Dr. Johns, at 4:30PM.
- j. Bilingual Ad-Hoc:
 - a. Dr. Johns will meet on 2/6/24 at the GBEA Office, at 4:30PM.
- k. 24-25 School Calendar:
 - a. the school year will end on June 6th, with some scheduling changes during the school year.
 - b. There was discussion had on the issue.
- C. WEA Member Benefits
 - i. Looking to help with any planning and the WRS retirement program. Ask Steve or contact other WEA MB members to assist.
- D. PAC Report
 - i. There is no report.
 - ii. There will be upcoming school board elections.
- E. Internal Communications Report
 - i. There is no report, but the library is a go, as well as bios on the candidates for the upcoming school board elections will be written.
- F. Association Programs Report
 - i. Emerging Voices Planning Meeting at 4:30pm on 1/9/24.
- G. Social Affairs Report
 - i. Ticket purchases for the tickets for the 1/20 Gamblers game will need to be made by 1/15/24. Purchases on PayPal can be done as a guest.
 - ii. February: Pickleball at the Tennis Courts on Fernando Drive on 2/9/24.
 - iii. March: Axe Throwing and Escape Room, TBD. Potential date: 3/13/24. More information to come.
 - iv. Next meeting will be postponed due to weather on 1/9/24.
- H. ESP Report
 - i. Garnering more unity within the ESP community to build membership.
 - ii. Inclusive activities, such as the listening sessions, to help ESPS become more inclined to be connected within the GBEA.
 - iii. Mentoring program is going well! People are feeling supported and assisted.
- I. Membership Report
 - i. GBEA was selected to hire 3 Winter organizers per WEAC. The GBEA Executive Board included a 4th to help with organizing over the next 8 weeks to help get membership by 1350.
 - ii. Currently, we are at 1294 members throughout the district. We have new hires who may become members.
- J. Professional Learning Report
 - i. February Blended learning class: CARE: Effort and Motivation from 2/5-3/22/24.
 - ii. Early Career Learning Labs
 - iii. NBCL: Numbers are increasing.
- K. Justice & Equity Report
 - i. There is no report.
- L. GBEA – Retired
 - i. There is no report.

VII. TREASURER'S REPORT

VIII. UNFINISHED BUSINESS: There is no report

IX. NEW BUSINESS

- A. GBEA 2024 Spring Elections
 - a. The following GBEA Executive Board Seats will be up for elections from 3/5/24 at 7AM to 4pm at 3/7/24 at 4pm:
 - i. GBEA President (3-yr. term)

- ii. GEA VP (3-yr. term)
 - iii. ESP Member-at-large
 - iv. 2 Teacher Member at-Large (3-year term)
- B. 10 Minute Meetings (take-aways)
- i. CPI and Bargaining
 - ii. GBEA and '24 Elections
 - iii. Teacher Voice and Positive Change
 - iv. Events

X. ANNOUNCEMENTS

- A. Tuesday, January 9 – Emerging Voices Planning Meeting at 4:30pm
- B. Tuesday, January 9 – ESP Mentorship Check-In Meeting at 5pm
- C. Wednesday, January 10 – Justice and Equity Committee Meeting at 4:30pm
- D. Thursday, January 11 – Social Affairs Committee Meeting at 4:15pm
- E. Thursday, January 11 – Building Representative Training at 4:30pm – Registration Required
- F. Saturday, January 13 – WEAC Board of Directors Meeting at 8am
- G. Saturday, January 13 – Constitution and Bylaws Meeting at 10:30am
- H. Monday, January 15 – Martin Luther King Jr. Day – No School
- I. Tuesday, January 16 – Payday
- J. Tuesday, January 16 – Winter Organizing Meeting at 4pm
- K. Tuesday, January 16 – GBEA Executive Board Meeting at 5pm
- L. Thursday, January 18 – Internal Communication Committee Meeting at 4:15pm
- M. Saturday, January 20 – GBEA Gambler Game – Registration/Advance Payment Required
- N. Monday, January 22 – GBAPS School Board Meeting at 6pm
- O. Tuesday, January 23 – Navigating your Benefits Meeting at 4:30pm
- P. Tuesday, January 23 – Emerging Voices Committee Meeting at 4:30pm
- Q. Tuesday, January 23 – Membership Committee Meeting at 4:30pm
- R. Wednesday, January 24 – Benefit Advisory Committee Meeting at 4:30pm
- S. Thursday, January 25 – ESP Committee Meeting
- T. Monday, January 29 – Winter Organizing Meeting at 4pm
- U. Monday, January 29 – Secondary ELA Meeting at 4:30pm
- V. Tuesday, January 30 – GBEA Executive Board Meeting at 5pm
- W. Wednesday, January 31 – Payday

XI. ADJOURNMENT @ 5:37PM

First: Tami Schick, Washington Second: Christina Stefenhagen: Sullivan Motion Carried