

MINUTES
GREEN BAY EDUCATION ASSOCIATION
REPRESENTATIVE ASSEMBLY
October 7, 2024

Present

Molly	Aylward
Brittany	Bartel
Russel	Beckman
Skye	Bennett
Brent	Bergstrom
Jessica	Bernard
Leah	Bley
Beth	Boche
Jessica	Bodart
Sara	Born
Barb	Borre
Karen	Brown-Schaible
Holly	Cappelle
Ann	Cataldo
Lori	Cathey
Thomas	Crehore
Tracy	Dart
Kristal	Delbecchi
Stefanie	Delfosse
Allison	Dezurik-Otto
Ellen	Diny
Shana	Espinosa
Marisol	Evans
Dick	Feldhausen
Christina	Fengler
Katrina	Foley
Tim	Gallert
Brenda	Gosden

Brigitte	Granger
E-Ben	Grisby
Jeff	Gumz
Kiel	Harell
David	Harswick
Emilie	Heil
Lara	Henke
Heidi	Herrala
Andrea	Huggett
Shawna	Johnson
DeAnne	Keyser
Jill	King
Jamie	Komorowski
KoBao	Kong
Betty	Krcma
Gretchen	Kubeny
Elizabeth	Kust
Michelle	La Plante
Rachel	Lawrynk
Sandy	Lewis
Trisha	Lusso
Marta	Maciolek
Lucas	Mandich
Joe	McCabe
Marie	Miller
Sierra	Miller
Simmi	Mosier
Kelly	Mottl

Sarah	Oberneder
Julie	Ollmann
Staci	Perry
Jennifer	Poley
Rachael	Poppe
Loren	Prince
Jenny	Rodal
Victor	Rodarte
Brooke	Rousseau
Kathleen	Ryan-Harpt
Shobi	Samuel
Jennifer	Schinker
Jessica	Schweiner
Mary	Siewwright
Ginger	Snyder-VanElls
Julie	Srenaski
Christina	Stefenhagen
Kathy	Stilp
Danae	Strathmann
Kathi	Swanson
Blair	Swiekatowski
Lynne	Tennie
Marti	Teske
Ali	VandeBerg
Abie	Vang
Connie	Vang

Absent

Margarette	Allen
Chelsea	Antone

Ashley	Arts
Steve	Bader

Maggie	Brecklin
Alyssa	Brown

Sarah	Bucio
David	Calloway
Cheryl	Daniels-Fisk
Amy	Daul
Clint	Dederich
Jessica	Dembosky-Galarneau
Mark	DeMuth
Leah	Friedrich
Will	Garay
Autumn	Gonzalez
Kristen	Green
Michelle	Gregory
Julie	Greguske
Carla	Halverson
Miranda	Hansen
Kelly	Hohman
Maggie	Hurrish
Kay	Huxford
Christine	Jahnke
Brenda	Johnson

Jennifer	Johnson
Deanna	Kehler
Jessica	Lepak
Abby	Linnane
Lisa	Lokken
Ann	Mathu
Sandy	McNally
Lori	Meister
Kenz	Mevis
Brad	Miller-Riesterer
Katrina	Miller-Riesterer
Jenna	Mixer
Mykenzie	Ninneman
Markita	Nordbeck
Nick	Olson
Hilarie	Rath
Michele	Rinn
Sarah	Ritchie
David	Rodriguez
Pat	Salo
Anders	Saulic

Jessica	Seibert
Bryan	Selner
Chad	Smith
Lacey	Springstroh
Mark	Strohschein
Joannie	Swigert
Teresa	Terzich
Sara	Tlachac
Andy	Tolksdorf
Danette	Vande Hei
Andrea	VandenAvond
Tracy	VandeWalle
Audrey	Vandeyacht
Laura	VanKirk
Michelle	VanLieshout
Emily	VanNuland
Janet	Vraney
Megan	Willis
Mary	Wood
Shaun	Yonts
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 – September 9, 2024

First: Joe McCabe, Lombardi

Second: Emilie Heil, Aldo

Motion Carried

V. ASSOCIATION REPRESENTATIVE ADDITIONS TO AGENDA WITH FLEXIBILITY

(Including Building Problems)

First: E-Ben Grisby, West

Second: Sierra Miller, Howe

Motion Carried

VI. REPORTS

A. President's Report

a. Day of Action

i. Tomorrow, 10/8/24 is the Day of Action. Show off your GBEA attire!

b. KNOCKtober

- i. It was a great event on Saturday. Check it out on WBAY-TV.
 - c. DRI Grant
 - i. A team sent a grant to the NEA and the GBEA won a \$25,000 grant toward the Special Education training program. It will be open to 4 positions.
 - ii. GBAPS will be a lighthouse district for hiring and retaining Special Education Staff.
 - d. Co-serve model feedback
 - i. There was communication related toward the co-serve model. There will be more to come.
 - e. HR System/Paycheck Options
 - i. Beginning in January 2025, there will be a survey for either 20 or 24 paychecks during the school year.
 - ii. We will continue with advocating for the paychecks, without bouncing back and forth.
 - iii. There were questions asked about this would affect ESPs. There is nothing right now.
 - f. Building Representative Training
 - i. There will be a BR training on 10/14/24. If each member could connect and get a new member, we would exceed out December 2024 numbers.
- B. Executive Director's Report
 - a. FMLA
 - i. The application is now done via a third-party source.
 - ii. There will be information sent to members about FMLA information.
 - iii. Please communicate with Exec. Dir. Harswick regarding FMLA needs and supports, including submitting medical notes, etc.
 - b. Act 10/Collective Bargaining
 - i. There was a meeting related to ACT 10 last week in Madison, at WEAC HQ.
 - ii. The decision could come out at any time regarding the constitutionality of ACT 10 and the Janus decision held back in 2018, thus making right to work the law in a number of states.
 - iii. Fair share will not return at this time. The union would have to support nonmembers.
 - iv. Please read the article from the American Bar Association when you have a chance.
 - v. Never sit out an election!!!
 - c. HMH
 - i. There is feedback and concerns regarding HMH. We are working on this matter, especially at school visits.
 - d. Calendar
 - i. We are having our next meeting on 10/08/24. We had between 1700 and 2700 people fill out the survey, related to the 2025-2026 school calendar.
 - ii. 8/25-5/31:
 - iii. 9/1-6/4: won with the majority of votes. the week in the last week in August would be training for 2 days and workdays for 2 days.
 - iv. Regarding the Spring Break: it will align with connecting with the Floating Holiday.
 - v. Regarding the first day of school: the overwhelming majority supported having 6th and 9th graders in school on the first day, while the other grades are asynchronous learning.
 - vi. 2 weather days—January 2nd—considering it for a workday, virtual workday, etc. There are some restrictions regarding the calendar is as such.
 - e. Recertification

- i. Recertification will be from 11/07 @ 12 Noon to 11/27/24 @ Noon.
 - ii. Please connect with all members and potential members to have GBEA as our representative body.
 - iii. We a budget for \$1 per member, if a recertification event will be had in November.
- C. WEA Member Benefits
 - a. Our fee structure has changed giving more money to members.
 - b. We will have tax support, and other financial support with consultations from WEA MB, as a free service!
 - c. There will be a financial support meeting for ESPs and potential ESP members on 10/21/24.
- D. PAC Report
 - a. There is no report.
- E. Internal Communications Report
 - a. Next meeting in on 10/17/24. Working on Did you knows from WEAC and NEA.
- F. Social Affairs Report
 - a. Next meeting will be on 10/08/24.
 - b. We just had our September event at the Badger State Brewery.
 - c. October 25, Hocus Pocus viewing at the DePere Cinema, at 9p and 11p.
 - d. There is also a Definitely DePere Halloween event that same night.
 - e. 11/23: Holiday Parade in GB. Trying to connect with Lamers Bus Co. to get a school bus for the parade.
 - f. There will be refreshment afterwards at the Drift Inn, which you'll pay on your own.
 - g. 12/12: Holiday Party at the the GB Botanical Gardens
 - h. January: GB Gamblers game. More information to come next month.
 - i. There are 2 spots available for the Social Affairs Committee.
- G. ESP Report
 - a. ESP Benefits meeting regarding Member Benefits coming very soon.
 - b. Listening Sessions will continue at a later date.
 - c. Equity Ambassadors-Meeting in December at the GBEA HQ.
- H. Membership Report
 - a. Next meeting will be on 10/14/24.
 - b. There will be a brief survey membership training to help grow membership in our district.
 - c. There are some openings for the Membership Committee.
- I. Professional Learning Report
 - a. There will be an EARLY Educators Meeting coming up
 - b. NBCT training dates are coming up. Please contact Ellie Hinz-Radue, if you are interested.
 - c. Career Learning Labs will be held at JDAL.
 - d. Blended Learning course-DEI related (DEI Competence): Free to members, \$100 for non-members.
- J. Justice & Equity Report
 - a. Next meeting will be on 10/10/24 at 4:30 PM.
- K. Elementary Report Card Ad-Hoc Report
 - a. Jess Bodart and Jess Schweiner are leading the Elementary Report Card Ad-Hoc Report, which is on 10/23/24.
 - b. If you are interested in serving on the Elementary Report Card Ad-Hoc, please contact Jess Schweiner.
- L. Bilingual Ad-Hoc Report:
 - a. Next meeting on 10/09/24. If you are interested to attend, as a Bilingual Educator, please contact Mary Ellen Merck or Barb Borre.
- M. GBEA – Retired
 - a. There was a meet and greet with candidates at the local, state, and federal level representing Green Bay.

- b. There will be a service event at GB Botanical Garden in November.

VII. TREASURER'S REPORT

VIII. UNFINISHED BUSINESS

- A. Special Election Nov. 4 – GBEA Executive Board
 - a. We have three candidates for the open Teacher at-large seat on the GBEA Executive Board. Jessica Seubert, Rachael Poppe, and Megan King are running.
 - b. The deadline is on 10/14/24, at noon. Ballots will be sent and they will need to be filled out by 11/4/24!

IX. NEW BUSINESS

- A. 10 Minute Meetings (take-aways)
 - a. 11/4: Election information and Recertification Prep.
 - b. Paycheck allotment
 - c. Feedback on HMH and Co-Serve Model throughout the district!
- B. Emerging Voices:
 - a. We are accepting nominations for Emerging Voices 16!
 - b. This event is designed for **all** educators, including but not limited to; Paraprofessionals, Student Services, Library Media Specialists, Teachers, Student Learning Advocates, and First Nation Specialists.
 - c. EV is also designed for educators in all stages of their career.
 - d. EV is being held at the Osthoff Resort in Elkhart Lake February 21-23, 2025.
 - e. Nominations are due by Friday, November 1st.
 - f. Nomination letters will be mailed the week of November 4th.
 - g. Criteria was presented to the RA body.

X. ANNOUNCEMENTS

- A. Tuesday, October 8 – DAY OF ACTION
- B. Tuesday, October 8 – Social Affairs Committee Meeting at 4:30pm
- C. Wednesday, October 9 – Bilingual Ad-Hoc Committee Meeting at 4:30pm
- D. Thursday, October 10 – Justice and Equity Committee Meeting at 4:30pm
- E. Monday, October 14 – Indigenous Peoples' Day
- F. Monday, October 14 – Building Representative Training at 4:30pm
- G. Monday, October 14 – GBAPS School Board Work Session at 5pm
- H. Tuesday, October 15 – GBEA Executive Board Meeting at 5pm
- I. Wednesday, October 16 – Payday
- J. Wednesday, October 16 – Calendar Committee Meeting at 4pm
- K. Wednesday, October 16 – WEAC Local Leader Network at 7pm
- L. Thursday, October 17 – ESP Mentor/Mentee Meeting at 4pm
- M. Thursday, October 17 – Internal Communications Committee at 4:15pm
- N. Thursday, October 17 – Emerging Voices Committee Meeting at 4:30pm
- O. Thursday, October 21 – Professional Learning Committee Meeting at 4pm
- P. Tuesday, October 22 – Bilingual Ad-Hoc Committee Meeting at 4:30pm
- Q. Tuesday, October 22 – ESP Committee Meeting at 4:30pm
- R. Wednesday, October 23 – GBAPS Voices of Equity at 4pm
- S. Wednesday, October 23 – Elementary Report Card Ad-Hoc Meeting at 4:30pm
- T. Saturday, October 26 – Hocus Pocus at DePere Cinema at 9am and 11am
- U. Tuesday, October 29 – Benefit Advisory Committee Meeting at 4pm
- V. Tuesday, October 29 – Membership Committee Meeting at 4pm
- W. Tuesday, October 29 – GBEA Executive Board Meeting at 5pm
- X. Wednesday, October 30 – WEAC LGBTQIA+ Advocacy Meeting at 5pm
- Y. Thursday, October 31 – Payday
- Z. Friday, November 1 – NO SCHOOL – Conference Conversion Day
- AA. Tuesday, November 5 – ELECTION DAY

BB. Thursday, November 7-27 – RECERTICATION WINDOW

XI. ADJOURNMENT @ 5:23PM

First: Jeff Gumz, West

Second: Sierra Miller, Howe

Motion Carried