

**MINUTES  
GREEN BAY EDUCATION ASSOCIATION  
REPRESENTATIVE ASSEMBLY  
February 5, 2024**

**Present**

Beth	Boche
Jamie	Komorowski
Shana	Espinosa
Simmi	Mosier
Victor	Rodarte
Russel	Beckman
Trish	Berg
Kelly	Hohman
Mary	Sievwright
Abby	Linnane
Alyssa	Brown
Michelle	La Plante
Ellen	Diny
Gretchen	Kubeny
Julie	Ollmann
Sandy	Lewis
Sarah	Ritchie
Tracy	Dart
Lori	Cathey
Joni	Gegare
Abie	Vang
Ali	VandeBerg
KoBao	Kong
Barb	Borre
Brad	Riesterer

Brent	Bergstrom
David	Harswick
Jessica	Bodart
Ann	Mathu
Julie	Srenaski
Shawna	Johnson
Jennifer	Poley
Sierra	Miller
Tammy	Vaness
Laura	VanKirk
Maggie	Hurrish
Kathi	Swanson
Christina	Fengler
Sarah	Oberneder
Staci	Perry
Kathy	Stilp
Jennifer	Schinker
Abby	Seroogy
Heidi	Herrala
Carlos	Zúñiga
Elizabeth	Kust
Jessica	Bernard
Sara	Born
Kay	Huxford
Shaun	Yonts

Margarette	Allen
Thomas	Crehore
Tim	Gallert
Emily	VanNuland
Mark	DeMuth
Trisha	Lusso
Audrey	Vandeyacht
Mary	Wood
Christina	Stefenhagen
Jennifer	Johnson
Maryellen	Merck
Jill	King
Kelly	Mottl
Mary	Gerczak
Tami	Schick
Connie	Vang
Michelle	VanLieshout
Annie	Selk
Allison	Dezurik-Otto
Elona	Winslow
Jeff	Gumz
Sara	Tlachac
Annelise	Casbourne

**Absent**

Brigitte	Granger
Rhoda	Kambandu
Megan	Willis
Jessica	Lepak

Michele	Rinn
Carla	Halvorson
Lucas	Mandich
Brenda	Gosden

Jessica	Dembosky-Galarneau
Lisa	Lokken
Rachael	Poppe

Marie	Miller
Shane	McDonough
Will	Garay
Eric	Rintmaki
Heather	Seaborn
Lorna	Jensen
Marie	Ayotte
Molly	Aylward
Andrea	Huggett
Katrina	Foley
Amy	Bahena-Ettner
Janelle	Steinich
Danette	VandeHei
Blair	Swiekatowski
E-Ben	Grisby
Emilie	Heil
Jessica	Schweiner
Tracy	VandeWalle
Emily	Rosenfeldt
David	Calloway
Erika	Fiestedt
Nancy	Heezen
Betty	Krcma
Dick	Feldhausen
Joannie	Swigert

Mark	Strohschein
Pat	Salo
Jolee	Zehren
Erin	LeGrave
Rachel	Werley
Jenna	Mixer
Kristal	Delbecchi
Stefanie	Delfosse
Bryan	Selner
Amy	Anderson
Janet	Vraney
Sue	Soleski
Julie	Greguske
Clint	Dederich
Dana	Roffers
Joe	McCabe
DeAnne	Keyser
Ginger	Snyder-VanElls
Marta	Maciolek
Denise	Pharr
Tracy	LeNoble
Rebecca	Knudson
Skye	Bennett
Kim	Meador
Megan	Sweeney

Brittany	Bartel
Andy	Tolksdorf
Nick	Olson
Sandy	McNally
Deanna	Koelpien
Jaimi	Robillard
Kenz	Mevis
Brenda	Johnson
Laura	Staloch
Lori	Gordon
Stephanie	Schlict
Maggie	Brecklin
Teresa	Terzich
Marisol	Evans
Shobi	Samuel
Steve	Bader
Christine	Jahnke
Kathleen	Ryan-Harpt
Salem	Prince
William	Hinz
Anders	Saulic
Stephanie	Bielen
Byron	Depres-Berry
David	Rodriguez

**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 – January 8, 2024**

First: Tami Schick, Washington      Second: Lori Cathey, Edison      Motion Carried

**V. ASSOCIATION REPRESENTATIVE ADDITIONS TO AGENDA WITH FLEXIBILITY**

*(Including Building Problems)*

First: E-Ben Grisby, West      Second: Ali VandeBerg, Keller      Motion Carried

**VI. REPORTS**

- A. President's Report
  - a. Winter Organizing
    - i. Winter Organizers are doing a great job! They are doing a 11/out of 20. We are currently at 1288 out of 1300 members.
  - b. Equity Ambassadors
    - i. We are recommending as many members to be involved in the Equity Ambassadors, which will be held on 3/15-3/17 in Green Bay, for Levels 1, 2, and 3.
  - c. GBEA Constitution, Bylaws, Policies
    - i. We are in the process in updating the GBEA Constitution, Bylaws, and Policies. We will vote on them when they are complete.
  - d. Day of Action-Tomorrow, 2/6/24! Wear your GBEA apparel!
  - e. Bites and Benefits
    - i. The next event is sold out. There will be another meeting at a later date.
  - f. ESP Listening Session
    - i. This meeting will be held on 2/19/24. We'd like to have as many paraprofessionals to attend as possible. The event will be held from 4-6pm on 2/19/24.
  - g. Emerging Voices
    - i. Cohort XV was quite successful! Members who attended spoke on their experiences at Emerging Voices.
    - ii. Overall theme was empowering and supportive and definitely go if you are able to attend!
  - h. Building Visits
    - i. Stay tuned to future upcoming building visits.
- B. Executive Director's Report
  - a. Staffing
    - i. The district is one month ahead of schedule of staffing.
    - ii. We are offering support to displaced staff from several school buildings.
    - iii. Please reach out to Exec. Dir. Harswick if you have any building-specific questions.
  - b. Meet and Confer
    - i. Concerns about teachers and paraprofessionals being taken away for translation services, with no pay, especially for teachers, who are salaried.
    - ii. There is a need for compensation and improvements on translation services.
    - iii. Stipend Committee: this will be work on in the district.
    - iv. Updated contracts with adjusted pay increases.
  - c. IPP (Income Protection Plan)
    - i. Be as accurate as possible, especially at 10-minute meetings at your buildings.
    - ii. This is a district-funded benefit implemented for 50-60 years in the GBAPS. Most districts don't have this plan available.
    - iii. There is no paperwork to fill out. You qualify due to using up all of your sick days as a short-term disability plan.
    - iv. It provides 82.5% of your income per pay period. It is retroactive.
    - v. You have to go through a 90-calendar day amount of sick leave in order to have LTD assistance.
    - vi. IPP covers for up to 90 days.
    - vii. GBAPS is looking to cut costs by having a third-party provider serve the IPP, so the district doesn't have to administer.
    - viii. We have another Benefits Action Committee meeting later this month.
    - ix. Two options: Employer-sponsored IPP plan or several Employee-sponsored disability plans.
    - x. In the Employee-sponsored plans, 25% of employees would have to opt in to the plan. Costs are based on age—supposedly cheaper. Benefit coverage levels run

between 50-70%, with varying amounts of days toward coverage 0-14 days. Savings for the district would run around \$300,000.

- xii. If you opt in the Employer-sponsored plan, all employees are covered.
  - xiii. If you might be willing to speak on this matter, please contact Exec. Dir. Harswick to potentially speak to the School Board at a later date.
  - xiii. We are working on a condensed version on the GBEA Members' Only page on FB.
  - xiv. This will go on a vote on 03/18/24.
  - xv. There was a question and answer session on IPP, maternity leave and its impacts on employees.
- d. Secondary ELA and Bilingual Ad-Hocs
- i. The upcoming meeting for the Secondary ELA educators on 2/20/24.
  - ii. The Bilingual Ad-Hoc Committee will meet on 2/6/24.
- e. Meetings
- i. Offer examples to either Brent or David
- C. WEA Member Benefits
- i. Shobe spoke on Emerging Voices and the great work they do!
  - ii. \$20000 will be donated to the GBAPS toward mental health throughout the district.
  - iii. Also, set up your 403(b)
- D. PAC Report
- i. On 2/15/24, there will be an interview of GBAPS School Board candidates, then votes toward candidate selections.
  - ii. On the state side, WEAC have our PAC fund to support pro-public education candidates.
  - iii. If you would like to donate toward the delegates interested in attending the NEA RA, you can donate a little as \$5.
- E. Internal Communications Report
- i. There is no report. There will be a write-up on the GBAPS School Board candidates, Little Free Library, and social media guidelines on Members' Only FB page.
- F. Association Programs Report
- G. Social Affairs Report
- i. There were around 90 people in attendance at the GB Gamblers Game.
  - ii. We have the escape room and Axe throwing.
  - iii. April—movie at the De Pere Cinema
  - iv. May—Participate in the Parade in De Pere.
  - v. Please communicate regarding what you'd like and maybe need updates towards.
- H. ESP Report
- i. Full participation of all paraprofessionals to hear their voices, whether they are members or not, regardless of experience.
  - ii. There is an option to speak on the matter anonymously.
- I. Membership Report
- i. Winter Organizers are doing a great job! They are doing a 11/out of 20. We are currently at 1288 out of 1300 members.
  - ii. If there are any potential members, please contact Pres. Bergstrom or the Winter Organizers.
- J. Professional Learning Report
- i. Pickleball will be rescheduled to either 3/1 or 3/8. Please let us know by 2/7 if you are interested.
  - ii. NBCT training upcoming. Please contact Ellie Hinz-Radue for more questions.
  - iii. PLR meeting on 2/19/24.
- K. Justice & Equity Report
- i. Updating t-shirt/apparel designs and gender support flowchart plan for staff.

- ii. Next meeting will be on 2/7/24.
- L. GBEA – Retired
  - i. There is no report.

## **VII. TREASURER'S REPORT**

## **VIII. UNFINISHED BUSINESS**

- A. GBEA 2024 Spring Election Nominations
  - a. Elections will be held from 3/5 to 3/7/24, via Election Runner
    - i. President, Vice President, Teacher at Large (2), ESP at-Large (1)
    - ii. WEAC RA delegates

## **IX. NEW BUSINESS**

- A. 10 Minute Meetings (take-aways)  
Take the old stuff down from your boards
  - a. Staffing
  - b. Meet & Confer
  - c. ELA and Bilingual Ad-Hocs
  - d. IPP (share your positives on IPP on GBEA Members' Only FB page)

## **X. ANNOUNCEMENTS**

- A. Tuesday, February 6 – Bilingual Ad-Hoc Committee Meeting
- B. Wednesday, February 7 – Justice and Equity Committee Meeting
- C. Wednesday, February 7 GBAPS Strategic Planning Committee Meeting
- D. Thursday, February 8 – GBAPS Calendar Committee Meeting
- E. Friday, February 9 – K-12 Early Release, PM Professional Development
- F. Friday, February 9 – Smack 'n Learn Pickleball at 4pm
- G. Monday, February 12 Bites and Benefits at 4:30pm
- H. Monday, February 12 – GBAPS School Board Work Session at 5pm
- I. Tuesday, February 13 – GBEA Executive Board Meeting at 5pm
- J. Thursday, February 15 – School Board Candidate Interviews
- K. Thursday, February 15 – Internal Communications at 4:15pm
- L. Friday, February 16 – Payday
- M. Friday, February 16 – WEAC Board of Directors Committee Meetings
- N. Saturday, February 17 – WEAC Board of Directors Meeting
- O. Monday, February 19 – Presidents' Day
- P. Monday, February 19 – Professional Learning Committee Meeting at 4pm
- Q. Monday, February 19 – ESP Listening Session at 4:30pm
- R. Tuesday, February 20 – Secondary ELA Ad-Hoc Committee Meeting
- S. Wednesday, February 21 – WEAC LGBTQ+ Advisory Council Meeting at 5:30pm
- T. Wednesday, February 21 – GBAPS Strategic Planning Meeting
- U. Thursday, February 22 – Middle School Conferences
- V. Friday, February 23 – No School, Conference Conversion Day
- W. Monday, February 26 – GBAPS School Board Meeting at 6pm
- X. Tuesday, February 27 – Middle School Conferences
- Y. Tuesday, February 27 – Membership Committee Meeting at 4:30pm
- Z. Wednesday, February 28 – Benefit Advisory Committee Meeting
- AA. Thursday, February 29 - 4K, Elementary, High School Conferences
- BB. Thursday, February 29 – Payday
- CC. Thursday, February 29 – ESP Committee Meeting at 4:30pm

## **XI. ADJOURNMENT @ 5:37PM**

First: Tracy VandeWalle, West

Second: Elizabeth Kust, NEW

Motion Carried