

**MINUTES
GREEN BAY EDUCATION ASSOCIATION
REPRESENTATIVE ASSEMBLY
May 6, 2024**

Present

Beth	Boche
Brigitte	Granger
Jamie	Komorowski
Shana	Espinosa
Simmi	Mosier
Russel	Beckman
Kelly	Hohman
Lucas	Mandich
Mary	Sievwright
Abby	Linnane
Rachael	Poppe
Alyssa	Brown
Ellen	Diny
Gretchen	Kubeny
Sandy	Lewis
Tracy	Dart
Katrina	Foley
Lori	Cathey
Joni	Gegare
Abie	Vang
Ali	VandeBerg
Barb	Borre

Blair	Swiekatowski
Carlos	Zúñiga
Brent	Bergstrom
David	Harswick
E-Ben	Grisby
Emilie	Heil
Jessica	Bodart
Jessica	Schweiner
KoBao	Kong
Tracy	VandeWalle
Julie	Srenaski
Shawna	Johnson
Sierra	Miller
Tammy	Vaness
Maggie	Hurrish
Kristal	Delbecchi
Christina	Fengler
Staci	Perry
Kathy	Stilp
Ginger	Snyder-VanElls
Marta	Maciolek
Elizabeth	Kust

Jessica	Bernard
Sara	Born
Kay	Huxford
Margarette	Allen
Shaun	Yonts
Thomas	Crehore
Deanna	Koelpien
Mark	DeMuth
Trisha	Lusso
Audrey	Vandeyacht
Christina	Stefenhagen
Jennifer	Johnson
Maryellen	Merck
Jill	King
Kelly	Mottl
Mary	Gerczak
Allison	Dezurik-Otto
Anders	Saulic
Elona	Winslow
William	Hinz

Absent

Megan	Willis
Jessica	Lepak
Michele	Rinn
Victor	Rodarte
Carla	Halvorson
Trish	Berg
Brenda	Gosden

Jessica	Dembosky-Galarneau
Lisa	Lokken
Michelle	La Plante
Marie	Miller
Julie	Ollmann
Sarah	Ritchie
Shane	McDonough

Will	Garay
Eric	Rintmaki
Heather	Seaborn
Lorna	Jensen
Marie	Ayotte
Andrea	Huggett
Molly	Aylward

Amy	Bahena-Ettner
Janelle	Steinich
Danette	VandeHei
Emily	Rosenfeldt
Ann	Mathu
David	Calloway
Erika	Fiestedt
Nancy	Heezen
Betty	Krcma
Dick	Feldhausen
Joannie	Swigert
Mark	Strohschein
Pat	Salo
Jolee	Zehren
Jennifer	Poley
Erin	LeGrave
Rachel	Werley
Jenna	Mixer
Laura	VanKirk
Stefanie	Delfosse
Bryan	Selner
Kathi	Swanson
Amy	Anderson

Janet	Vraney
Sue	Soleski
Julie	Greguske
Clint	Dederich
Dana	Roffers
Joe	McCabe
Sarah	Oberneder
Jennifer	Schinker
DeAnne	Keyser
Abby	Seroogy
Heidi	Herrala
Tracy	LeNoble
Rebecca	Knudson
Brittany	Bartel
Kim	Meader
Megan	Sweeney
Skye	Bennett
Tim	Gallert
Andy	Tolksdorf
Emily	VanNuland
Nick	Olson
Sandy	McNally
Jaimi	Robillard

Kenz	Mevis
Brenda	Johnson
Laura	Staloch
Lori	Gordon
Mary	Wood
Stephanie	Schlict
Maggie	Brecklin
Teresa	Terzich
Tami	Schick
Marisol	Evans
Shobi	Samuel
Steve	Bader
Christine	Jahnke
Connie	Vang
Kathleen	Ryan-Harpt
Salem	Prince
Michelle	VanLieshout
Annie	Selk
Jeff	Gumz
Stephanie	Bielen
Byron	Depres-Berry
David	Rodriguez
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 – April 1, 2024

First: Lori Cathey, Edison **Second:** Mark De Muth, Red Smith **Motion Carried**

V. ASSOCIATION REPRESENTATIVE ADDITIONS TO AGENDA WITH FLEXIBILITY

(Including Building Problems)

First: E-Ben Grisby, West **Second:** Beth Boche, Aldo **Motion Carried**

VI. REPORTS

A. President's Report

a. Winter Organizing/Early Enrollment

i. We surpassed our goal of 20 new members, totaling 1305 members across our district!!!

- ii. Early Enrollment is on the “join in” link on the GBEA website. Just meet with one person and we could continue to increase our membership.
 - b. Summer Organizing
 - i. Applications are out for Summer Organizing and for Battleground Summer.
 - ii. Emilie Heil will serve as the head of Summer Organizers. Deadline is 5/15/24.
 - iii. Battleground Summer is done via WEAC.
 - iv. We need 3 summer organizers!
 - c. Day of Action—5/7/24—Wear you GBEA apparel!!!
 - d. GBEA Retirement and Awards Banquet
 - i. We will be having our banquet on 5/23/24 at the Woods!
 - e. Family ReUnion
 - i. This Event will be held at Bay Beach on 8/11/24.
 - f. Paraprofessional Mentoring Program
 - i. NEA and GBEA have done a 50/50 plan to retain the Paraprofessional Mentoring Program.
 - g. Local President Training
 - i. President Bergstrom will be training future local presidents throughout our state and nation.
 - h. Transportation Ad-Hoc
 - i. Contact Pres. Bergstrom if you are interested to serve on the Transportation Ad-Hoc Committee.
 - i. New Educator Orientation
 - i. NEO will convene on 8/13/24 from 11am-1pm. Location: Edison MS
 - j. GBEA Committees
 - i. We would like members to join GBEA Committees for the 2024-2025 school year.
 - k. Bargaining Units Update
 - i. We are looking at having SLA (Student Learning Assistants) and First Nations Specialists (Title VI) included in our ESP unit. Props given to the school district and school board for being in favor of the inclusion of both bargaining units to the GBEA.
 - l. Summer Leadership Academy
 - i. We have 17 members who will attend the Summer Leadership Academy, held at UW-Eau Claire, from 7/24-7/27/24.
- B. Executive Director's Report
 - a. Salary Schedule
 - i. A brief history was given on the salary schedule over the past 20 years, from a 100-step salary schedule and the QEO to a condensed salary schedule to help educators earn more at a faster rate.
 - ii. Having a salary schedule is important, especially to level the playing the economic field, with transparency and equity in mind. Most districts across our state don't have one, since Act 10.
 - iii. Steps are a placement and we're open to all ideas.
 - b. 24-25 or 25-26 Benefits/Annual PCP Visit
 - i. New change toward the 5% insurance rate decrease (from 17% to 12%): A physical with your PCP (Primary Care Physician) is replacing the blood draw for the PHA, beginning on 5/1/24 and continuing until 4/30/25.
 - ii. There are recent staff changes in HR. Contact Exec. Dir. Harswick if you have any questions.
 - iii. There was a brief question and answer had regarding the topic, including following up with members with clarification.
 - c. Student Behaviors
 - i. This is an issue with huge ramifications across with our district. Some of these issues are national, not only local/regional.
 - ii. Bring up this issue at the WEAC RA, NEA RA, Summer Leadership Academy, and other events.

- iii. There are no clear answers, but we need partnerships that include parents as well. The conversations will need to persist by us as members.
 - iv. GBEA will continue to press upon the issue of student behavior.
- C. WEA Member Benefits
 - i. (Steve B.) spoke on setting up a 403(b) for members and Roth IRA for family members.
- D. PAC Report
 - i. Please scan the QR code for delegates for the NEA RA.
- E. Internal Communications Report
 - i. There is no report.
- F. Social Affairs Report
 - i. Last event was at the DePere Cinema. There was a small turnout, but it was fun and even a member reached back to Brent.
- G. ESP Report
 - i. Scan the QR code for the NEA ESP Bill of Rights.
 - ii. Please contact any interested ESPs who would be interested in joining the ESP Committee.
- H. Membership Report
 - i. There is cake! Summer Organizers will contact members from schools with declining numbers.
- I. Professional Learning Report
 - i. There is no report.
- J. Justice & Equity Report
 - i. The BIPOC Listening Session was cancelled and a survey will be sent out to see what could be done to better assist in the 2024-2025 school year.
- K. GBEA – Retired
 - i. There is no report.

VII. TREASURER'S REPORT

VIII. UNFINISHED BUSINESS

- A. GBEA 24-25 Budget
 - a. Modification: Motion to increase the PAC dues from \$5 to \$15 per year, beginning in the 2024-2025 school year.

First: Jessica Bodart, DOB **Second:** Emilie Heil, Aldo **Motion Carried**

IX. NEW BUSINESS

- A. WEAC Affiliation
 - a. Motion to continue GBEA's affiliation with WEAC.

First: Abie Vang, Washington **Second:** KoBao Kong, East **Motion Carried**
- B. 10 Minute Meetings (take-aways)
 - a. Salary Schedule
 - b. Benefits and PCP visits
 - c. Committee Support/Engagement

X. ANNOUNCEMENTS

- A. Tuesday, May 7 – DAY OF ACTION
- B. ~~Wednesday, May 8 – BIPOC Listening Session at 4:30pm~~
- C. Thursday, May 9 – GBEA Social Affairs Committee at 4:15pm
- D. Friday, May 10 – No School/Weather Make-Up Day
- E. Monday, May 13 – GBAPS School Board Meeting at 5pm
- F. Tuesday, May 14 – GBEA Executive Board Meeting at 5pm
- G. Thursday, May 16 – Internal Communications Meeting at 4:15pm
- H. Monday, May 20 – GBAPS School Board Meeting at 6pm
- I. Monday, May 21 – Membership Committee Meeting at 4:30pm

- J. Thursday, May 23 – GBEA Retirement and Awards Banquet at 5pm
- K. Friday, May 24 – No School for Students, PD/Workday
- L. Monday, May 27 – Memorial Day, No School
- M. Tuesday, May 28 – GBEA Executive Board Meeting at 5pm
- N. Thursday, May 30 – ESP Committee Meeting at 4:30pm
- O. Friday, May 31 – Last Day for Seniors, Payday

XI. ADJOURNMENT @ 5:31PM

First: Emilie Heil, Aldo

Second: Mark DeMuth, Red Smith

Motion Carried