

REA Minutes May 14, 2013

1. Call to Order: 4:11
2. Approval of last month's minutes and agenda
3. Good Things: Alice in Wonderland this weekend
4. Discussion of reports
 - a. MEA: Edues training is on May 28. Latest court ruling bans school districts from deducting dues
 - b. KCEA: see attached report
 - c. Bargaining: see attached report
 - d. Grievance: nothing to report
 - e. Treasurer: see attached report
5. Old Business
 - a. Membership drive: almost all buildings made 100%, just a few undecided. This really helps with planning for next year.
 - b. KCEA Congress: May 22 is last meeting for the year.
 - c. Bargaining Committee/Negotiation: We hope to begin negotiating soon, had presentation on insurance last week. Districts are required by law to get bids on benefits. Priority Health refused to bid saying they couldn't be competitive. Health insurance may cost district \$400,000 more even with us paying a higher percentage. One percent raise in our salaries cost about \$345,000.
 - d. Building binders: building reps keep them up to day please.
 - e. Newspaper articles: We will plan for more next year and will reevaluate our motions in the fall. We paid out for 3 of the total 7 articles we proposed.
 - f. Parity in evaluations: has been discussed with Doug VanderJagt. The evaluation document will be revised and improved along with retraining of principals. The biggest issues were scheduling requirements, length of time before any followup occurred, the length of actual observation and requirements made by principal prior to the observation. Part of the state law allows teachers to move to an every-other-year plan is they receive "highly effective" two years in a row, but we're not sure if that begins with last year's evaluation or this year's.
 - g. Domain V: Discovery Ed will not be part of this for middle school. There will be 10 tests per teacher for Domain V middle school teachers: first semester pre/post and 2nd pre/post.
 - h. Compensation for curricular work: encourage members to follow contract language, include \$22.50 per hour in any estimate or proposal. Some teachers are given a comp day instead so individual teachers could choose how firm to be with comp days. Some discussion about different requirements and schedules for counselors and other non-teaching positions.

- i. Scholarship Committee: 10 students applied, 9 for the teacher scholarship and 1 for tech scholarship (although this student didn't fit the tech requirement). Four teacher scholarships have been awarded but student have not been notified as of yet. We also need to clarify what constitutes "tech education".
- 6. New Business
 - a. Payroll deduction of union dues: current court ruling bans district from using payroll system to deduct dues, although Rockford is willing to work with us. By law, district will be forbidden from deducting our dues. This ruling at the state level only concerns teachers. The law did not include any other group of unionized employees. There are two more courts where the issue can be debated.
 - b. Compensated REA work: Internal Audit Committee, PAC
 - 1. A motion was made by Lori Willett to establish an Internal Audit Committee, seconded by Linda Spencer. MEA does require oversight of the treasurer by having someone within the union and someone outside the union read through the treasurer's records. IAC will set the budget line item amounts. Members will be appointed by Suzy according to bylaws. Motion passed.
 - 2. A motion was made by Lori Willett, seconded by Sonia Andrews to have a PAC chairperson who will be compensated 1% of the money he/she can raise for PAC, up to a maximum of \$500. Our dues money can go to issues related to education, but it cannot go towards any individual candidates. PAC money can go towards candidates. Rockford had 19% participation last year which is quite low in the West Michigan area. This person would be responsible for motivating people, collecting contributions and sending them in. This chairperson could still offer incentives like personal days. Motion passed.
 - c. Officer compensation: structuring the president release time differently will be discussed at the June meeting.
 - d. Items for Jamie, Doug on Thursday: none mentioned
- 7. Other: merit pay question arose after adjournment: it is still coming although we don't know when. Last year's \$50 is coming any time and this year's merit pay is supposed to come in June. Stay tuned.
- 8. Adjournment: Motion made by Linda Spencer to adjourn at 4:40, seconded by Sonia Andrews.

Attending: Linda Spencer, Barb Paskiewicz, Karen Bell, Stacey Heiss, Kim Andrews, D'Anne Ibarra, Suzy Clements, Lori Willett, Carol Sorenson, Kathy Earle, Paula Kinsey, Christi Stull, Denise Visger, Paul Papes, Sonia Andrews, Kim Blunt.

Respectfully submitted,

D'Anne Ibarra

REA Secretary