

Classified Employees' Association
Executive Board and Building Rep Meeting
December 7, 2015

E Board present: President Karen Salisbury, Chris Sawyer, Lynn Nordland, Kim Roskam, Vicky Hill, Isaac Menashe, Earl Almdale, Terri Rice, Ernie Kirby
NEA-AK Uniserv Director Dave Theriault
Excused: Mary Parrish and Linda Ferris

Ernie made a motion to accept the agenda with flexibility, 2nd by Lynn, passed.

Two guests tonight. Two candidates running for NEA Director. First one is via phone, Tammy Smith, she will speak then questions. Second candidate is Richard Lum from Anchorage.

Tammy Smith – communications person with state of Alaska. Started as an ESP, then also a teacher in elementary school, along with local president for 4 years.

November 9 E Board Meeting was cancelled due to early release. November 11 E Board met via phone. Lynn Nordland made a motion to accept the minutes as written. 2nd by Ernie. Discussion: Terri Rice was in attendance, added her name to members present. Motion passes.

Update:

ESP celebration week. Over 30 people delivered appreciation gifts. Big success, reached over 500 members personally.

School Board recognized seven ESP's at Nov. 11 meeting. Kaki Rusell, Taig Hoeger, Teresa Seaman, Denise Heimel, Kevin Luce, Joanne Cassidy, Sallie Burbank. Nominated by supervisors for exemplary service.

ESP Conference nominations. Seven members nominated – William Crume, Eric Hoyt, Theresa Media, Raetta Nolther, Terri Rice, Kim Roskam, and Penny Wingo. Nominations have been forwarded to NEA-Alaska. CEA E Board will choose two of the nominations to attend.

Local Plan date change, due to timeline NEA-Alaska has set ESP conference attendees not announced yet.

APOC: As new president Karen had to register. Received email stating she was late filing. \$500 per day late fee. Karen called and wrote letter stating why she was late, waived fee to \$100.

Service recognition program. \$150 per year of service, if they give at least 90 days notice to retire, is in our negotiated agreement. PRS Newsbreak, has information regarding HB211 which, if passed, provides retirement incentive program.

Richard Lum, candidate for NEA Director. Music teacher in Eagle River.

NEA-Alaska Candidate Forum. President position is open for NEA-AK. Tim Walters and Karen Salisbury are interested in hosting a candidate forum in January. Tim Parker and Andy Holleman are running for president. Looking at January 7 as the date for the forum. Earl will help with arranging this.

E Board Seats are open: VP, Treasurer, Members and large (3 seats). January 8 is deadline for bios to be received. Let Karen Salisbury know if you are interested in running.

Calendar changes: School board is considering adding a PD day before the single parent conference days in October and February so some schools could have two conference days if needed, or one PD day and one conference day for 2016/2017 and 2017/2018 calendars.

Committee Needs: Need members to serve on Sunshine, Bargaining Team (Earl interested in chairing), Public Relations committee Membership committee (membership involvement events), Public Relations committee (what our association is doing, do PR work, write an article), Policy committee (new committee to look at language for policy changes) Terri and Earl interested.

New NEA Associate Staff: Malina Colon, as of today, will be working out of Anchorage office. Kate Thoden, temp, is CEA front office.

Committee Reports:

Rights: Dress Code-unfair labor practice complaint filed. Being investigated, should be completed soon. Fair Day-level 2 hearing last week with District, waiting to hear on decision. Veterans Day-District believes matter is closed, CEA does not. Looking for documentation of timeline discussions.

Sunshine: Would like a committee. Mary Parrish is the chair and Christie Wilbur will be on the committee.

Sick Leave Bank: As of Nov. 13, ,6031 hours.

Membership: 927 members

Help Fund: Terri Rice, new chair. One request for funds.

Board of Directors: Ernie, Move on the Agenda to add Executive Session.

ESP Average Annual Salary for NEA-Alaska dues calculation. A proposal will be brought to Delegate Assembly to change the calculation formula for determining ESP dues, which is either 1% of ESP's average salary or 50% of the certified dues, whichever is less.

Seniority List is out to Admin. Secretary's.

School Closure Days memo was sent out.

Treasurer's Report: No report, treasurer absent.

Delegate Assembly: 26 people voted for delegates.

Lynn made a motion to give President Karen the authority to select alternates to Delegate Assembly in the event of a tie. Ernie made an amendment to the motion to give Karen the latitude to send the maximum of 21 delegates. 2nd by Earl. Amendment passes. Voting on the motion- To give Karen the latitude to send the maximum of 21 delegates. Motion passes.

Memorandum of Agreement for IT premium pay. Updated list of applicable certifications. Ernie made a motion to accept the MOA. 2nd by Terri. Passed.

To not have MOA's need to make a policy change.

Good of the Order:

Karen will leave state Thursday back to work on January 4th.

Is anyone going to contact someone other than Rhonda at Health Trust for members with FTE change? Do we need to investigate this further?

Motion by Earl to move into Executive Session at 7:33pm, 2nd by Isaac, passed.

Motion to move out of Exec Session made by Earl, 2nd by Lynn. Motion passed.

Terri made a motion to give Karen authorization to approach the HR Director with a one year contract extension proposal of a \$1,000 bonus, 1% salary increase, and \$30 for health insurance premium increase. Lynn 2nd. Passed.

Isaac made a motion to adjourn at 8:05PM, 2nd by Earl, passed.