

General Membership Meeting Minutes November 17, 2022

Meeting called to order at 5:31 PM by President Rick Morgan.

Introductions -

Members attending In-Person:

Rick Morgan

Arin Tarphe

Toni Hunter

Laurie Guthrie

Chad Swarthout

Sherie LaRue

Mary Swisher

Pam Bingham

Amanda Johnson

Members in attending on-line:

Karen Salisbury

Isaac Menashe

Jessica Minguez

Cheryl Nichols

Mandy Swarthout

Charlie Weaver

Ginny Allen

Rick gave a Shout Out to Toni for working really hard this week for ESP week.

We have 2 Guest Speakers tonight : Joshua Yeh - MSEA and MSCEA

Bargaining Coordinator and Teresa Muench - NEA Member Benefits.

Approve Agenda W/Flexibility:

Amanda motioned to approve

Chad - 2nd the motion.

President Update:

Why I am a Union Member - Rick, Amanda, Sherie, Laurie, Mary, Toni and Chad all spoke about their experiences and why they became active Union members.

#RedforEd CEA shirts are in and on Sale - Toni and Tracy, CEA President's wife, modeled the shirts.

Bargaining Update - Teachers had their mediation with the District on 11/16/22.

They are at an impasse over healthcare.

Delegate Assembly Jan 19th - 21st - 17 members are going. Later than normal this year.

Teresa Muench, NEA Member Benefits - Gave a PowerPoint Presentation, Making Member's Lives Better. Website is www.neamb.com/start. Get registered.

Top 5 Benefits and Discounts:

Everyday Savings - Exclusive deals

Travel - deals on car rentals, hotels, airfare, resorts and cruises

Banking & Lending - Investments, Personal loans, Student loans & Credit Cards

Insurance - Auto, Home and Life

Retirement - Self-Guided planning or Partner with a professional

Action Items:

Joshua Yeh, MSEA and MSCEA Bargaining Coordinator. Introduced himself and let us know that he is available to help.

Sick Leave Bank Guideline Changes - Executive Board Guideline #05: Sick Leave Bank handout. Chad presented. Changes are housekeeping and for clarification. Sick Leave Bank is valid for FY not CY. Members need to submit for sick leave within 2 weeks of use not months later. Bereavement is a new reason for using the sick leave bank.

The President has called for a vote on the sick leave bank changes - 12 In Favor and 1 opposed. Sick Leave Bank Guideline changes - pass.

Chad has a Point of Order - The Guideline #05 needs to be updated and passed onto District personnel.

By-Law/Constitution Changes - A By-Law and Constitution Proposed Changes September 22,2022 handout available at the meeting. Adding a new section to Article III, Section 1. To be eligible to vote, a member in continuous good standing will be 45 calendar days.

The President has called a vote: 13 In favor, No one opposed. Vote passes.

Committee Reports:

Sunshine Committee - Amanda reporting. Being the "Ray of Sunshine" for several members who have recently lost family members. If you know of anyone that needs a pick-me up, reach out to the committee.

Rights Committee - Rick reporting. Sherry was unavailable. They have been very busy. A lot of craziness going on in the buildings. There have been some classified employee terminations.

Health Insurance - Isaac presenting. We still have healthcare insurance.

Sick Leave Bank - Chad reporting. 4,500 hours in the sick leave bank. Steady requests. Doing pretty good the 2nd half of the year is where leave gets drained and more requests come in.

Orientations/Mixers - Toni reporting. Planning a community based Christmas Open House Celebration. Cookies, making ornaments, photos. Date - TBA. Need member volunteers to help. Need Christmas decorations for the tree. The holiday season is especially hard on our employees this year. Many can't afford holiday meals. Keep an ear out for CEA employees in need.

Membership - Mandy reporting. We've gained a new member. Toni has recruited 2 new possible members from Glacier View Elementary while she was busy delivering ESP Appreciation notes and raffle tickets. Toni and Rick visited all the schools this week for ESP week.

Help Fund - Sherie reporting. No new applications. Remind your members that there is a help fund.

PACE - Mandy reporting. 3 out of 4 candidates that won recent elections were candidates that NEA supported.

Bargaining - Chad reporting. Went through mediation a month ago. District wants more information from PEHT. District doesn't see a path forward with us on PEHT. CEA can't see a path forward on Premera. The Bargaining Committee has a Zoom meeting tomorrow, 11/18/22 @ 4:30 PM to discuss a way forward. District doesn't know how to ask for the information they want.

By-Laws/Constitution - Karen reporting. By-Law change passed!

Board of Directors - Chad reporting. NEA Board met and authorized an emergency rapid release fund, up to \$20,000, to the Association, recently affected by Typhoon Merbok, to get back up and running. These funds aren't for individual members it's for the local Association to purchase supplies and equipment so they can assist their local members.

Treasurer's Report :

Karen has agreed to take over the duties of the Treasurer until a new member steps-in. Rick has suggested a by-law change to add in a stipend to recruit a new treasurer. More information is needed to see if this is even a possibility or if the budget can support a stipend.

Rick mentioned that we have lost 10 members so far this year just through retirement and attrition. That is a loss of dues we receive.

Old Business:

None

New Business:

RA Applications will be going out. This year it is in Orlando, FL. Will need Bio's.
ESP Conference - March 24th thru 26th, 2023.

Delegate Assembly Team Meeting via Zoom on Dec. 15th. Rick is hoping to get everything for DA, including hotel rooms, direct pay to the CEA credit card. No member should have to use their own credit card.

Executive Board Elections are coming up. President, Vice -Treasurer (Karen is retiring at the end of this school year), Secretary, and 3 Member at Large positions will be posted on Facebook and the CEA website. Nominations will be posted on Jan. 10th. Voting will be in February.

Good of the Order/Member Comments:

None

Adjourn:

Motion to adjourn by Sherie.

Toni 2nd.

Adjourned at 7:12 PM.