

Spring Lake Park Teachers United Executive Committee Meeting

September 18, 2024 - 4:30 PM

In-Person

Present

Scott Smith, President

Kelsey Cassidy, Secretary

Kari Walton, Treasurer

Jamie Ramirez, High School Rep

Jessica Frank, NP REP

Whitney Worwa, CV Rep

Stephanie Sandvik, EC/ABE Rep

Doug Cox, WW 5-6 Rep

Erin Azer, EdMN Rep (guest)

Andrew Walsh, Membership Chair

Samantha Waibel, WC Rep

Kristine Powell, WW 7-8 Rep

Doug Cox, WW 5-6 Rep

Blair Hanson, Member Rights

Marge Zobitz, Members Rights

Absent

Treasurer's Report: Kari Walton

Total dues per member currently are \$885.36. The price per paycheck is \$55.34. State and national dues increased. This increase amounts to \$0.56 per paycheck. Discussion about changing the budget to reflect more contemporary desires of the local.

Membership Report: Andy Walsh

There are approximately 70 potential SLPTU members. 34 are new hires. The district is still hiring teachers to fill current vacancies. Last year, the district employed 447 teachers. Only 19 of them were part-time. Of these 19, 16 were members of SLPTU. Last year, SLPTU collected a total of \$24,000 in membership dues.

President's Report: Scott Smith

Read Act MOU: SLPTU continues to negotiate with the district to finalize an MOU that defines the compensation for completing Read Act training.

One Time Payments: Both Schedule B one-time payments will be paid on 11/15.

403(b): Initial enrollment and changes in contributions to the 403(b) plan can still be completed. Members should contact the district's Business Services to complete their salary reduction forms.

Updated Schedule C posted on SLPTU website. The update includes a 2% increase for all listed stipends in the 2024-25 school year.

Education Minnesota:

EdMN Collective Bargaining Conference is January 24/25.

Education Minnesota has a goal to provide a state-wide health insurance option made up of teachers. EdMN is hosting an informational meeting in Nov. about health insurance for local union leadership.

Building Reports

EC/ABE - Down two teachers, so SpEd teachers have been covering. The SpEd teachers are not getting the hourly sub pay for that.

CV - More meetings will be added to teachers' calendars, and the calendars need to be shared with the admin.

NP - Feelings of micromanagement during PLC.

PT - No report at this time.

WCSI - No concerns at this time.

WW 5-6 - No concerns at this time.

WW 7-8 - No concerns at this time.

WW 5-6 - No concerns at this time.

HS - 10 afternoons and evenings are required for parent contact and communication this year. Many staff members at the high school have raised concerns about Competency grading. Survey in early November on Staff Efficacy.

SLPTU BUSINESS:

Registered Apprenticeship Program for Teaching (RAP4T) - Ann Enstad from the DSC came to report on a new program from St. Thomas. SLP is currently in the design phase of what this could look like. This program is aimed at people who hold an Associates degree and/or are employed as a para and aspire to be teachers. This would be a two year program. The apprentice would be hired by the district. They would work with a "Journey worker" who is an established teacher to help guide the apprentices. This program would be funded partially through grants as well as the district. As this is in the design phase, right now, this is K-6 general education apprenticeship.

Executive Committee Meetings - October 23rd is the next Executive Committee meeting. The meeting will be in person and take place at Westwood Middle School.

Health Committee - The SLPTU Executive Committee appointed Sam Waibel to fill the empty seat on the district health committee. Sam is already involved with an Education Minnesota health insurance group.

Member Rights Advocate Recruitment - We have an opening for a Member Rights Advocate. Member Rights Advocates work directly with union members to help address their concerns

and enforce the contract. There is EdMN training that accompanies this role. The role has a paid stipend of \$599.

GOTV Update- Matt Meier is the Get Out the Vote lead. He spent time last spring recruiting Worksite Action Leader (WALS) and attending training. Each building WAL will plan events for their building this fall and engage with members about voting in their districts.

OFS Grant Application- SLPTU will plan again to apply for an OFS Grant from EdMN. There is an EdMN OFS Assessment Mtg. 10/7 4:00-5:30. Executive Committee members will form a grant committee to determine the amount of grant funding we will request.

Budget Adjustments - Executive Committee members are considering altering our current budget to allow for future allocations that could be used for additional and ongoing SLPTU events.

Date for Spring Social - TBD

Fall Membership Meeting - The Executive Committee is considering hosting this meeting as an in-person event. Planning is in the early stages.

10 Minute Meeting Building Schedules - Possible Agenda items: 403(b) increase – each member can increase or decrease at any time during the school year. One-time Payments (Nov. 15), sick leave banks on Frontline, and VEBA contributions.

New Membership Drive - Building Representatives are working to make connections with potential new members in their respective buildings. Ongoing membership recruitment will continue through the first few months of the school year.

Negotiations Updates - Open nominations for the committee will take place in late November followed by a vote in early December. CBOC conference is 1/24-1/25.

Wearing SLPTU Gear - Potentially a building decision. Building reps will discuss this topic with members during their 10 minute meetings.

Upcoming Dates

Meeting adjourned at 6:11PM.

Kelsey Cassidy, Secretary