



MSEA

Minnesota School Employees Association

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MSEA BOARD OF DIRECTORS' MEETING

MSEA Office

Saint Paul, MN

September 16, 2017

Board Present: President Amy Woodford, Vice President Laurie Larsen, Treasurer Sue Fresonke, Director Wendy Derhaag, Director Patrick Griffiths, Director Tammy Gill, Director Rebekah Gaiovnik, and Director Jens Hansen.

Excused Board: Director Linda Jones

Staff Present: Executive Director Deanne Glynn and Administrative Assistant Elizabeth Pretzel

President Amy Woodford called the meeting to order at 9:21 AM. The Board recited the Pledge of Allegiance.

Motion: Director Jens Hansen made a motion and Director Wendy Derhaag seconded to approve the September 2017 Board meeting agenda with amendments. **Motion Carried Unanimously.**

Motion: Director Jens Hansen made a motion and Vice President Laurie Larsen seconded to approve the July 2017 Board meeting minutes. **Motion Carried Unanimously.**

Motion: Director Patrick Griffiths made a motion and Director Rebekah Gaiovnik seconded to approve the August 2017 special Board meeting minutes. **Motion Carried Unanimously.**

Motion: Vice President Laurie Larsen made a motion and Director Jens Hansen seconded to approve the 2017 Delegate Assembly Minutes with amendments. **Motion Carried Unanimously.**

Executive Director Report: Executive Director Deanne Glynn reported on the day to day functions of MSEA along with “Back to School” visits and meetings occurring in units.

MSEA Strategic Plan Report:

Technology: UnionWare is continuing to be implemented in stages, with MemberLink training occurring at CORE Trainings and implementation of the program mid October. More user-friendly software has been purchased for office staff to use in member correspondence, newsletters, pamphlets, and flyers.

Membership: Membership is currently down as terminations, retirements, and new hires are slowly coming in from school districts. As usual we should see the numbers continually change until November.

Training: Preparations are in full swing for the Southern and Northern CORE Trainings. The theme of “Bring Someone New” is reflecting a positive change in the number of members registering to attend.

Public Recognition and Branding: Back to school items were a hit at unit meetings and members were appreciative of receiving them. The hope is that the items are used in the workplace to make MSEA more visible. We would like to thank all the units that invited MSEA to attend their meetings.

Member Empowerment: Strong encouragement is being made from MSEA Board of Directors and Staff for members to have a VOICE in their districts and attend MSEA functions to become stronger members and units.

Legislative: Continued work with PSUA and NCCESEU are taking place with the emphasis on Janus vs AFSCME case that will change unions across the country. A presentation on this case is being prepared for CORE Trainings and will be offered to individual units.

Organizing: Preprinted applications are being sent to all leadership for new hires at the first of the month and Fair Share Fee Payer preprinted applications can be requested at anytime, this process is proving to be very successful. Metro Coalition is in the beginning stages of being resurrected with its’ main emphasis on internal organizing.

Field Services Report and Tentative Agreements:

Austin Food Service: 2 year total of \$69,307.00, 9.02%. Salary increase of \$.55 year 1 and \$.50 year 2. Unit did reduce sick leave days from 15 to a year to 12 a year, but did not get money in settlement for this to happen, plus members did get one more paid holiday (Memorial Day) to make this happen. Filling in for other positions will now be based on seniority, when it wasn’t done this way previously and language for this part in general has been cleaned up. Members now have a choice to be a part of the “Opt In Program” which allows members to fill in for head cook positions in other buildings in the district if no one in that building wants that position. Members who participate in this program have a better chance to move up to head cook positions for future openings.

Austin Paras: 2 year total of \$215,000, roughly about 17.2% increase. Year 1 salary breakdown: 1 year experience an increase of \$.75; 2 years to 6 years experience of \$.70; 7 or more years \$.50 an hour. Year 2, all employees received \$.50 an hour. Starting salary in two years goes from \$11.31 to \$12.75, a \$.94 increase. Unit membership will also be working all day on district wide early release days when not paid previously. This will be staff development time, which costs roughly \$30,000. A small gain, but a gain nonetheless, instead of being paid for 3 hours on school closings prior to 7:30am, employees will receive ½ day of pay. Use of 6 days or less and no unpaid days used and no use of 3 personal days traded into district for

\$450.00; use of 6 days or less and no unpaid days used and one of 3 personal days traded into district for \$250.00; Use of 6 days or less and no unpaid days used and 2 of 3 personal days traded into district for \$100.00.

LaCrescent: 1.0% on salary year 1, 1.0% year 2. Year 2: All HQ paras receive an additional \$.10 an hour; 3 head custodians receive an additional \$.25 an hour; all secretaries moved to L1 pay grade. 2 year total of \$47,284.62, 2.19%.

Murray County Central: TA passed. \$.45 each year on wages, increase of footwear allowance to \$135 for custodians and food service employees, increase of \$100 on each step of 403B language & no change to the language regarding lunches for food service employees or day custodians – this was a huge issue for the district and membership was happy the language stayed as is. *Will go to the school board for a vote on 9.11.17

Bagley: Settled on \$.85 each year and added 1 personal day for employees year 1 through 9.

Grievance/Arbitration:

No grievances. The Cass Lake arbitration is moving forward and the arbitration set for December 19, 2017.

Operational Policy:

Worthington Paraprofessional OP was submitted to the Board for approval. **Motion:** Director, Patrick Griffiths motioned and Treasurer, Sue Fresonke seconded to approve the Worthington Paraprofessional Operating Policy. **Motion Carried Unanimously.**

Membership Report: 3,989 Members
2,656 Fair Share
6,645 Total

Financial Report: Debra L. Daberkow-Wright, RTRP reviewed the Statement of Financial Position and the Variance Reports from August 31, 2017. As of, August 31, 2017, the balance in checking is \$398,095.78 and the balance in the US Bank savings account is \$100,992.66 for a total in checking and savings of \$499,088.44. The current assets are \$857,111.23. Total combined assets are \$1,010,751.82 and net income for the period is \$123,601.01.

Income: Dues income for August 31, 2017 was \$-4613.21; total for fiscal year is \$1,792,397.83.

Expenses: Debra L. Daberkow-Wright, Financial Consultant reported on expenses, for August 31, 2017 was \$135,142.07. The expenses for the fiscal year were \$1,666,259.80.

Budget/Personnel Committee:

Financial statement was reviewed and all was found to be in order.

Membership update, although we are disappointed with the numbers it is not uncommon this time of year.

Deb Wright, Financial Manager and Deanne Glynn, Executive Director continue the process of looking for other financial institutions to allocate MSEA Savings.

Program Committee:

August Rally dates were discussed and set for August 7th and 8th of 2018.

Regional dates were assigned by the President.

Delegate Assembly 2018 update was given. Howard Lake/Waverly/Winstead will be hosting the banquet.

The committee brought forth corrections to the General Information/Governing Document Book.

Legislative Committee:

No Report.

Board Regional Reports:

Region 1 (Jones) – No Report.

Region 2 (Gill)- Director Tammy Gill reported that she sent an email out to leadership in her region introducing herself as their new Regional Director. She encouraged leadership and members to sign up for CORE Trainings. Tammy asked the leadership if they would prefer emails or phone calls for communication with her. She had no responses to her email so Tammy will be trying phone calls next month.

Region 3 (Larsen) – Vice President Laurie Larsen reported that she sent an email out to the leadership in her assigned region that she was again their regional director for the year. She stated that all Chief Stewards and Vice Stewards should have received the newsletter from Executive Director Deanne Glynn with changes to MSEA and other updates and to let Laurie know whether or not they had received it. Laurie thanked those that had attended August Rally and encouraging those that did not go to attend next year. Lastly, she reminded leadership that CORE Trainings are coming up and to promote the event to members.

Region 4 (Derhaag) – Director Wendy Derhaag reported that she sent an email out to the leadership in her region. She told them that there had been a change in region assignment for directors and that she was their new regional director. Wendy welcomed everyone back to a new school year and reminded them of the change in dates for the Southern CORE Training for this year. Lastly, Wendy encouraged them to sign up for the CORE Training as the date for the Southern CORE Training in Mankato is fast approaching.

Region 5 (Gaiovnik) – No Report.

Region 6 (Hansen) – Director Jens Hansen, made phone calls out to all the leadership in his region. He was able to get a hold of some of them and talked with them about upcoming CORE Trainings dates and to encourage them to attend.

Region 7 (Griffiths) – Director Patrick Griffiths sent an email out to leadership in his region. He asks that leadership reach out to new hires to get them signed up to be members of MSEA. Also Patrick asks that leadership work on converting fair share fee payers in their units to work towards 100% membership. Lastly, he wants leadership to spread the word about upcoming CORE Trainings and encourage members to attend.

Old Business:

No old business.

New Business:

Director Rebekah Gaiovnik presented to the Board of Directors her resignation as Board Director as of September 22, 2017. President Amy Woodford with great regret accepted Rebekah Gaiovnik's resignation as Board Director on September 22, 2017.

Motion: A motion to adjourn was made by Treasurer Sue Fresonke and was seconded by Director Wendy Derhaag. **Motion Carried Unanimously.** The meeting was adjourned at 9:58am.

Respectfully Submitted,
Elizabeth Pretzel
Administrative Assistant