

MSEA BOARD OF DIRECTORS' MEETING

MSEA Office
Saint Paul, MN
December 9, 2017

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

Staff Present: Executive Director Deanne Glynn and Communications Coordinator Becky Gaiovnik

President Amy Woodford called the meeting to order at 9:03AM. The Board recited the Pledge of Allegiance.

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

Motion: Director Sue Fresonke made a motion and Director Tammy Gill seconded to approve the October 2017 Board meeting minutes. **Motion Carried Unanimously.**

Executive Director Report: Executive Director Deanne Glynn reported on the day to day functions of MSEA

MSEA Strategic Plan Report:

Technology: Use of MemberLink has increased with the CORE Training presentations. The new web page is being created and we are unable to put the site, “under construction” as members need to have their log-in available to MemberLink.

Membership: With all school districts now reporting, membership has risen to 6900 members. Even with normal turnover, lay-offs and retirements, MSEA membership is predicted to rise above 7000 by the April Delegate Assembly.

Training: South and North CORE Trainings are completed and positive feedback by members has been conveyed. Dates and locations for the 2018 CORE Trainings are being considered. The offer to present trainings locally has been advertised in newsletters and social media for members to request.

Public Recognition and Branding: Sales of MSEA items at trainings grew this fall. Staff are encouraging negotiation teams to promote purchasing and wearing MSEA gear during contract campaigns.

Legislative: Janus vs. AFSCME opening brief filings have begun. NCCESU May meeting dates have been set.

Member Empowerment: MSEA Board of Directors and Staff continue to promote locals to request and receive training that would pertain to their members.

Organizing: MSEA member numbers continue to grow. Encouragement for Fair Share Fee Payers to convert to Members continue in the fight against the Right-To-Work threat. Tools such as pre-printed applications are continuing to be revised and are proving to be successful with leadership when they seek conversions in their locals.

Retirement Program: MSEA would like to expand the use of retirees to assist units with contract campaigns and organizing.

Field Services Report and Tentative Agreements:

- Saint Cloud:* A tentative agreement was reached with the district. Highlights are: 2 year contract, 2.25% wage increase year 1, 2% wage increase year 2, increased district contribution towards single and family medical insurance, 50% parking reimbursement for members who work at the St. Cloud State campus, 100% reimbursement for licensure renewal for RN's and LPN's.
- Cass Lake/Bena:* MSEA Proposed Dues Language, Drivers paid two additional hours on late start/early dismissal, emergency late start/early dismissal count toward overtime calculation, double time for non-school related events on Saturdays, additional \$1.00 per hour to be bus monitor, additional \$300 for negotiations team, \$50.00 per month each year toward health insurance, Wellness Incentive, 1 additional paid holiday for 12 month, 2 additional paid holidays less than 12 months, increased 403b match \$100 at each level, \$0.75 per hour increase year one, 2.75% wage increase year two.
- Sleepy Eye:* TA reached- \$1.00 each year on wages, 2 paid Holidays for 11-month employees, 403b match established, district contribution for 11-month employees towards premium, change to sick leave and personal leave (they will be separate now and PL will not be deducted from sick leave- continue with 2 PL days per year and reduce sick leave from 15 to 13) change in break language.
- Centennial Food Service:* The Food Service tentative agreement was unanimously ratified by the membership. It is at the school board for their approval. The settlement provided for two additional days off, the ability to take personal leave during winter or spring break, the district absorbing the full cost of the single employee premium for the high deductible plan. Additionally, restrictions on employees being able to receive premium differentials for higher level certification were eliminated allowing many employees to pick up an additional forty cents per hour. There were improvements in language

allowing employees to take time off to deal with sick family members. Food service workers are now eligible to participate in a sick leave bank to bridge gaps between accumulated sick leave and disability kicking in. Wage increases followed the teacher's pattern in a district with two consecutive failed operating levies.

Grievance/Arbitration:

The Cass Lake arbitration is moving forward and the arbitration set for December 19, 2017.

South Koochiching grievance dismissed.

Red Lake grievance started.

Rochester has had a lot of first level grievances that have been solved.

Operational Policy:

Centennial Paraprofessional OP was submitted to the Board for approval. **Motion:** Director, Jens Hansen motioned and Director, Wendy Derhaag seconded to approve the Centennial Paraprofessional Operating Policy. **Motion Carried Unanimously.**

Centennial Food Service OP was submitted to the Board for approval. **Motion:** Director, Patrick Griffiths motioned and Director, Jens Hansen seconded to approve the Centennial Food Service Operating Policy. **Motion Carried Unanimously.**

Centennial Clerical OP was submitted to the Board for approval. **Motion:** Director, Wendy Derhaag motioned and Director, Linda Jones seconded to approve the Centennial Clerical Operating Policy. **Motion Carried Unanimously.**

Edina OP was submitted to the Board for approval. **Motion:** Treasurer, Sue Fresonke motioned and Director, Tammy Gill seconded to approve the Edina Operating Policy. **Motion Carried Unanimously.**

Clearbrook/Gonvick OP was submitted to the Board for approval. **Motion:** Director, Linda Jones motioned and Vice President, Laurie Larsen seconded to approve the Clearbrook/Gonvick Operating Policy. **Motion Carried Unanimously.**

Membership Report:

4,228 Members
2,671 Fair Share
6,899 Total

Financial Report: Debra L. Daberkow-Wright, RTRP reviewed the Statement of Financial Position and the Variance Reports from November 30, 2017. As of November 30, 2017, the balance in US Bank checking is, \$213,861.88, Affinity Plus Savings \$200,000.55 and the balance in the US Bank savings account is \$101,016.81 for a total in checking and savings of \$514,879.24. The current assets are \$867,382.05. Total combined assets are \$1,015,873.65 and net income for the period is \$5067.14.

Income: Dues income for November 30, 2017 was \$236,123.44; total for fiscal year is \$429,557.48

Expenses: Debra L. Daberkow-Wright, Financial Consultant reported on expenses, for November 30, 2017 was \$162,427.13. The expenses for the fiscal year were \$424,642.23.

Budget/Personnel Committee:

The budget and financial statement was reviewed by the board. Deb Wright, Financial Manager went over the financial statement with the board, financially MSEA is stable and doing well. Darcy Rasmussen, Auditor, met with President, Amy Woodford, Treasurer, Sue Fresonke, and Executive Director, Deanne Glynn in November, the Audit results to be presented to the board in January or February. The Committee recommends taking out our investment with Charles Swab and search for another investment company. Discussion took place on replacing the 2009 Ford Taurus, Executive Director, Deanne Glynn will research car perimeters and discuss with Darcy on selling the car outright versus trading in the car.

Program Committee:

After review of the Northern Core Training Survey Monkey, it was determined that the training was a success. Office staff is researching venues and dates for the Northern and Southern Core Trainings for next year. MSEA store items would at the Northern Core Training totaled \$531.00

Delegate Assembly gift ideas were presented and a jacket was selected. The registration date for the Delegate Assembly is set to open on February 26, 2018. The Board discussed and approved moving the April Board Meeting to May 18th.

The 2018 RISE Award Recipient process was finalized. The Sue Ezell winner from the previous year will be the winner of the RISE Award the following year. It was agreed upon that a backup process would be put in place and the candidates would be ordered in first, second, third place, etc. to choose the next recipient in line if someone could not attend the ceremony in DC.

Resolution One for Delegate Assembly was submitted to the Board for approval. **Motion:** Program Committee motioned and Director, Tammy Gill seconded to approve resolution one. **Motion Carried Unanimously.**

Resolution Two for Delegate Assembly was submitted to the Board for approval. **Motion:** Program Committee motioned and Director, Linda Jones seconded to approve resolution two. **Motion Carried Unanimously.**

Resolution Three for Delegate Assembly was submitted to the Board for approval. **Motion:** Program Committee motioned and Director, Patrick Griffiths seconded to approve resolution three. **Motion Carried Unanimously.**

Resolution Four for Delegate Assembly was submitted to the Board for approval. **Motion:** Program Committee motioned and Director, Wendy Derhaag seconded to approve resolution four. **Motion Carried Unanimously.**

Resolution Five for Delegate Assembly was submitted to the Board for approval. **Motion:** Program Committee motioned and Treasurer, Sue Fresonke seconded to approve resolution five. **Motion Carried Unanimously.**

Offensive Conduct Language for the Prohibited Conduct Policy was submitted to the Board for approval. **Motion:** Program Committee motioned and Director, Linda Jones seconded to approve Offensive Conduct Language for the Prohibited Conduct Policy. **Motion Carried Unanimously.**

Legislative Committee: Committee chair, Linda Jones, will set up a Legislative Committee meeting for January 20th.

Board Regional Reports:

Region 1 (Jones) – Director Linda Jones called all leaders in Region 1 and sent emails to Region 1 leadership on November 11th and December 5th. Linda discussed and gave information on Regional meetings, strategic plan, web site, operating policies, branding items, trainings, getting new leadership information into the state office, ACCESS, and fair share conversions.

Region 2 (Sizenbach)- Lori sent out an email to all unit leaders in Region 2. Lori received 3 replies to email. Emailed contained information on Region 2 Spring Regionals at Sparkling Waters in Bemidji, MN on February 3rd @ 11:30 am. Email also contained information about registration and the MSEA website. Lori was able to make contact with Terri Knutson of Bagley & Dale Fuller of Lake of the Woods and left messages on all leaders voice mails available with information about Spring Regionals and to call back if there were any concerns.

Region 3 (Gill) – Tammy hoped they all had a great Thanksgiving. Tammy told them she was going to be a Grandma. Reminded them in shopping and traveling to check Access. She told them when Region 3 Regional is. Talked about that the Board had a meeting Nov. 17&18th on planning the strategic plain. She asked them to keep talking to the fair share people and new hires. Asked them to look at their operating policy. Asked them to notify the office of any leadership changes.

Region 4 (Derhaag) – Director Wendy Derhaag contacted leadership with reminders and an update from the Board of Directors. Save the date for regionals. Region 4 will have 2 dates for 2018 due to the size of the region. First being February 20th and the second one on February 21st.

The board met November 17th and 18th to work on the strategic plan and some resolutions. Continue to talk to Fairshare Fee Payers to get conversions. Lastly continue to check the MSEA website and Facebook page for information.

Region 5 (Larsen) – Vice President Larsen reported that she was unable to send out an email to her Regional leadership due to computer issues. She was however able to make call. Out of the 20 calls she was able to talk to 3. Juliann Mason from Anoka, Terry Graff from Eden Prairie and Chris Randell husband all said things were going well. Bob Cole from Shakopee ask for help in how to convert more members. Those who were not talked to Vice President Larsen left message stating she was heading down to St. Paul to please call or email her with any issues.

Region 6 (Hansen) – I made my phone calls and had decent luck getting ahold of the people. All of them said things were going good
Two of the groups are working on Negotiation One is having a Building Rep meeting next week

We talked about the regional meeting coming up the 16th of Jan and about the resolutions. Asked them to keep up with new hires and keep working on Conversions with the pending Court ruling coming up in the near future.

Region 7 (Griffiths) – Hello Leaders,

Most of us have moved on to our 2nd quarter of this school year- Hope the 1st one went well.

As always, please greet and recruit the great people who work with our kids and have them join MSEA.

Our Spring Regional is set for the 17th of Jan at 5:30pm at The Pizza Ranch in Austin. For those of you live near by, the room will be ready by 5:00pm. Important information will be shared at this meeting. Please invite newcomers to attend. Remember, as leaders, our job is to find our replacements.

If you or any of our members have questions or concerns please reply and MSEA will do all it can to help.

And again, convert people to member-status as much as possible if they happen to be fair-share.

Thank you- in unity- P.M.G.

P.S. Happy Thanksgiving to you and yours.

Old Business:

No old business.

New Business:

President Amy Woodford made the recommendation to the Board of Directors of Nancy Sanoski- Little Falls to fill a vacant seat on the Judicial Panel. **Motion:** President Amy Woodford made a motion and Director Tammy Gill seconded to appoint Nancy Sanoski to the Judicial Panel. **Motion Carried Unanimously.**

Motion: A motion to adjourn was made by Director Jens Hansen and was seconded by Director Wendy Derhaag. **Motion Carried Unanimously.** The meeting was adjourned at 9:47AM.

Respectfully Submitted,
Becky Gaiovnik
Communications Coordinator