

## REA Executive Board Meeting Minutes

Date: 8-6-20

Time: 1:00 PM

Place: Wherever you want to be via Zoom

Attendance: Present/Absent

Mary Jo McLaughlin, Miriam Hogley, Bradley Clark, Alex Castro-Wilson, Susan DuFresne, Julianna Dauble, Margaret Saelens, Susan Hoover, Maria Hernandez, Bridgett Kawachi, Yusuf Saadat

### AGENDA

- I. CALL TO ORDER
  - a. Meeting called to order at 12:50 PM
- II. ADOPTION OF THE AGENDA
  - a. Miriam moved; Brad seconded, to accept the agenda with flexibility.
  - b. Motion passes.
- III. Adoption of Minutes
  - a. Julianna moved; Susan H. & Susan D. seconded to approve the minutes from 6/29/20.
  - b. Motion passes
  - c. Miriam moved; Brad seconded to approve minutes from 7/21/20
  - d. Motion passes
- IV. Adoption of Budget
  - a. Budget was discussed and will be brought back at our next meeting.
- V. Adoption of tentative REA calendar of meetings and events
  - a. 1<sup>st</sup> Rep Council Meeting will be September 14<sup>th</sup>
  - b. Meetings will stay 1<sup>st</sup> Monday for Rep Council and 3<sup>rd</sup> Monday for Executive Board
  - c. First Executive Board Meeting will be set for September 21<sup>st</sup>
  - d. Elections for new building reps for open positions will be completed by September 30<sup>th</sup>.
  - e. Newly elected building reps will join for the 2<sup>nd</sup> Rep Council Meeting on October 5<sup>th</sup>.
  - f. Building Rep training will occur in October
    - i. Series of 1.5-hour trainings that can be attended by build reps
    - ii. Mary Jo will work with Mike on these trainings.
  - g. Building Reps Meeting time is 4:15 PM-6:45 PM (for Zoom Meeting times)
    - i. Once back to in-person meetings will return to 4:15-6:15 PM
  - h. Executive Board Meetings will be 4:05-6:30 PM
- VI. Adoption of governing documents
- VII. Committee charges- goal responsibilities- committee leadership input on priorities
  - a. C & B
    - i. Gone through the constitution fully once
    - ii. Weighed deeply into by-laws
    - iii. Preparing a model document from WEA to our own.
      1. Decided to do a side-by-side comparison.
    - iv. May take until Winter to have a draft prepared for review for the executive board to recommend to rep council for final approval.

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- v. This committee has been meeting all summer long.
- vi. Larger discussions that need to be had with the membership for some areas of the constitution.
- b. Social Justice/Equity & Grievance Committee
  - i. Susan moved; Susan H. seconded to populate the members of the Social Justice/Equity Committee and the Grievance committee to form their core team and to have them appointed at our next executive board meeting.
  - ii. Motion passes.
- c. ROC
  - i. Hosting a training on August 21<sup>st</sup>, 2020
  - ii. Modules train members on different component of REA along with organizing and other training opportunities.
  - iii. Miriam moved; Brad seconded to approve the agenda for the ROC training and will work with Mary Jo to best determine if they will replace the racism module with something else.
- VIII. Bargaining Report and exec board/member guidance for the bargaining team
  - a. No updates currently.
- IX. New Hire Orientations-Union's participation
  - a. August 24<sup>th</sup>- Q&A
  - b. New Teacher Orientation: August 20<sup>th</sup> & 21<sup>st</sup>
    - i. Plan it with Chad (WEA) for a 30-minute session to have with new RSD Employees
    - ii. Julianna is willing to share any resources about Unionism 101.
    - iii. Alex, Miriam, and Bridgett will help develop what this presentation and such.
- X. General Membership Meeting Planning
  - a. Susan Hoover, Alex Castro, Bridgett Kawachi stepped up to help plan the General Membership Meeting.
  - b. Suggestion: Create an outline for what the meeting will look like. Outline the process as mentioned by Susan D.
- XI. Exec board led listening session
  - a. Communication will be messaged out by Mary Jo soon for Exec Board members to help facilitate these sessions.
- XII. Two new committees for fall
  - a. Social Justice/Equity
  - b. Grievance
- XIII. ADJOURNMENT
  - a. Alex moved; Susan H. seconded to adjourn the meeting at 4:03 PM.
  - b. Motion passes