

Nebo Board Meeting

July 14, 2009

MINUTES

Present: Jim Griffin, Brad Shuler, Ron Firmage, Doug Lai, Suzie Makin, Denise Ray, Layne Moody, Karen Hanson, John Allan (Guest)

1. Wellness Program -- John Allan presented and encouraged participation in the Wellness Program. Wellness facts were reviewed. John stated that we can control the cost of insurance through wellness and that wellness can help with increasing the base salary. 70% of insurance costs are avoidable. Board members asked what can we do? 1) promote district wellness program 2) complete preventive screening challenge and receive a \$35 gift card. The district will give copies of Preventive Screening Challenge to Nebo Education Association to give to Reps, faculty, and will also put in district mailer. The Association will discuss the issues and give their recommendation.
2. UEA Leadership Discussion – Jim stated that there are good things in the state of Utah compared to others across the nation. Jim asked Board members to be involved and attend leadership conferences such as the NCUEA, Western Regional, UEA Leadership Academy, and NEA/RA. Nebo Education Association will pay for Board members to attend these conferences. Layne said that everyone should attend the NEA/RA once.
3. Introduce New Board Member – Karen Hanson teaches at Wilson Elementary and will serve as the newest Nebo Education Association Board member. She takes the place of Shelley Thomas. Jim has ordered visa credit cards to pay for Association items, food for Rep meetings, and necessities. He will give Karen one of these cards.
4. Stipends for Nebo Education Association Board Members – Last year stipends were raised for Area Reps but not Vice Presidents. Jim stated that Vice Presidents spend a lot of extra money for cell phone use, etc. Jim asked Board members to think about raising the stipends for Vice Presidents.
5. School Visits – The Board discussed having the Area Reps schedule time for schools visits within their areas at the Rep Training in August. Jim, Vice Presidents, and UniServ Directors would also plan to attend scheduled school visits. Before December 1st Jim would like all schools visited. In the August Rep Training breakouts would be given in areas to sign up each school for a school visit. Doug will make a master calendar for the August Rep Training. Talking points will be given for Area Reps as guidelines for the school visits. Denise will have the talking points typed up for the July 30th meeting.
6. Next Planning Meeting – The next planning meeting was scheduled for Thursday, July 30th, 6:00 p.m. at Salem Hills High. Planning for August 12th Rep Training will be done. It is important that all Nebo Education Association Board members attend.
7. Certified Employees Agreement – A rough draft of the most current Certified Employees Agreement was handed out to Nebo Education Association Board members. Jim asked all Board members to read through the book and look for anything that might be wrong. Jim

stated that he would like negotiations to start in late fall. Negotiations will not start in April again. Other handouts included salary schedules, evaluation standards 2009 Negotiated Agreements, and the 2009-10 school calendar. Ron stated that there are Nebo Education Association committees that are not active. If we are going to have committees then we must be involved and make sure committee members know expectations. Ron will get a list of people on Nebo Education Association Committees and bring the list to the July 30th meeting.

8. Balance of Accounting – Jim reported the current balances of Nebo Education Association accounts. One more payment is coming in this year in the amount of \$3,000. 82% of the budget has been spent to date.

\$14,593.22 – checking

\$120.11 – savings

\$24,060.25 – CD

9. Drawings – Denise recommended drawings be done at the new teacher luncheon for membership. All Board members agreed. Doug will get prizes/gifts for the drawings for the luncheon.
10. Communication – Doug asked Board members to encourage everyone to use the Web Site more. People go to meetings and members don't hear what has happened or decisions that have been made. Board members discussed giving each Rep a 3-ring binder, dividers at the Rep Training in August. Ideas included that we encourage Reps to summarize Rep meetings and put a half-sheet summary in member's boxes. Reps also need to know who their members are in their buildings.
11. Rep Directory Book – Board members asked if Bonneville UniServ would make a photo directory of all Reps. All Board members thought this would be great. Bonneville UniServ will bring the camera and take Rep's pictures at the training and put together a Directory for Nebo Education Association Reps. Pictures will be in black and white.
12. Benefits Fair -- The Benefits Fair is scheduled for Wednesday, August 26th, from 2:00 – 6:00 p.m. Bonneville UniServ will man the membership booth area between 2:00 – 4:00 p.m. Nebo Education Association Board members will man the membership booth area between 4:00 – 6:00 p.m. Allen Gurney has asked that Nebo Education Association donate two \$50 gift cards to the Fair for drawings. A motion was made that Nebo Education Association purchase two \$50 gift cards per Allen's request and \$100 gift for a new membership drawing at the fair. M: Denise Ray, S: Brad Shuler, motion passed. Additional discussion will be done at the July 30th meeting for gifts to be given for members who attend the fair and stop by the Nebo Education Association booth.
13. Other Assignments -- Ron will get a list of schools in each area and bring to the July 30th meeting. Bonneville UniServ will order the lunches and coordinate the bottled water for the Rep Training on August 12th.

Meeting adjourned at 7:00 p.m.