**TACOMA FEDERATION OF PARAEDUCATORS LOCAL 461**

**MINUTES OF MEETING OF GENERAL MEMBERSHIP**

**October 21, 2019**

Prior to the business meeting, school board candidates Lisa Keating and Kristopher Kerns met with our members.

**MEETING CALLED TO ORDER BY PRESIDENT GLORY TICHY AT 5:33 P.M.**

**Reading of Minutes**: **A MOTION WAS MADE AND** **SECONDED** that the minutes from September 16, 2019 meeting be approved as presented. **MOTION PASSED.**

**Dues/Budget Reports**: Vice President Kathy Unruh presented a budget report. She then presented a discussion on our current dues amounts with AFT and AFT WA, the fact that we have been paying incorrect amounts for those dues and the necessity to raise our dues to keep up with our expenses. Kathy pointed out that our 19% pay raise made a big difference and moved the majority of our members into a higher category of dues. We would like members to have a say in how to handle the impending dues increase and will offer a vote to members in the future. [Note – Member Diane Hollstrom announced that we had previously approved dues increases – a 1.0 percent in January 2019 followed by 1.5 percent and 1.8 percent. It has been determined that this statement is in error. Only the 1.0 percent was voted on.]

**New Business**:

* 990’s: President Glory Tichy reported that we are working to determine whether our IRS Form 990’s have been filed with the IRS in a timely manner.
* Request to Bargain – SEBB: We have asked the District to open our contract to change the language regarding Sound Partnership and the changes being made in our benefit plan.

**Updates:**

* Building Rep. Training: Building Rep. trainings were held on 10/7 and 10/16/19. The 10/16 training was a “Building Steward Training” offered by AFT WA. Glory introduced all members who had come to one or both of these trainings. She announced that she was pleased with the number of members becoming more active in their union. We are working toward “returning the union to its members!”
* Paraeducator Certification: All members should have received an email from Andrea Frazier regarding the new certification requirements. More emails will be coming. This certification is a “condition for continued employment.”
* Request to Bargain – Preschool FTE: Glory reported that this issue, as reported on by member Jana Quiocho at our last meeting, was settled through Labor Management.

**Committee Reports**:

* Pierce County Central Labor Council: Our PCCLC Representative, Janet Hubbard, reported that QFC stores are requiring customers to use automated check-outs, therefore PCCLC is asking that we do not go to QFC. Also PCCLC suggests that we vote Yes on I-1000 and no on I-976.

The floor was opened to member questions and comments. One member reported on the APP which makes doing the new Para Cert training easier. A member asked that we revisit the current evaluation form/process that we use. A “one size fits all” evaluation is not appropriate. Glory responded that she would bring this up with the District through Labor Management. Former president Barb Randall-Saleh reported that member Nina Hoppen, a para at Jason Lee Middle School, has passed away. Lastly, Barb Randall-Saleh asked that we put “on the record” that the 990’s were signed and filed by her in April 2019. She explained the difference between fiscal year/calendar year. Glory responded that we can find no proof that they were received by the IRS and that we are talking about year 2018. We are awaiting confirmation on whether these were timely filed.

**Next Meeting**: November 18, 2019.

**Adjourn**: President Glory adjourned the meeting at 6:06 p.m.

Respectfully submitted, Elizabeth Walle, Secretary