

The IASCOE Directors conference call meeting on October 16, 2017 was called to order by President Jennifer Comer at 6:00 pm. The following members were present: Jeff Davis, Karen LaCour, Cindy Pistek, Jesse Wegner, Candace Fette, Steve Luke, Matt Berg, Jennifer Comer, Kathy Henely, Wendi Denham, Dustin Miller and Krystal Schatz.

Approval of Minutes from August 29, 2017 conference call:

- Some have not had the opportunity to review the minutes yet. As such, approval of these minutes will be tabled until the next meeting.

Membership Awards:

- Jennifer asked for ideas regarding membership awards. In the past, there has been a drawing for members enrolled in payroll deduction. Jennifer asked if we should shake things up this year. Incentives are wanted to acquire more membership. It was discussed that an award may be given for 100% office membership, and a separate award may be given for an increase in membership. The question was raised regarding whether a drawing would occur for each category by District or State. It was determined that Joni Birkhofer should be in on the discussion as the Membership Chair. Also it was determined that dollar amounts for the awards need to be looked at during the next meeting before decisions can be made.

Office Morale:

- Jennifer has received some feedback regarding some frustration with shared management. Jennifer visited with Acting SED, Bob Wegand, about this feedback. There has also been questions regarding the order of filling PT positions and the process involved with that. Jesse had just visited with Bob regarding this topic today. Iowa is approximately 95% staffed. Washington DC is done asking for critical hire needs. As such, hopefully this week or next we will be done with critical hires and should revert back to the normal order of hiring.
- Jennifer then discussed New Hire training. If IASCOE can help get new hires trained, that would be very helpful. IASCOE can offer our suggestions, help and be a resource. This is more important now than ever. We need to make the new hires feel they are part of our team. Better job offers can come along at anytime, and those that don't necessarily offer more money. They could be positions that offer less stress.
- The required counter skills training can go hand in hand with this initiative. The new hire training should not fall entirely on the backs of the employee association. Perhaps, however, GOV's could be used more frequently to send staff to various offices to help train, etc... More discussion will continue on that so we can help new hires get off the ground.

Director Duties:

- This is a work in progress. Discussion will continue on this topic at the face-to-face meeting. Some Directors do not want to run again. Hopefully they are recruiting others to take their places.

MWA Rally Report:

- Raffle tickets have been sold in the past for state convention. Judy Dameron to pick these back up. Directors will make their own copies and sell them. The price will be around \$1 per ticket. This will help with fundraising.
- Additional fundraisers are needed. T-shirts, mugs, etc... could be ordered with registration and either picked up at the convention or shipped. FSA items can be ordered on the NASCOE site; so, perhaps items specific to the convention should be offered.
- A theme for the convention is needed. Email suggestions to Jennifer.
- Jennifer added that NASCOE by Superior should be used again. 8% of sales go back to the NASCOE fund. This is a great fundraiser for scholarships. They have a Facebook page also.

- Jennifer also asked all to be thinking about ways to get more people to attend as well. The registration fee will be around \$45-50.
- The band we had lined up for the event had to cancel on us due to circumstances beyond their control. They will send us a refund check for our deposit. As such, we still need entertainment on Friday night. We may use the DJ we used before.

Misc:

- The next meeting will be on November 18<sup>th</sup> from around 10 am to 2:30 pm or 3:00 pm to allow time for most to drive in during the morning hours and return home at a decent time in the evening.
- Jennifer to get in touch with Wendi regarding nomination forms soon.

Jeff made a motion to adjourn the meeting; Cindy 2<sup>nd</sup> the motion, all in favor, motion carried. The meeting adjourned at 6:57 pm.

Respectfully submitted,  
Wendi Muir Denham  
IASCOE Secretary