



December 2018 Newsletter

November HOD Meeting Highlights:

- WRSD is exploring the feasibility of implementing Free Full-Day Kindergarten throughout the district within the next few years. We are currently one of the only districts in the state that does not offer this. Towns will need to approve. First year start up costs could be around 1.2 million. After first year, district would be eligible for state reimbursement.
- HOD voted to form a WREA Special Ed. Task Force to visit a number of concerns voiced around the district for service coverage during absences and pulling of para's, job responsibilities. If interested, contact Heidi for more information.
- Memorandums of Agreement were discussed and later approved for several Sped and Curriculum stipended positions. Remember: any stipend positions are to be negotiated through the WREA *prior* to posting or acceptance of positions.
- Delegates discussed concerns regarding a general lack of sub coverage and the related non-compliance to student special ed services. Note: Since the time of the Nov HOD Meeting, and following the sharing of member concerns with district administration, the district has decided to increase sub pay. To participate in ongoing discussions regarding Special Ed concerns, consider participating in the SPED Task Force being formed within the WREA. Email: Wreaboard@gmail.com.

Successful WREA Member Work - A WIN for students and educators!

After the departure of a special ed teacher, in August 2017, the district-wide Developmental Delay Program, was reduced by one teacher and compressed from 3 classes down to 2. Staff struggled throughout the 2017-18 school year, in the implementation of the new model, without additional training or curriculum to effectively educate the 25 high needs students, having lost the expertise of the departed teacher. After the school administration was unsuccessful in appeals to replace the lost teacher position, WREA members met with union leadership and MTA staff to discuss the next possible actions and options in the continued pursuit of adequate staffing for this program.

The options included:

1. Filing a grievance relative to contract violations for individuals who were not getting duty free lunch and/or duty free prep
2. WREA signing and filing a complaint with DESE regarding the reassignment of students to larger classes, without due consideration for the severity of student needs, as described in their IEPs
3. Inviting the superintendent to meet with faculty for the purpose of voicing concerns and suggesting a deadline for the implementation of a solution
4. Scheduling a date for all faculty to attend a school committee meeting to present their concerns to the public and school committee

What happened next....

The WREA filed a grievance on the missing lunch/prep time.

A DESE complaint was written, but not filed pending a scheduled meeting between superintendent and school/program faculty.

At the joint meeting, faculty were told that a third teaching position would be added, but two aide positions would be reassigned to defray the costs.

The staff drafted a petition to protest the reassignment of aides, and the entire staff signed it.

The superintendent reversed his decision and stated that the aides would remain and no other changes would be made until the new staff member was in place and a new schedule was implemented and reviewed. **Great work WREA members! Together, we are the union!**

Is there an issue growing in your school? Some WRSD schools have come together to create change. How can you be a part of solutions for the schools our communities deserve? Together, members joining forces and supporting one another can accomplish great things! Talk to the members around you and reach out to a WREA delegate or Eboard member for assistance and/or support.

If you have any concerns that you'd like the Eboard to discuss with the school district in our monthly superintendent meeting, please reach out to your building or district wide delegate, in advance of our monthly HOD or Eboard Meetings or email us at WREAboard@gmail.com.

Upcoming Meeting Dates:

- **School Committee Meeting: Dec 10th**
- **Eboard/District Meeting: Dec 13th, Jan 10th**
- **HOD Meeting: Jan 7th**
- **MTA Next Generation Leadership Program, Jan 25-27, MTA Auburn Office, massteacher.org/nextgen**

M E J A Winter Assembly
(Mass Education Justice Alliance)
Sat. Dec 15, 11am-6pm
Location: Boston Teachers Union Office
180 Mount Vernon Street, Boston, MA 02125

- Join this coalition of communities and educators in planning a path for the new year, talking about the Fund Our Future campaign, to fund our public schools and colleges, and participating in sessions on testing, privatization, student debt, the school-to-prison pipeline, parent and community organizing, student power, and much more.

<https://actionnetwork.org/events/meja-winter-assembly-2018>

IMPORTANT PAYCHECK REMINDER!

Since our last newsletter, a typographical error was discovered in the salary of 3 members, resulting in overpayments that now must be paid back over the remaining payrolls.

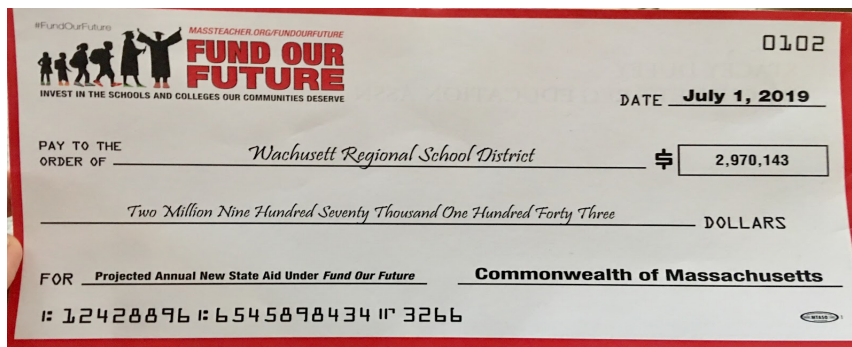
These payments did not match the members appointment letters.

PLEASE take the time to multiply your salary ("sal-teach") X your number of pay periods and check against the contract for your lane and step. Make sure you are being paid correctly!

If you haven't done it yet, **CHECK YOUR CHECK!!**

Did You Know?

As a result of our 2018-2021 WREA Bargaining Agreement, a joint **Professional Development Committee** of WREA members and district staff is in place, for the purpose of sharing member feedback and making recommendations. The committee welcomes your input for programs, training and staff development that will best support members in providing quality education and fulfilling professional licensure requirements. If you have ideas, please reach out to a WREA member on the committee, Meagan Hughes, at sixhughes@hotmail.com, Kara Buldoc, at karalbold@gmail.com or Linda Sasso (in person). You can also speak with your building or district wide delegate. Per our contract, proposals for our second full day PD in May must be submitted to members' building administration or the superintendent no later than Dec. 31st. If you'd like to do that through the committee, please reach out ASAP!



What could you do with 2.9 million dollars in funding for our district? Join other MTA Members in the "Fund our Future" Campaign and demand funding for our public schools and colleges. Learn more at: <https://massteacher.org/current-initiatives/fund-our-future>