

# House of Delegates Meeting: JANUARY 2019 REPORTS

**President: Heidi Lahey**

## **Overview:**

This report provides members with an overview of the activities of the WREA president

## **Background:**

The President is responsible for presiding at EBoard meetings, maintaining regular communication with the superintendent, answering questions about the evaluation process, meeting with committees and be an ex officio member of all committees, preparing and publishing news of the association, serving on the negotiation team, assisting in grievances, attending all District Insurance (PEC) meetings, performing all other functions charged to this office, representing the WREA at the MTA annual meeting and coordinating representation at NEA assembly.

## **Activities:**

December 1, 2018 MTA Bargaining Summit 9-4 pm Framingham

December 3, 2018 HOD dinner/training meeting 4-6:30 pm MTV school

December 6, 2018 SPED Task Force 4 pm Curriculum Center, iamwachusett meeting 7pm

December 7, 2018 MTA EMAC dinner

December 8, 2018 MTA Board of Directors meeting 9-4

December 10, 2018 WRHS sped staff meeting 2:30 pm, WRSD School Committee meeting 7 pm

December 11, 2018 WRHS Special Ed program presentation 6 pm

December 13, 2018 WREA/WRSD monthly meeting

December 17, 2018 PEC Meeting followed by WRSDSC Management meeting

December 28, 2018 WREA Eboard meeting

## **Ongoing Contract Issues:**

HS Dept Heads for Art, Music & PE continue working on negotiating their duties and stipends-scheduled to meet with superintendent Jan 3, 2019. They receive an 8% stipend with one additional planning period. Other dept heads are paid 25% stipend with 2 additional planning periods. Workload has changed without change in compensation.

SPED Task Force first meeting was on Thursday December 6th at 4 pm in the Curriculum Center.

Top Issues raised in 12/6/18 Sped Task Force Meeting included the following:

- 1.Lack of Prep time/Consult time
2. Inconsistent Practices in all aspects of special ed
3. Lack of Aide supports for students/pulling from service to cover
4. DW program admissions criteria/process/denial due to capacity
5. Poor communication from central sped admin
6. Inadequate materials/supplies/training

Changes to new contract under Article 3 (Waiver): WREA continues to wait for a proposal from the district.

Article 10 Vacancies, Promotions, Transfers: the district will post position in fall 2019 for Wilson reading teacher as the remedy.

**Memorandum of Agreements:** none pending

**Other:** MTA State-Wide Funding Campaign-the need for additional funding cannot be overstated. Most/all of our most pressing issues are related to funding levels that are not adequate to meet the needs of our students.

### **Upcoming Events**

**January 7, 2019 WREA HOD Meeting 4pm MTV room 123,**

**January 7, 2019 WRSD School Committee Meeting 7pm WRHS media center**

**January 10, 2019 WREA/WRSD meeting 4 pm**

**January 12, 2019 MTA Union Skills Conference 9-3 Sheraton Framingham**

**January 22, 2019 WRSD School Committee Meeting 7pm WRHS media center**

**January 28, 2019 WREA Eboard meeting 4 pm**

**Additional meeting dates, times and events can be found on WREA website <http://wachusett.massteacher.org/> and on the HOD agenda**

### **VP Negotiations & Sick Bank: Jen Lee**

**Overview:** One sick bank application was submitted in December 2018.

### **Meetings attended:**

- December 10 -- Legal Affairs Subcommittee
- December 13 -- E-Board/Superintendent Meeting
- December 17 -- PEC meeting
- December 28 -- E-board meeting
- January 3 -- Meeting with H.S. Department Heads and Superintendent

### **Sick Bank:**

- One member submitted an application for 20 sick bank days in December. However, after calculating the number of sick days this member has left (this member is currently working reduced hours due to his/her medical condition), he/she does not need sick bank days at the moment. He/she will resubmit the application and an updated doctor's letter in January if his/her doctor feels he/she should still work reduced days.
- There are currently 639.5 days available in the sick bank.
- The sick bank committee will be meeting on January 14 to discuss sick bank issues.

### **Negotiations:**

- The contract has been settled, but please feel free to email or speak to me if you have ideas/suggestions for our next contract. You can also email me if you have contract related questions or issues.
- **We are working with the WRHS department heads (Art, gym, music, and Wachusett Partnership Program) to increase their department head stipend to match the amount of increased work they have been required to do over the years. Heidi and I were supposed to meet with these department heads and the Superintendent on**

**November 27, but the Superintendent cancelled the meeting. The meeting was rescheduled to January 3.**

- The WREA also formally requested the right to bargain the changes that have recently been imposed regarding SPED procedures (i.e. mailing IEPs, invitations to IEP meetings, etc.). Heidi sent a survey to all SPED providers last month to collect data around the amount of time it will take to impose these changes. Because of the increased time and responsibilities it adds to our members' daily work, we want to be sure these changes are bargained and not just mandated. The SPED Task Force met in December and the group will consider potential actions to create movement with this issue.

#### **Legal Affairs Subcommittee:**

- The committee met on December 10, however, they immediately went into executive session to discuss negotiations strategies with the clerical, custodial, and cafeteria bargaining units.
- Their next meeting is scheduled for January 9 at 6:30 p.m.

### **VP Contract Maintenance: Megan Keller**

**Responsibilities:** Meet about, discuss, and write potential and active grievances. Help members with Contract Compliance, disciplinary issues, and disputes they may have or have questions about.

#### **Overview:**

The Three grievances from September have all been closed.

#### **2018-19-01 Article 19 section B personal day granted without pay.**

Remedy: Personal day will be paid by School District.

**2018-19-02 Article 10 section B posting timeline violation.** A position for 0.2 OT was not posted during the contractual time period (July & August), an outside provider was hired and a 0.8 WREA member was denied restoration to full time.

Remedy The position (0.2) was awarded to member.

**2019-19-03 Article 10 section F filing permanent vacancies** with members of the bargaining unit in reasonable period. District has not filled in 0.2 OT with member in greater than two year.

Remedy: The position (0.2) was awarded to the member.

#### **October Grievance Closed**

This Grievance is at Level 1

2018-2019-04: **Article 13 Section D and Article 13 Section E:**

- a. Grades (K-8): Bargaining unit members will have one (1) duty-free preparation period of not less than forty-five (45) minutes each workday.

**Remedy:** Both Teachers were given their prep and lunch that they are contractually owed.

#### **November Grievance Closed**

Vacancy Timeline Grievance

The Association charges that the School Committee, through its agents, violated the collective bargaining agreement between the parties, generally and specifically, including but not limited to Article 1; Article 10. Section F.

#### **Article 10: Vacancies, Promotions and Transfers**

F. The District shall make every effort to fill permanent vacancies in a timely manner with permanent replacements who are members of the bargaining unit. For the purposes of this section, a six month period is considered a reasonable period while **a two year period is considered to be an unreasonable period.**

**Remedy:** Starting the next school year, the District will fill these positions with a WREA Bargaining Unit Member.

#### **December Grievances Filed**

Master's Lane Payback: Level 1

The Association charges that the School Committee, through its agents, violated the collective bargaining agreement between the parties, generally and specifically, including but not limited to Article 27.A by not recognizing that the grievant had obtained a Master's degree prior to initial employment with the district.

**REMEDY SOUGHT:** The Association requests that the School Committee and its agents: Cease and desist from violating the agreement, recognize that the grievant had the Master's degree prior to initial employment with the district and make the member whole and complete for all wages owed.

**Remedy:** The District Denied the Grievance

Professional Development Scheduling Grievance

The Association charges that the School Committee, through its agents, violated the collective bargaining agreement between the parties, generally and specifically, including but not limited to Article 1 (Recognition); Article 13. Section E.7 (Workday).

**Remedy Sought: Still Pending Meeting with District**

Cease and desist from violating the agreement by planning professional development to conclude within the scheduled workday. Adhere to the collectively bargained agreement with future professional development planning.

#### **Meetings:**

December 3: WREA HOD at Mountview Middle School (Unable to attend due to illness)

December 10: Education Sub Committee:

December 10: School Committee Meeting

December 13: Meeting with WRSD and WREA Central Office

December 17: Grievance Meeting

December 28: Eboard Meeting

### **VP Membership: Mary Shepherd**

#### **Overview:**

Activities of the WREA Vice President of Membership for December 2018

#### **Responsibilities:**

Enroll, change, and remove members as status changes. Maintain membership rosters for WREA (Payroll by status, Total Membership, and Membership by location), MTA, and NEA. Work closely with WREA Vice President of Treasury and Central Office for payroll deduction accuracies.

**Current Membership:** as of 12/27/18:

Full-time Members - 519

Part-time Members - 5

**Changes noted -**

Three new hires - one enrolled - one reached out to, will follow up - one just hired

One terminated within 90 probationary period

Two long term ½ year subs to continue for remainder of year - will reach out to change enrollment.

One LOA request - followed up, may or may not take leave, will follow up again

**Meetings/Events Attended:**

December 3 HOD Meeting\*

December 13 EBoard/Superintendent

December 20 New Member Meeting/Enrollment

December 28 WREA Board Meeting (via Telecommunication)

**Superintendent Evaluation Subcommittee**

No meeting

**VP Treasurer: Kim McCormack**

- Account balance as of 11/30/2018 : \$262,206.45
- Statement balanced for November
- T-shirts have arrived. I will bring in the ones allocated for new members for the next HOD meeting. We have 91 remaining in various sizes. We had 9 confirmed new hire shirts.
- New checks have been ordered
- I secured the paperwork from IRS to open new account. I also have the incorporation papers needed for the new account.
- Meetings attended:
  - Business/Finance subcommittee
  - WREA with Superintendent
  - Eboard meeting
  - HOD meeting

Income/Expense by Category  
11/1/2018 through 12/27/2018 (Cash Basis)

Category	11/1/2018- 11/30/2018
INCOME	
Dividend	65.04
WRSD Payroll Deposit	129,486.44
TOTAL INCOME	129,551.48

EXPENSES

Capital Payroll -Service FEE	80.00
Capital Payroll Tax Liability	261.68
Legal	15.00
Stipends	2,499.96
Unemployment Insurance	31.32
 TOTAL EXPENSES	 2,887.96
 OVERALL TOTAL	 126,663.52

## **2018-2019 WREA BUDGET with current expenditures**

### **Secretary: Stacey Duffy**

#### **Report Overview:**

This report provides members with an overview of the activities of the WREA secretary

#### **Duties of Secretary:**

The Secretary is responsible for documenting and keeping an archive of WREA meeting minutes, WREA newsletters, maintaining the WREA Calendar and WREA MTA website ([www.Wachusett.massteacher.org](http://www.Wachusett.massteacher.org)) and helping members with where to find union news and information. The secretary participates in various monthly meetings, including: House of Delegates Meetings, Monthly Eboard Meetings, and monthly Superintendent Meetings. Though informally designated, I am also the eboard representation on the District's Facilities and Security Subcommittee.

#### **December Meetings & Activities:**

- 12/3/18 WREA HOD Meeting, (Holiday Meal and Organizing 101 Training) Mountview
- 12/4/18 WRSD Facilities and Security Subcommittee, 7pm
- 12/10/18 WRSD School Committee Meeting, WRHS Media Center, 7pm
- 12/2018 Drafting January WREA Newsletter
- 12/28/18 WREA Eboard Meeting, 2pm

#### **Upcoming Meetings & /Conference/Workshop Dates:**

- 1/7/19 WREA HOD Meeting, Mountview Middle School, Room, 123, 4 pm
- 1/7/19 WRSD School Committee Budget Meeting, WRHS Media Center, 7pm
- 1/10/19 WREA/Superintendent Monthly Meeting, 4pm
- 1/16/19 WRSD Facilities and Security Subcommittee, 7pm
- 1/22/19 School Committee Meeting
- 1/28/19 WREA Eboard Meeting
- 2/4/19 WREA HOD Meeting, Mountview Middle School, Room, 123, 4 pm
- 2/7/19 WREA/Superintendent Monthly Meeting, 4pm
- 2/11/19 WRSD School Committee Budget Meeting, WRHS Media Center, 7pm
- 2/25/19 WREA Eboard Meeting, 4pm
- 3/2/19 MTA Prof. Dev. Conference - Advocating for/supporting ELLs/Spec.Ed. students, MTV

3/12/19 MTA/WREA Workshops - Getting Professional Status, Advancing to Professional License, Renewing your License, Retirement, Mountview Middle School, 4 pm

**Highlights of 12/4/18 WRSD Facilities and Security Subcommittee Meeting**

Agenda items included update on implementation of ALICE training, discussion of maintenance needs for HVAC systems throughout the district, possibilities for addressing the space needs for growing Holden school population, (further discussion and planning will take place after the Holden population study is made public), short term parking space allocation at each school, \$600K needed for new turf field at High School.