

House of Delegates Meeting: FEBRUARY 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:

January 3, 2019 WREA meeting with superintendent on HS dept heads, PD day grievance, member issue

January 7, 2019 WREA HOD meeting 4pm, WRSD School Committee meeting 7 pm

January 8, 2019 WREA meeting with HS dept heads regarding MOA 4 pm, Fund Our Future Forum at Fitchburg State University 6-8pm

January 10, 2019 WREA/WRSD monthly meeting 4 pm

January 11, 2019 MTA Executive Committee Meeting 5-10 pm Sheraton Framingham

January 12, 2019 MTA All Presidents Meeting and Winter Union Skills Conference 9-4 pm Framingham

January 14, 2019 WREA meeting with member on back pay grievance 4pm, WRSD Management meeting 6pm,

WRSD Business/Finance Meeting 7pm

January 22, 2019 WRSD School Committee Budget Meeting 7pm

January 23, 2019 SPED Task Force 4 pm Curriculum Center

January 28, 2019 WREA Eboard meeting

January 29, 2019 Fund Our Future Forum Leominster 6-8pm

February 1 & 2, 2019 MTA Board of Directors Meeting Westborough

February 4, 2019 WREA HOD meeting 4pm

Ongoing Contract Issues:

HS Dept Heads MOA drafted for HOD to vote upon

SPED Task Force met for second time on January 23, 2019. Discussion included which issues we could identify as priorities to address that impacted staff/students, and including paraprofessionals in the conversation around proposed solutions.

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

Management Subcommittee meeting: discussion focused on Full Day K, search process for Sped Director, and lack of quorum. Meeting ended at 7pm due to Business/Finance meeting.

WREA members invited to participate on Special Education Director Interview Committee. Kate Andrus from CTMS and myself will represent the WREA in this process.

Memorandum of Agreements: HS dept head stipend, back pay for member incorrectly placed in Start Lane.

Other: Fund Our Future Forum at Wachusett coming in April 2019.

Upcoming Events

February 4, 2019 WREA HOD Meeting 4pm MTV room 123, WRSDSC Management 6pm, Business/Finance Meeting 7pm

February 5, 2019 WRSD Special Education Director interview committee meeting 4pm

February 7, 2019 WREA/WRSD meeting 4pm

**February 11, 2019 WRSD PEC meeting 4pm, WRSD School Committee Meeting Budget Hearing 7pm
WRHS media center**

February 14 & 15, 2019 Special Education Director Candidate Interviews 8a-4p Central Office

February 25, 2019 WREA Eboard meeting 4 pm

March 2 & 16, 2019 MTA Special Ed PDP course at MTV

March 2, 2019 MTA ELL PDP conference at MTV

March 12, 2019 MTA Member workshops on licensing, retirement, professional status at MTV

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: Three sick bank applications were submitted in January 2019.

Meetings attended:

- January 8 -- Meet with WRHS Dept. Heads regarding stipend
- January 9 -- Legal Affairs Subcommittee meeting
- January 10 -- E-board/Superintendent meeting
- January 14 -- Sick Bank Committee meeting
- January 22 -- School Committee meeting
- January 28 -- E-board meeting

Sick Bank:

- One member submitted applications for 20 sick bank days in January. These days will not be needed until February. The Sick Bank committee granted 20 sick bank days to this member.
- Another member submitted an application for 20 sick bank days in January. This member is working reduced days and will not need 20 sick bank days to get her through to her next doctor's appointment. Therefore, the committee is awarding her 3 sick bank days, as that is the number of days she needs to get her to her next doctor's appointment.
- A third member applied for 20 sick bank days and this member is working reduced days as well. The committee awarded 20 sick bank days.
- After these three members use their sick bank days, there will be 593.5 sick bank days available.
- The sick bank committee met on January 14 to discuss sick bank issues. The committee would like to attend the January HOD meeting to discuss these issues.
 - After lengthy discussion regarding the sick bank, the committee would like to get members' thoughts regarding the following possible sick bank changes:
 - If you want to join, give two days, regardless of when you are hired
 - Reduce cap of 500 days to 300 or 100 (for example) -- 250-- find average of each year
 - Enroll by October 1 or within 30 calendar days of hire

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 Superintendent agreed to increase the stipends of the Art, Music, Phys. Ed., Partnership department heads over a three year period. Their stipend is currently 8% of Masters Step 1 - he agreed to the following: 11% 2018-2019 school year, 15% 2019-2020 school year, 18% 2020-2021 school year. All other WRHS department heads currently receive 25% of Masters Step 1. The current job requirements will need to be reviewed in the next contract. An MOA has been drafted and Heidi and I met with the department heads (Tuesday, 1/8/19). The MOA will then be presented to the e-board (January 28, 2019) and the HOD (February 4, 2019).

Legal Affairs Subcommittee:

- The committee met on January 9 at 6:30. They discussed bylaw changes for about 30 minutes and then went into executive session to discuss contract negotiations.
- The committee met on January 22 at 6:30, but aside from reviewing the minutes from the January 9th meeting, the only other item on their agenda was “executive session” to discuss contract negotiations. Therefore, I did not attend this meeting.

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:**

- 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 WREA brought this Grievance to a Level 2. Before the meeting with the District, the District has decided to award the Member the back pay that is owed. The member is waiting for a written MOA to officially resolve this issue.

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:

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.

Remedy: The District denied the denied the Grievance at Level 1. HOD voted in January to not bring the Grievance to Level 2.

Meetings:

January 7: WREA HOD at Mountview Middle School (Unable to attend due to illness)

January 7: Education Sub Committee:

January 7: School Committee Meeting

January 14: Grievance meeting for member seeking back pay

January 19: Meeting with WRSD and WREA Central Office

January 28: Eboard Meeting

VP Membership: Mary Shepherd

Overview: Activities of the WREA Vice President of Membership for January 2019

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 01/27/19:

Full-time Members - 521

Part-time Members - 5

Changes noted -

One new hire - will reach out, two noted new hires last month - both enrolled

One LOA request - followed up will not be taking leave

Meetings/Events Attended:

January 7	HOD Meeting*
January 9	New Member Meeting/Enrollment
January 10	EBoard/Superintendent
January 16	Meet VP Treasury
January 24	New Member Meeting/Enrollment
January 22	Superintendent Evaluation Subcommittee
January 22	School Committee Meeting
January 28	WREA Board Meeting

Superintendent Evaluation Subcommittee

- I. Student Learning Goal - Utilize EWIS (Early Warning Indicator System) to determine whether students are at risk. Develop data protocol to identify said students, develop plan, and assessments for improved performance. *Update: focus on support of at-risk students and scaffolding to promote growth.*
- II. Professional Practice Goal - Develop leadership capacity by focusing on consistency of practice, vision for success, and support of Strategic Plan. Also to create induction plan for new administrators. *Administrators meeting regularly.*
- III. District Improvement Goal - ALICE training to at least 80% of staff in year one of three year roll-out and comprehensive Emergency Operation Plan (EOP) at all schools. *79% of staff have completed online training. Plan updates ongoing.*
- IV. District Improvement Goal - Create protocol by which every school has a consistent approach to working with the Panorama data associated with students' sense of belonging. *January survey will be reviewed to implement intervention to at least one competency with a second survey in June.*

VP Treasurer: Kim McCormack

I would like to see if I can submit reports in this format for overall understanding of where money is going. I will still submit: Quickens monthly report, budget spreadsheet and this format as well. I would also like to try to catch up with the present month for reports.

Activities:

*Completed LOS (Local Office support) for 2nd quarter.

December Financial overview: Money Market account

Opening Balance: \$262,206.45

Ending Balance: \$198,065.79

4 credits: \$89,512.65

1) \$3,336.80 (4 cash payers deposit)

- 2) \$43,092.26 (local dues #5 deposit from payroll)
- 3) \$43,008.76 (local dues #6 deposit from payroll)
- 4) \$74.83 (interest)

Total: \$89,512.65

11 Debts: \$153,653.31

- 1) \$1072.50 (farm to fork)
- 2) \$95.17 (supplies HOD dinner)
- 3) \$73,018.00 (MTA dues)
- 4) \$17.34 (unemployment insurance)
- 5) \$98.44 (Printing contract)
- 6) \$76,315.40 (MTA dues)
- 7) \$75.00 (Payroll billing)
- 8) \$159.88 (checks)
- 9) \$635.54 (employer payroll tax)
- 10) \$2,126.04(January Eboard pay)
- 11) \$ 40.00 (service charge)

Total: \$153,653.31

Meetings Attended:

12/3 HOD

12/ Superintendent Meeting with WREA.

12/ Meet with VP Membership

12/ Business Finance Meeting

12/28 Eboard (via Zoom)

2018-2019 WREA BUDGET with current expenditures