

House of Delegates Meeting: November 2018 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:

September/October Meetings:

9/24/18 WREA Eboard meeting at WRHS

9/27/18 MTA Board of Directors Phone Meeting

10/1/18 WREA House of Delegates Meeting

10/9/18 WRSD School Committee Management Meeting

10/15/18 PEC Insurance Meeting

10/18/18 individual member meeting

10/22/18 WREA/Superintendent meeting on special ed procedure changes, created survey for sped staff

10/23/18 meeting with HS dept head member

10/23/18 MTA NP1 presenter debrief and reunion planning meeting

10/24/18 meeting at CTMS with members on special education concerns

10/27/18 Union Organizing Training at UMass Boston

10/29/18 WREA Eboard meeting including audit presentation

10/29/18 WRSD Business/Finance Meeting

11/1/18 CTMS staff meet with superintendent

11/1/18 MTA Central Region Forum, President Meeting EAW Worcester

Ongoing Contract Issues:

HS Dept Heads for Art, Music & PE continue working on negotiating their duties and stipends.

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.

Personal Day Unpaid Grievance settled at level 2, member will be paid. WREA WIN.

Vacancy Timeline Grievance, Posting Timeline Grievance were both settled at level 2. The WREA member was increased to full time. WREA WIN.

SPED Inclusion Significant challenges created by a lack of resources for successful implementation of inclusion are emerging, especially at the middle school level and higher. One problem is lack of appropriate instructional materials for content areas. Another is staffing, in particular, time for special educators to meet with general educators to plan/adapt/modify curriculum, and to meet with aides who are supporting students in the classroom. Another issue involves the numbers of students in classes with IEPs, and whether there are regulations to limit numbers to less than 50% of the class.

Changes to new contract under Article 3 (Waiver)

WREA is waiting for a proposal from the district.

Article 10 Vacancies, Promotions, Transfers

F. Filling permanent vacancies in a timely manner with permanent replacement who are part of the bargaining unit. The district has been filling a 0.2 position for more than 2 years with a non bargaining unit member. WREA asserts that the district needs to create bargaining unit positions to do this work that has been done by consultants for multiple years.

Memorandum of Agreements:

Two currently drafted by district to cover stipends for curriculum work

Other: MTA State Wide Funding Campaign-Resolution for School Committee to adopt

Upcoming Events

Additional meeting dates, times and events can be found on WREA website

<http://wachusett.massteacher.org/> and on the HOD agenda

November 1, 2018 MTA Regional Member Forum Central EAW Worcester 4:30-6:15 pm

November 1, 2018 MTA Regional President Meeting Central EAW Worcester 6:30-8pm

November 5, 2018 WREA HOD meeting 4pm Mountview Middle School room 123

November 5, 2018 WRSD School Committee Meeting 7 pm

November 8, 2018 Wachusett Budget Roundtable Holden Senior Center 6:30 pm

November 17, 2018 MTA Early Career Educators Conference in Worcester 9-3

VP Negotiations & Sick Bank: Jen Lee

Overview: Two sick bank applications were submitted in October 2018.

Meetings attended:

- October 11 -- E-board/Superintendent meeting
- October 15 -- PEC meeting
- October 22 -- Met with Superintendent regarding SPED procedural changes
- October 22 -- Sick Bank Committee meeting
- October 23 -- Met with WRHS Art Department Head
- October 29 -- E-board meeting

Sick Bank:

- The sick bank committee awarded 20 days each to two members in October. However, sadly, one member passed away and only used five of those sick bank days.
- There are currently 661.5 days available in the sick bank.
- The sick bank committee met on October 22 and discussed some possible parameters for awarding sick bank days to members. This will ensure consistency and fairness across the board.

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 ___) to increase their department head stipend to match the amount of increased work they have been required to do over the years.
- 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 week 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.

Legal Affairs Subcommittee:

- This subcommittee has not met since August 2018. Therefore, I have not attended a meeting since then. Their next subcommittee meeting is scheduled for November 5, which I will be attending. A summary of this meeting will be in my HOD report for November.

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.

Active Grievance

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.

If a school site is unable to schedule one forty-five (45) minute period per workday the members of that site will have a total of four hundred seventy (470) minutes of duty-free preparation time per ten consecutive workdays. The majority of this time will consist of periods of not less than forty-five (45) minutes and the remainder of this time will consist of periods of not less than thirty (30) minutes. The preparation period is exclusive of a duty-free lunch period.

The member's workday shall include a contiguous thirty (30) minute duty free lunch to be scheduled at the discretion of the building principal consistent with MGL, Chapter 71, Section 80.

Meetings:

October 1: HOD Meeting

October 9: Met with member to discuss issues with Administration. The member decided to collect

more information and data to decide if there is a grievance that can be filed on the member's behalf.

October 11: Meeting with Eboard and WRSD

October 15: Education Sub Committee: Reviewed policy for ELL Students. The committee made sure that the language was inline with State Standards. Reviewed Policy around Title 1 Programs and Parent feedback that is needed. There was also a short discussion about Full Day Kindergarten.

October 15: School Committee Meeting

October 23: Attended at Meeting at Central Tree Middle School to discuss the lack Special Education Staffing and the difficulties that presents to the emembers. Discussed next steps.

October 29: Eboard Meeting

VP Membership: Mary Shepherd

Current Membership as of 10/26/18:

Full-time Members - 526

Part-time Members - 5

Meetings/Events Attended:

Sept 26	Meet VP Treasury
Oct 1	HOD Meeting
Oct 3	Meet VP Treasury
Oct 9	Superintendent Evaluation Subcommittee
Oct 10	Meet VP Treasury
Oct 11	EBoard/Superintendent
Oct 17	Meet VP Treasury
Oct 22	Meet WREA Member
Oct 24	Meet New Member
Oct 29	WREA Board Meeting

VP Treasurer: Kim McCormack

Audit Information sent to Accountants

Accountants to Report at Eboard meeting 10/29/2018

Dues deductions has started on payroll period 10/19/2018.

Letters sent out to Lump sum payers: 5 members

Working on Quarterly reports for MTA and LOS reimbursement.

Filed Annual Report with Commonwealth of Massachusetts: \$15 fee.

Attaching Monthly Quickens report and Budget report for September

Meetings attended:

Eboard

HOD: 10/1

School Committee: 10/15

Business/Finance Subcommittee: 10/15, 10/29

Wednesday with Mary Shepherd to discuss membership enrollment:10/3, 10/10, 10/17

Business/Finance Subcommittee meeting notes:

Meet with Dan Deedy

I brought with me the papers passed out at meeting. Dan mentioned he was giving a class on walking through the report for future understanding. He went over areas in budget that concerned him. He was stating he needed to “peel back the onion” to get to the heart of the matter. He will have a better sense on the incumbent early for next year with better data. Bottom line was good.

Conversation with Jay Sullivan was that nothing was in writing but that he won’t go back to look at future years. That it is in the rear view mirror.

Income/Expense by Category as of 10/28/2018

9/1/2018 through 9/30/2018 (Cash Basis)

Category	9/1/2018- 9/30/2018	OVERALL TOTAL
INCOME		
Dividend	29.67	29.67
FROM Wachusett Regional Education...	150.00	150.00
TOTAL INCOME	179.67	179.67
EXPENSES		
Capital Payroll -Service FEE	75.00	75.00
Capital Payroll Tax Liability	261.62	261.62
Printing	124.31	124.31
Stipends	2,499.96	2,499.96
Unemployment Insurance	17.26	17.26
TO Money Market	150.00	150.00
TOTAL EXPENSES	3,128.15	3,128.15
OVERALL TOTAL	-2,948.48	-2,948.48

[2018-2019 WREA BUDGET with current expenditures](#)

Secretary: Stacey Duffy

Overview:

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

Background:

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) 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.

WREA website: <http://wachusett.massteacher.org>

Secretary Activities

October Meetings:

9/24/18 WREA Eboard meeting
9/24/18 WRSD Facilities and Security Subcommittee
10/1/18 WREA House of Delegates Meeting
10/4/18 Meeting with New Hire
10/9/18 Meeting with New Hire
10/11/18 WREA/Superintendent Monthly Meeting
10/15/18 WRSD School Committee Meeting
10/22/18 WRSD Facilities and Security Subcommittee
10/29/18 WREA Eboard Meeting/Audit Presentation
10/2018 Drafting of November WREA Newsletter

Upcoming Meeting Dates:

11/1/18 MTA Regional Member Forum Central EAW Worcester 4:30-6:15 pm
11/1/18 MTA Regional President Meeting Central EAW Worcester 6:30-8pm
11/5/18 WREA HOD Meeting, Mountview Middle School room 123, 4pm
11/5/18 WRSD School Committee Meeting, WRHS Media Center, 7pm
11/8/18 WREA/Superintendent Monthly Meeting
11/8/18 Wachusett FY20 Budget Roundtable, Holden Senior Center, 6:30 pm

Highlights of 10/15 School Committee Meeting

The meeting was still going after 9:30pm, when I left. The primary focus of the first 2.5 hours of the meeting was around Dr. McCall's presentation proposal for free Full-day Kindergarten for the district and Holden's growing school population. There was lengthy discussion around considerations for space and funding, and in the end, Dr. McCall received support from the school committee to move forward in further related research for space/building and in discussing options with the member towns.

Highlights of 10/22 Facilities and Securities Subcommittee Meeting

Agenda items included discussion of possible modular classroom options for transitioning to Full-day Kindergarten model for the district and what role that may play in the pursuit of additional classroom space for Holden's growing school population, pre-K through 8, in the coming 5-10 years. Some aspect of a Statement of Interest to the state for possible funding of new or renovated classroom space/building would have to be processed in Jan 2020.

Other items included:

- The status of ALICE implementation training throughout the district
- New school resource officer for the high school
- School athletic fields and grounds maintenance and use, or lack thereof, due to various drainage and tick problems
- Possible Capital Projects: Cameras in Schools