

House of Delegates Meeting: April 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:

March 4, 2019 WREA HOD rescheduled due to snow day
March 8 & 9, 2019 MTA Board of Directors Meeting Westborough
March 11, 2019 WRSD Special Education Director interview committee candidate interviews all day
March 11, 2019 WREA HOD meeting 4pm, WRSD School Committee Meeting 7pm
March 12, 2019 WREA sponsored MTA Workshops 4 pm, MTA presentation local union 6 pm
March 14, 2019 WREA Funding Forum planning meeting 4 pm
March 15, 2019 Building Meeting TPS 7:45 am on Funding/Insurance
March 18, 2019 WRSD PEC meeting 4pm
March 19, 2019 Special Education Director Site Visit (7:30 am-1:30 pm), Building Meeting WRHS 2:15 pm, MTV 3:15 pm Funding/Insurance
March 20, 2019 Building Meeting Davis Hill 8:20 am, Paxton 3:30 pm Funding/Insurance
March 21, 2019 Building Meeting Chocksett 8:00 am
March 22, 2019 State House Hearing on Public Education Funding All Day
March 25, 2019 WREA Eboard meeting WRHS 4 pm, WRSD School Committee 7 pm
March 26, 2019 Building meeting Mayo 8:25 am, Special Education Director Interview Committee meeting 4:15 pm Central Office
March 27, 2019 Building meeting CTMS 7:40 am
March 28, 2019 Building meeting Naquag 8:00 am, ECC 4 pm, Forum Planning Conference call 7:30 pm
April 1, 2019 WREA HOD meeting 4 pm Mountview Middle School room 123

Ongoing Contract Issues:

PEC Insurance Meeting BCBS came in with a 0% rate increase for the second year in a row. WRSD requested to open negotiations and proposed the following: Change the split from 78/22 to 75/25. Eliminate the HRA. Reduce the buyout for employees getting health insurance elsewhere. Add a Short Term Disability Insurance Plan.

All unions rejected the first three proposals and are willing to accept the last, with discussion of the carrier and a vote occurring on April 8th. MTA members can always get STD via MTA benefits program. Building Based meetings to inform members are ongoing- 12 of 13 buildings have scheduled a meeting.

Changes to new contract under Article 3 (Waiver): WREA continues to wait for a proposal from the district.
Management Subcommittee meeting: this committee has not met since February.

Time needed for teachers in implementing Fountas/Pinnell grade one teachers at Phonics training expressed dismay at the amount of time required for materials management and organization that has not been added to schedules for the grade levels using this new program.

Medicaid Billing related service providers who bill Medicaid for student services have received information about changing to the billing system and a potential increase in billable services/students. WREA plans to request to bargain changes to member working conditions related to Medicaid billing as it brings in additional revenue for the district while adding additional demands on member time.

Memorandum of Agreements: potential for changes to Sick Bank MOA

Other: SPED Task Force meeting Feb 28, 2019. including paraprofessionals in the discussion around proposed solutions to priority issues. Concerns about WREA members doing home services and being asked to work beyond the work day are also coming forward. Discussion about the lack of transparency in District Wide program placement. See also Medicaid billing above.

SPED Director Search Committee Kate Andrus from CTMS and myself represent the WREA in this process.

Fund Our Future Forum at WRHS coming April 11, 2019 6-7:30 pm with Senators Chandler and Gobi

Upcoming Events

April 1, 2019 WREA HOD meeting 4pm MTV room 123

April 6, 2019 MTA EDU caucus meeting 10-2 at EAW 397 Grove St Worcester

April 11, 2019 WREA/WRSD meeting with superintendent 4pm

April 11, 2019 Fund Our Future Forum at WRHS Auditorium 6-730 pm

April 23, 2019 MTA Preconvention meeting for delegates at Boston Courtyard Marlboro

April 29, 2019 WREA Eboard meeting WRHS 4 pm

May 3 & 4, 2019 MTA Annual Meeting Hynes Convention Center Boston

May 6, 2019 WREA HOD meeting MTV room 123 at 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: Three sick bank applications were submitted in March 2019.

Meetings attended:

- March 12 -- Legal Affairs Subcommittee meeting
- March 18 -- PEC meeting
- March 21 -- E-board/Superintendent meeting

Sick Bank:

- Three members submitted an application for sick bank days in March. The Sick Bank committee granted 20 sick bank days to two members and 13 sick bank days to another member (this member only needs 13 days, not 20).
- After these members use their sick bank days, there will be 520.5 sick bank days available.
- The sick bank committee will meet on March 29 to discuss sick bank issues.
 - After lengthy discussion regarding the sick bank, the committee would like to compose an MOA 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 250 days
 - Enroll by October 1 or within 30 calendar days of hire
- After discussing these changes at the February 4 HOD meeting, the sick bank committee requested that HOD members bring these ideas back to the members in their building to get an idea of how the sick bank committee should proceed (draft an MOA, leave the changes alone for now, etc.). After our HOD meeting on March 11, it appears as if members are in favor of these changes.

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.

Legal Affairs Subcommittee:

- I attended the meeting on March 12, 2019.
- This meeting was devoted to reviewing/making changes to bylaws.
 - One bylaw in particular stuck out. Michael Rivers suggested that one “rule” be added to the public speaking portion of School Committee meetings. At this time, the public must adhere to certain guidelines during the public speaking portion (i.e. multiple people can’t speak on the same topic, you can only speak for three minutes, etc.), however Member Rivers would like to add that the public cannot speak regarding contract negotiations. This was clearly aimed at WREA members after contract negotiations went sour during the 2016-2017 and 2017-2018 school years. It is however, up to the Chairperson of the School Committee to enforce these rules during the public speaking portion.
- The subcommittee then went into executive session to discuss negotiations strategies with the units in which they are currently bargaining.

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 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.

February Grievances

NATURE OF 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. The above members are being required to do a task that that has not been bargained and is a change in their regular duties/workload.

Article: Recognition

For the purposes of collective bargaining with respect to wages, hours, other conditions of employment, the negotiation of collective bargaining agreements, and any questions arising thereunder, the District recognizes the Association as the exclusive bargaining agent and representative of all instructional staff to include teachers. The change in workload expectations has not been bargained with the WREA, the exclusive representative of teachers on all terms and conditions of employment.

REMEDY SOUGHT:

The Association requests that the School Committee and its agents:

1. Cease and desist from violating the agreement and make the member whole and complete by rescinding the requirement of additional duties and assignments

Remedy: Denied at Level 1 Building based

March Grievances

There were no grievances filed for the month of March.

Meetings:

March 11: WREA HOD at Mountview Middle School
March 11: Education Sub Committee:
March 11: School Committee Meeting
March 21: Meeting with WRSB and WREA Central Office
March 25: Eboard Meeting
March 25: Education Subcommittee

VP Membership: Mary Shepherd

Overview: Activities of the WREA Vice President of Membership for March 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 03/25/19:

Full-time Members - 517

Part-time Members - 5

Changes noted -

One Resignation noted and One terminated within 90 probationary period

Meetings/Events Attended:

March 4	Superintendent Evaluation Subcommittee
March 11	HOD Meeting
March 13	Meet with Treasury
March 21	EBoard/Superintendent
March 25	WREA Board Meeting
March 25	Superintendent Evaluation Subcommittee
March 25	School Committee 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: none.*
- 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. *Update: none*

- 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. *Update: none*
- 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. *Update: none*

VP Treasurer: Kim McCormack

Overview: Treasurer responsibilities for the WREA

Meetings attended:

Business Finance: 2/4

School committee: 2/4

Eboard

HOD

1) Printing invoice #PR15762/\$32.29

2) T shirt invoice

3) receipts to Eboard members

February Financial overview: Money Market account

Opening Balance: \$202,074.39

Ending Balance: \$285,275.90

3 credits: \$86,046.19

1) \$43,017.81 (local dues #9 deposit from payroll)

2) \$42,954.11 (local dues #10 deposit from payroll)

3) \$74.27 (interest)

Total: \$86,046.19

4 Debts: \$2,844.68

1) \$2,132.16 (stipends eboard)

2) \$620.42 tax

3) \$75.00 Capital Payroll Billing

4) \$17.10 Unemployment Insurance

Total: \$2,844.68

Checking Account:

Opening Balance: \$9873.81

Ending Balance: \$8,832.71

1 Debit: \$1,041.10

T shirts: \$1,041.10

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

Secretary: Stacey Duffy

March Meetings & Activities:

- 3/11/19 WREA HOD Meeting
- 3/12/19 MTA/WREA Workshops - Getting Professional Status, Advancing to Professional License, Renewing your License, Retirement, Mountview Middle School, 4 pm
- 3/19/19 Facilities and Security Subcommittee Mtg.
- 3/21/19 Chocksett WREA Building Meeting
- 3/21/19 WREA/WRSD Superintendent Mtg.
- 3/25/19 WREA Eboard Meeting
- 3/25/19 School Committee Meeting

Upcoming Meetings & /Conference/Workshop Dates:

- 4/1/19 WREA HOD Meeting, Mt View, 4 pm
- 4/8/19 School Committee Meeting, WRHS Media Center, 7pm
- 4/11/19 WREA/WRSD Supt. Meeting, Supt Conf. Room, 4pm
- 4/11/19 Facilities and Security Subcommittee Mtg., 5:30
- 4/11/19 Fund our Future Forum - WRHS
- 4/29/19 WREA Eboard
- 4/29/19 School Committee Meeting, 7pm
- 5/3-4/19 MTA Annual Meeting, Boston
- 5/6/19 WREA HOD Meeting
- 5/9/19 WREA/WRSD Supt. Meeting
- 5/20/19 WREA Eboard

MTA Website Maintenance:

Uploaded HOD Agenda, Minutes and Reports for Jan, Feb and March 2019

(Technical Issues - in contact with MTA Support. Links on HOD document report pages not working)

(<https://wachusett.massteacher.org>)

Generated & archived minutes for EBoard and Superintendent Meetings

March Newsletter creation, publication and upload

Highlights of 3/19/19 WRSD Facilities and Security Subcommittee Meeting

- District is pursuing a grant which can be used for updating front door cameras in schools and possibly some items for “Go Buckets”, which have not yet been filled with the necessary supplies.
- Tom Curren and Mike Rivers’ school committee terms are expiring. (con’t...)
- Committee read reports on mass shootings that detailed things that the schools and police forces felt could help prevent future occurrences. Topics mentioned:
 - Policies to prevent cyber bullying, including technology use outside of school that could impact students/ school experiences
 - Targeted Violence Prevention Plan
 - Threat Assessment Procedures
 - Media Plan, in case of incident
 - School really doesn’t have a role in this as it would be handled by law enforcement and Admins should know the communication tree

- Privacy Rules/HIPPA/Student Emergency Contacts
- Holden did a School and Town Building Assessment. - LARGE report!
 - Included, in part, Davis Hill, Dawson and Mayo
 - Town gave it to Darryll and he will get approval from town manager to share it more broadly
- High School Turf Field replacement - 9 quotes in process
 - Evaluating whether Excess and Deficiency Funds can be used for fields
- Next Meeting 4/11 at 5:30