

Wachusett Regional Ed. Association

August 2019

The 2019-2020 WREA Eboard hopes you had a wonderful summer!

Who's Who?!

Not sure who you need to contact with questions, concerns or issues?

First step...Your Building Rep.! or District Wide Rep., for specialists (See rep. list in this newsletter)
Your next point of contact, if needed, is your WREA eboard members.

Review the information below to find the appropriate resource.

Still not Sure? Use the WREA general email: WREABoard@gmail.com

Heidi Lahey

WREA President and MTA Region B Executive Committee Member

District Position: Special Ed. Teacher, K-2
Houghton Elementary, Sterling
Contact: heidilaheywrea@gmail.com

Contact Heidi for issues related to: evaluations, discipline, in or out of school legal issues, employment concerns

Mary Shepherd

WREA VP of Membership

District Position: Art Teacher
Naquag Elementary, Rutland
Contact: maryshepherdwrea@gmail.com

Contact Mary regarding changes in your union membership profile. (name, address, phone, email, changes in school, retirement, or resignation) Maintaining an accurate roster is critical to keeping members informed and engaged! Please contact Mary if you need to **check or change** the information we have on file for you, and encourage coworkers to do the same!!

Tracy Kasparian

Chair of WREA House of Delegates

Position: Teacher, MountView Middle School, Holden
Contact: Tracyfieldwrea@gmail.com

Contact Tracy for issues related to the WREA House of Delegates (HOD) or WREA Bylaws

Kim McCormack

WREA VP Treasurer

District Position: Grade 1 Teacher
Naquag Elementary, Rutland
Contact: wreatreasurer@gmail.com

Contact Kim for issues related to: Membership dues and payments from WREA for reimbursable items...(ex., MTA professional development workshops, throughout the year, MTA Summer Conference and MTA Annual Meeting)

Megan Keller

WREA VP Contract Maintenance

District Position: Grade 2 Teacher
Paxton Center School, Paxton
Contact: megankeller325@gmail.com

Contact Meg for issues related to: potential or active grievances, contract compliance, disciplinary issues or disputes

Jen Lee

WREA VP Contract Negotiations/Sick Bank

District Position: Grade 3 Teacher
Glenwood Elementary, Rutland
Contact: jenniferleewrea@gmail.com

Contact Jen for general contract questions, sick bank requests, things not addressed in contract that may require supplemental contract language (MoAs), human resources

Stacey Duffy

WREA Secretary

District Position: Grade 3 Teacher
Davis Hill Elementary, Holden
Contact: staceyduffywrea@gmail.com

Contact Stacey for access to and content of meeting minutes, WREA newsletters, WREA Calendar, where to find union news and information, Maintenance of WREA MTA website (WREA.massteacher.org)

House of Delegates Building and District Wide Reps, 2019-2020

(as of Aug. 18, 2019)

Note: If you are interested in an ***open position***, please contact Tracy Field Kasparian, the HOD Chair. (Contact information on front page) The fuller our roster, the better we represent and address the goals and concerns of all WREA members! A small stipend is paid at the completion of the school year, for delegates' participation in monthly HOD meetings and dissemination of information to designated members. Please use non-work emails when emailing union reps. Thank you.

District Wide Special Ed. (1): Kate Andrus (CTMS) (KPAndrus@hotmail.com)

District Wide Art (1): Suzanne Breen, (WRHS) suzanneb.nh@gmail.com

District Wide Music (1) : vacant

District Wide Phys. Ed. (1): vacant

Central Tree (2) Ryan Hinson Zagami (rhinson@worchester.edu), Betsy Wood (betsy.wood226@gmail.com)

Chocksett (2) Lindsay May (lindsaymaywrea@gmail.com), Bill Demarco (wademarco@gmail.com)

Davis Hill (2) Beth Manjarrez (bej437@aol.com), Val Austin (austinsrus4@gmail.com)
Stacey Duffy (eboard)

Dawson (2) Julie Marzo (jules3181@hotmail.com), Liz Warner (lizzyjaine@aol.com)

ECC (1) Kayla Brank (kbrank11@gmail.com)

Glenwood (2) Kyle Porter (soksporter@comcast.net), **1 vacancy**, Jen Lee (eboard)

Houghton (2) Jess Wilke (jbwilkeuph@yahoo.com), **1 vacancy**, Heidi Lahey (eboard)

Mayo (2) Jamie Leroy (jamieleroywrea@gmail.com), Jenna Tibbets (Tibbetts51@charter.net)

Mountview (3) Tracy Kasparian (tracyfieldwrea@gmail.com), Kelley Nosel (nosel14@charter.net), **1 vacancy**

Naquag (2) 2 vacancies, Kim McCormack (eboard), Mary Shepherd (eboard)

Paxton Center (2) Kara Bolduc (karabold@gmail.com), **1 vacancy**, Megan Keller (eboard)

Thomas Prince: Christina Kristoff, kristoffchristina@gmail.com, Carrie St. Pierre, carriestpierre@gmail.com

WRHS (5) Alicia Jasiekiewicz (alij8@aol.com), Alana Stern (aestern@outlook.com), Asia Snyder, snyder.asia@gmail.com **2 vacancies**

IMPORTANT CHANGES TO SICK BANK LANGUAGE
Affecting NEW Members and
those hired at the start of the 2014-2015 school year and after.

A proposed Memorandum of Agreement (MOA), related to the WREA Sick Bank was presented to and approved by WREA members who attended the WREA Annual Meeting in June 2019.

The intent of the MOA was both:

- to reduce the cap on the total sick bank days required in the bank, from 500 to 300, in order to minimize having to ask members to contribute additional days
- and second, to change the initial 2 day sick bank contribution from year 6 to date of enrollment.

The memorandum was mutually signed by the WREA and Wachusett School District and will be in effect this fall. The following information was shared by Jen Lee, *VP of Contract Negotiations and Sick Bank*, via email, on August 12, 2019, to the personal email addresses on file for WREA members. *(If you have had a change to your personal email address, please communicate that information to an eboard member!)*

Please read the following for the changes (please take special note of number 4):

1. All members must now contribute his or her initial 2 sick days to the bank, at the start of the school year, when enrolling in the sick bank. This is a change from the previous language, which stipulated contributions would be held off until the beginning of a member's sixth year of employment.
2. **If you signed up to join the sick bank, but have not reached your sixth year of employment yet, you WILL have two (2) sick days deducted from your allotment this September 2019.** This applies ONLY to those members who were hired at the start of the 2014-2015 school year and after. If you do NOT want 2 sick bank days deducted from your paycheck, you must submit written notice to Jeff Carlson (Head of HR), stating that you would like to withdraw from the sick bank. Jeff **must receive this written notification by September 1, 2019.**
3. **If you're not enrolled in the sick bank, you must enroll by October 1** or within 30 days of your hire date (the language used to say "or within 60 days of hire").
4. The cap of WREA sick bank days banked has been lowered from 500 to 300 days.
5. Please email Jen Lee (jenniferleewrea@gmail.com) with any questions and copy her on any related email(s) that you send to Jeff Carlson, in order to facilitate an accurate WREA enrollment list. Jeff's email address is jeff_carlson@wrsd.net.
6. If you decide to withdraw from the sick bank this year, you can still re-enroll by October 1 of any school year going forward. If you do not notify Jeff by September 1, your two sick days will be deducted from your sick day availability.
7. If you were hired in 2013 or before, and have already signed up to join the sick bank, then your two sick days were already donated to the sick bank. Therefore, you will not need to donate anymore days this year. Before withdrawing from the sick bank, consider emailing Jen, to confirm if you've already donated your days, in which case, you would likely want to stay enrolled.

Check it Out!

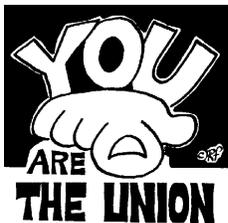
Important Reminders \$\$\$:

WREA members should be in receipt of this year's **appointment letters**. It is YOUR responsibility to check the accuracy of your **step, lane and salary!** (note: overpaid monies must be paid back to district) The latest salary grid can be found in the WREA contract, under Article 27, on the **Wachusett District Website**, our **WREA MTA website** or **in your hard copy of the contract, if you have one**. Make sure you're looking at the current year's grid. (See "**Where to Find It**" in this newsletter for how to get to the contract and other useful employee information.) Mistakes do happen! **Direct any discrepancies in your letter to Maria Soloperto in the HR Dept at the Central Office**, at maria_soloperto@wrsd.net or 508-829-1670, ext 225.

Be sure to check your first **paycheck stub** to confirm your salary and deductions are reflected as you expected. A "**Guide to your Paycheck**" can be found on the Wachusett Website. Follow the "For Staff" link at the top of the front page. Next, click on Employee Resources and Payroll. the Payroll link in the Employee Information section of the WRSD website. You'll find **pay period dates** there as well, once updated by the district for this school year.

MTA Corner:

Congratulations to MTA president, Merrie Najimy, and Vice President, Max Page for completing their first year at the helm of the MTA. They will continue to support union locals



throughout the state in working toward public education that our communities deserve. Make your union priorities known to the HOD and WREA Eboard and get involved, because YOU are the union!

Upcoming Dates:

First House of Delegates (HOD) Mtg. - Mon., Oct 7, Mountview, All members welcome!
Open to the public - WRSD School Comm. Mtg. Mon., 09/16/19, 7pm, HS Media Center

Where to Find It:

The **Contract Agreement between WREA and WRSD**, can be found in the following locations:
(Also see "Other Resources" section, next page)

WRSD website:

<http://www.wrsd.net>

Follow the "District Info" link at the top of the page.

Next, click on Employment Opportunities. Then, Collectively Bargained Agreements. Our contract is the last document listed, WREA. If you'd like a hard copy of the contract, please contact Jen Lee (contact info on 1st page).

The Wachusett MTA website:

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

You will need your MTA membership card, to sign in, if this is your first time. There is some information that is accessible to anyone, but contracts and bylaws, for example, require WREA membership. The salary grid can be found in Article 27 of the contract.

Other Resources:

Stay Informed!

Connect with other WREA members.
See current WREA & MTA news and activities.
Access member tools, benefits and resources.

WREA Facebook Page:

<https://www.facebook.com/groups/WachusettREA/>

I Am Wachusett Facebook Page:

<https://www.facebook.com/IAmWachusettInAction/>

MTA News:

<https://massteacher.org/>

<https://massteacher.org/news>

<http://Facebook.com/massteacher>

<https://www.instagram.com/massteacher/>