

House of Delegates Meeting: October 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:

July/August/September Meetings:

7/1-7/8/2019 Attended NEA RA in Houston TX as Mass State-Wide Delegate

7/9/19/18 WRSD School Committee meeting

7/15/19 WREA EBoard meeting

7/17-7/20/19 MTA Executive Committee Retreat, Quincy MA

7/24/19 meeting with new Director of Special Education

8/3-8/7/18 MTA Summer Conference, Amherst MA

8/19/19 NEA 360 overview, Auburn office

8/19/19 WREA EBoard meeting

8/19/19 WRSD School Committee meeting

8/20/19 New Hires Luncheon and Sign Up

8/22/10 Special Education Task Force meeting with new director

8/24/19 WREA Table at Holden Days

8/30/19 Medicaid Training Related service providers and school psychs

9/3/19 WRSDSC Management Subcommittee meeting

9/7/19 MTA statewide White Fragility Discussion Group in Worcester

9/13/19 MTA Executive Committee meeting, Framingham MA

9/14/19 MTA All President Meeting, Framingham MA

9/16/19 WRSD School Committee Meeting

9/23/19 Member disciplinary hearing with superintendent

9/23/19 Special Meeting WRSD School Committee

9/25/19 Grievance meeting Houghton

9/26/19 Medicaid billing concerns meeting with member

9/27/19 discussion of Medicaid billing concerns with Dr. McCall

9/28/19 MTA statewide White Fragility Discussion Group at MTA Auburn office

9/30/19 WREA EBoard meeting at WRHS

10/2/19 WRSD Business/Finance meeting

10/3/19 WREA/WRSD Meeting with Superintendent

10/5/19 MTA Racial Justice Summit at Blackstone Visitor Center Worcester

Issues: the two broad areas of concern are Medicaid Reimbursement and the changes in practice and procedures being proposed by the new director of Special Education.

Most of you are aware that WRSD lost anticipated revenue and had a recoupment (aka: give money back) due to some (still undisclosed) irregularities or errors around the claims submitted for reimbursement for School Based Medicaid Reimbursement. To date, the specifics of the errors have not been disclosed to WREA.

The district can submit for reimbursement from Mass Health via UMass for certain school based services for students who are on Mass Health with medical diagnoses and whose documentation meets all the requirements for medically necessary treatment.. There have been several trainings that have described the requirements in detail, but none have given our related service providers confidence that our IEP and special education documents fulfill the legal requirements, or how to determine if the treatments provided are medically necessary. It has been made clear from Mass Health that the providers have personal liability to adhere to the requirements. Our next step will be to sit down with the district's new Medicaid director and the superintendent to get specific concerns addressed so that WREA members can resume billing for school based services with confidence.

Special Education: the new Director Christine Smith started in July. Our Special Education Task Force met with her at the end of August. It was a heated discussion at times, with contrast between our current models (that vary widely from school to school) and our perspective on what is needed to address long standing issues, and her assertion that resources could be reallocated to improve student outcomes. At her September meeting with TEAM chairs, she gave out a power point with numerous changes in practice, along with an articulated philosophy around Least Restrictive Environment and objectives that target describe the reduction of services to return students to general education. These changes will impact ALL educators in the district, not just special educators and related service providers. Already several schools have reduced paraprofessional support in exchange for increased educators. I anticipate a number of discussions around the proposed changes, potentially leading to action, depending upon the response of members to what is proposed, and administration's responses to our concerns.

Memorandum of Agreements: MOA for Special Ed non bargaining unit, Change to CAGS requirements, Assistive Tech Team stipend

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

October 7, 2019 WREA HOD meeting 4pm Mountview School room 123

October 7, 2019 WRSD School Committee

October 21, 2019 PEC Insurance Meeting 4 pm Jefferson School

October 26, 2019 MTA Bargaining Summit Devens

October 28, 2019 WREA Eboard meeting

October 29, 2019 MTA Regional Member Forum/President Meeting Central at the Blackstone Visitor Center Worcester 4:30 pm

November 4, 2019 WREA HOD meeting

November 16, 2019 MTA Early Career Educators Conference at Mountview 9-3

VP Negotiations & Sick Bank: Jen Lee

Overview: One member applied for sick bank days in June 2019 after the WREA Annual Meeting held on June 3, 2019.

Meetings attended in June 1-October 6, 2019:

- June 3 -- WREA Annual Meeting
- June 26 -- Meet with member
- July 2 -- Meet with Sam Miskin (MTA field rep) and Dr. McCall regarding member issue
- July 2 -- Business/Finance Subcommittee meeting
- July 9 -- School Committee meeting
- July 15 -- E-board meeting
- July 17 -- Meet with Jeff Carlson to discuss MOAs
- July 30 -- Meet with Dr. McCall and Jeff Carlson to discuss member and MOAs
- August 5 -- Legal Affairs Subcommittee meeting
- August 19 -- E-board meeting
- August 19 -- School Committee meeting
- August 20 -- WREA officers attend new member orientation
- August 24 -- Holden Days
- September 10 -- Legal Affairs Subcommittee meeting
- September 16 -- School Committee meeting
- September 30 -- E-board meeting
- October 3 -- E-board/Superintendent meeting

Sick Bank:

- A member received 6.5 sick bank days after I submitted my annual report back in June 2019. The 2018-2019 school year ended with a sick bank balance of 480 days.
- From August 20, 2019-October 1, 2019, 43 members enrolled in the sick bank for an additional deposit of 86 sick bank days.
- 109 staff deposited 2 days with the 9/20/19 payroll, for a total of 218 days
- At the WREA Annual Meeting on June 3, 2019, WREA members approved an MOA with the following changes to the sick bank language. During the summer, the district approved these changes as well.
- The District and the WREA agree to modify the Sick Bank Language contained within the 2018-2021 agreement between the parties as shown below with the remainder of the section unchanged:
 2. Any actively employed member of the bargaining unit covered by this agreement is eligible for membership in this sick bank. WREA members will notify the Sick Bank Committee by October 1st, or within **thirty (30) calendar** ~~sixty (60)~~ days of hire, that they want to contribute to the sick bank.
 - 1) Any contributing member of this sick bank is eligible to receive benefits.

- 2) Membership in this bank shall be voluntary. Each member shall make an initial non-returnable contribution of two (2) sick days effective on the first pay period of **enrollment in the bank** ~~the sixth year of employment~~.
 - 3) If the bank's total number of accumulated days falls below **three five** hundred (~~5~~300), members shall contribute one (1) day each year until the balance of days in the bank exceeds **three five** hundred (~~5~~300).
3. The District and the WREA further agree that for any current member that is a member of the Sick Bank but has not yet had two (2) days deducted from their personal sick leave accumulation, the two (2) days shall be deducted in September 2019. In the event that the member wishes to withdraw from the Sick Bank, the member shall notify the HR Manager on or before September 1, 2019.
- During the month of October, I will be conducting an audit of the sick bank with Jeff Carlson to ensure that all members who are a part of the bank have donated days and all records are accurate.

Negotiations:

- An MOA for “Remote Access” at Paxton Center School was signed. This was written to allow a student who has extreme medical issues access the classroom remotely. The MTA was instrumental in crafting this MOA to ensure our member was protected.
- In July 2019, the district agreed to a language change regarding CAGS credit requirements. The district agreed to add the following sentence:
 - When a Masters degree requires 45 credits or beyond, a CAGS program of less than 30 credits may be approved by the Superintendent.
 - This sentence was added because School Psychologist and Social Worker CAGS programs are not always 30 or more credits (a requirement stated in the contract). Quite often, the Masters programs for these positions are well above the typical 36 credits for other Masters programs, and the CAGS program is less than 30 credits. Therefore, this language now gives the Superintendent the right to approve a CAGS for less than 30 credits if the Masters degree was more than 45 credits. Before this language was added, he couldn't approve the program even if he felt the program warranted approval.
- The current contract will expire on June 30, 2021. In the fall of 2020, a negotiations team will need to be created to begin the negotiations process with the WRSD.

Legal Affairs Subcommittee:

- I attended both Legal Affairs Subcommittee meetings this summer (August 5 and September 10). Both meetings were focused on the revision of the WRSD School Committee's bylaws. This has been ongoing since the summer of 2018.

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. Attend Education Sub Committee Meetings.

Overview of Grievances

Personal Day Denied by Building Administrator

Article 19, Section B.1

All members of the bargaining unit shall be entitled to three (3) personal days per year, for the purpose of conducting personal business that must be conducted during regular work hours, two (2) days of which can be used consecutively for reasons such as weddings and graduations that require travel. Personal days require prior approval of the Superintendent or designee and are at full pay. The District reserves its rights to make requests regarding the use of personal time by Association members when adherence to the definition of personal time is in question.

4. The following list of reasons for personal days is considered examples acceptable by the District but is not considered exhaustive: family medical appointments, legal matters, graduations, funerals, personal real estate transactions, and estate or inheritance transactions.

This Grievance was denied at Level 1 (Building Level). The Grievance is at a level 2 (Superintendent Level).

Meetings Attended

July 15: WREA Eboard Meeting

September 9: Education Sub Committee: At this meeting Bill Beando (Wachusett Principal) came to answer questions the committee had about High School Courses that are offered and the success rate of students after they leave Wachusett High School. There was discussion about the different Advanced Placement and Honors courses offered. Another concern the Education Sub Committee was how Wachusett Students are being prepared for after Wachusett High School and the success those students have in College or the Workforce.

September 16: Education Sub Committee: The meeting did not begin until 6:30 due to not having a Quorum. Bill Beando and the Head of Guidance were in attendance to continue answering questions about the High School.

September 16: School Committee

September 30: WREA Eboard Meeting

October 3: WREA Meeting with WRSD

October 7: HOD

VP Membership: Mary Shepherd

Overview:

Activities of the WREA Vice President of Membership through September 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 09/30/19:

Full-time Members - 526

Part-time Members - 6

Changes noted -

New Members + 6

Full-Time

Retirements - 17

Non-Renewals - 7

Resignations - 8

Orientation + 33 / 34 (1 opted out)

Part-time

Non Renewal - 1

Rehire + 1 (NonRenewal above)

New Member +1

Meetings/Events Attended:

June 10 Business/Finance Subcommittee
June 18 Management Subcommittee
July 2 Business/Finance Subcommittee
July 15 EBoard Meeting
July 24-25 MTA UDL Workshop
August 4-6 MTA Summer Conference - Naming the Moment Campaign and
Equity for Culturally and Linguistically Diverse Learners
August 13 MTA NEA 360 Presentation - Auburn
August 19 WREA EBoard Meeting
August 19 Superintendent Goals and Evaluation Subcommittee
August 19 School Committee Meeting
August 20 WREA New Hire Luncheon, Membership Drive
August 29 WREA Table Holden Days
Sept 9 Meet New Member - TPS
Sept 10 Meet New Member - Mayo
Sept 12 Meet New Member - CTMS
Sept 14 MTA All President's Meeting - Framingham
Sept 16 Meet New Member - Dawson
Sept 16 Meet with WREA Treasurer
Sept 16 Superintendent Goals and Evaluation Subcommittee
Sept 16 School Committee Meeting
Sept 17 Meet New Members - Mayo
Sept 20 Meet New Member - 2nd visit Mayo
Sept 23 Meet with WREA Treasurer
Sept 24 Meet New Member - MTV
Sept 26 Meet New Member - WRHS

Superintendent Goals and Evaluation Subcommittee

- I. Student Learning Goal - Establish vision for homework philosophy and align practice to ensure a consistent application district wide.
- II. Professional Practice Goal - Development of culturally proficient knowledge and skills to ensure consistent practices by veteran administrators.
- III. District Improvement Goal - Development of ten year plan of action to address enrollment trends throughout the district.

IV. District Improvement Goal - Update Bullying Prevention and Intervention Plan (BPIP)

UPDATE: Discussion about fine tuning the wording and actions to represent administrative philosophy versus micromanaging for results.

VP Treasurer: Kim McCormack

Account balances as of September 30.

MMA: \$106,246.26

Checking: \$21,015.26

*Transferred money from MMA to checking for the upcoming year.

*Signed up for automatic withdrawal for MTA monthly dues collection.

*I am placing a t-shirt order and also completing a grant to defray the cost of the shirt order, approximately \$1000. The grant covers cost up to \$5,000.

Audit is in process. Followed up with Nikki from Mark Love regarding the documents needed. I am creating an audit document so we will know what we need next year. For example, she asked for the minutes from our meetings. I don't remember that from last year.

Dues collection should begin in October. Last year the first dues collection was deposited on October 19th.

Spreadsheet forwarded for expenses

Tax code: I have an email into Capital Payroll regarding the new law. I am also researching the exempt part of the law.

Attended Business Finance meeting in September. I have documents from that meeting.

Summary: They hired a manager of medicaid services. Her job will be to work with WRSD for 24 hours a week to start. She is skilled, schooled and knowledgeable. She comes from Umass.

Questions on bottom line of deficit, moving target. They were trying to figure out how much we are in the red? Revolving fund in negative. See documents.

Meetings attended:

August 19th: WREA EBoard Meeting

August 20th: WREA New Hire Luncheon, Membership Drive

September 16th: Business Finance meeting

September 16th: School Committee meeting

September 30th: WREA Eboard meeting

October 2nd: Business/Finance meeting

October 3rd: WREA with WRSD

[2019-2020 WREA BUDGET with current expenditures](#)

Secretary: Stacey Duffy

WREA Secretary - Meetings and Events Attended 06/19-08/19:

- 6/9/19 Educators for a Democratic Union, 11-2, Worcester, EAW
- 6/10/19 WREA Annual Meeting, 4pm, Mountview
- 6/24/19 Ed Reform Forum, 5:30 pm, Kennedy Institute, Umass Boston
- 7/9/19 Facilities and Security Subcommittee, 6pm, WRHS Media Center
- 7/9/19 School Committee, WRHS Media Center, 7pm
- 7/15/19 WREA Eboard Meeting, 11-2
- 8/19/19 WREA Eboard Meeting, 3pm
- 8/20/19 WREA New Hire Luncheon, Mountview
- 9/9/19 Facilities and Security Subcommittee

May - September 2019 Secretary Activity Highlights

MTA Website Maintenance (Wachusett.Massteacher.org):

Upload MOA's, Contract Corners, Monthly Budget, WREA Newsletters, HOD Monthly Agendas, Minutes and Eboard Reports, Update HOD Representatives list

WREA Newsletters - August and Oct WREA Newsletters

Facilities and Security Subcommittee Meetings (Sept 2019 Meeting)

- Equip/Technology Grant school entrance cameras installed. Also purchase contents for approximately 800 GO bucket. Shipping from CA 9/10/19.
- Reconstruction of High School Turf Field - Now Complete, Will seek restitution for delays \$1,000/day. Was to be completed on July 31st.
- Handing over to state, the road between Naquag and Central Tree, through modified lease agreement, in order to access state funds to help maintain the road.
- Field at Mountview is sand and dirt. This is a town issue.
- Issues with a/c and dehumidifier not working at Mountview

(July 2019 Meeting) - Review of Last Year's topics

Full Day Kindergarten	New School Building Discussion	Water Tank at Houghton
Turf Field	Equip/Tech Grant	ALICE
Davis Hill water bubblers	Solar Panels in Rutland	

WREA Secretary Upcoming Meetings:

10/7/19 HOD Meeting 10/7/19 School Committee