

House of Delegates Meeting: November 2019 REPORTS

President: Heidi Lahey

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:

October/November Meetings:

10/2/19 WRSD Business/Finance meeting 6:30 pm
10/3/19 WREA/WRSD Meeting with Superintendent/Administrative Team 4pm
10/5/19 MTA Racial Justice Summit at Blackstone Visitor Center Worcester 9-4pm
10/7/19 WREA House of Delegates Meeting at MTV 4pm
10/7/19 WRSD School Committee Meeting at WRHS 7pm
10/8/29 WREA/WAA meeting with Superintendent on Head Teacher MOA 3:15 pm
10/18-19/19 MTA Board of Directors Meeting Westboro
10/21/19 WRSD PEC Insurance meeting 4 pm
10/22/19 K teachers grade level meeting
10/23/19 Meeting with Director Special Ed and Medicaid billing
10/23/19 Meeting with Superintendent
10/26/19 MTA Bargaining Summit Devens Common 9-4pm
10/28/19 WREA Eboard Meeting 4 pm
10/28/19 WRSD Management meeting 7 pm
10/29/19 MTA Central Region Member Forum/President meeting 4:30-7:30 pm
11/4/19 WREA House of Delegates at MTV 4pm
11/4/19 WRSD School Committee Meeting 7 pm
11/7/19 SPED Task Force 4 pm Curriculum Center

Issues: *Medicaid billing continues to be a serious concern for our related service provider members in terms of compliance. There are a number of different interpretations of the Mass Health Medicaid requirements being shared which adds to the confusion. Three related service providers are meeting on Wednesday October 30 with Director of Special Education Christine Smith, Sue Soper, Carol Hume and myself. At issue are the requirements for documenting services provided in school that are MEDICALLY NECESSARY and eligible for Reimbursement from Mass Health. Our members have spent many hours reading up on this topic seeking answers to questions raised by the recoupment of*

payment last spring. Special recognition goes to Kate Andrus from HOD who has been tireless in advocating for and communicating with her special education colleagues.

Special Education: The Director has "piloted" changes in practice without negotiation, opening the door to adding additional tasks onto staff without bargaining the impact. Some buildings where they have the staff to make changes and absorb additional responsibilities are now implementing new practices.

Other schools are not implementing the same changes, continuing the inconsistencies of practice that have long plagued WRSD. However, having some means to assess the time requirements for staff completion of tasks is not without merit, as it then allows us to advocate for needed staff time. In consult with our Field Rep, we are drafting a Sped Practices MOA that would specify the changes that have been proposed and agree to allow the piloting in schools with an agreed upon end date when we will then sit down and negotiate the changes in working conditions.

WREA WINS! The Grade 1 & 2 teachers raised concerns about the early assessment window for the BAS. The testing window opened on the second day of school, and the expectation was that all student assessments would be completed by September 25. After several members spoke up to administration about the challenges that such an early assessment window created during the first 6 weeks of school, AND prepared to address their concerns at the September 16th school committee meeting, the deadline was extended by two additional weeks.

The Kindergarten teachers followed up by raising their concerns about the change in their K testing window from November to October. The K teachers met with Deputy Superintendent Berlo on October 22 and at the conclusion of the meeting, the K testing window was extended through the month of November. To bring educator voices into the discussion and decision making around timelines, assessments etc, the district has agreed with WREA to establish a Working Group for Literacy. We will seek at least one teacher per grade preK-5, and at least one teacher from every school in the five towns preK to 5. (ECC, Dawson, Davis Hill, Mayo, TPS, Paxton, Houghton, Naquag and Glenwood.)

Upcoming Events

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

November 25, 2019 WREA EBoard Meeting WRHS 4 pm

December 2, 2019 WREA House of Delegates Dinner Meeting

December 6-7, 2019 MTA EMAC Conference

VP Negotiations & Sick Bank: Jen Lee

Overview: No one applied for sick bank days in October.

Meetings attended in October 2019:

- October 21 -- Legal Affairs Subcommittee meeting
- October 31 -- Meet with Jeff Carlson for Sick Bank Audit (moved to November 13)

Sick Bank:

- Three members hired in October enrolled in the sick bank.
- 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.
- I was supposed to meet with Jeff Carlson on October 31 to complete the sick bank audit, but I didn't receive all the documents I needed, so we are now meeting on November 13.

Negotiations:

- 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 the Legal Affairs Subcommittee meeting on October 21. The subcommittee continued to edit their bylaws at this meeting. They also took a vote and decided the bylaws were now ready to present to the full school committee. If the full school committee votes to approve the bylaws, then they will be adopted. If not, then the Legal Affairs Subcommittee will make further revisions at their next subcommittee meeting tentatively scheduled for November 18. At the end of the meeting, Dr. McCall and Jeff Carlson explained the bargaining process to Legal Affairs Subcommittee members, as each member will be attending the negotiations sessions of three bargaining units this year.

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).

This Grievance was settled at Level 2 in favor of the member. The Personal Days that were owed to the Member were awarded by the Superintendent.

Meetings Attended in October

October 3, 2019: WREA Monthly Meeting with the District

October 7, 2019: House of Delegates Meeting

October 10: Building Based (Paxton) Monthly Meeting

October 28: Eboard Meeting

I did not attend the Education Sub Committee this month. Thank you to Kim McCormack for filling in for me this month.

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 10/25/19:

Full-time Members - 529

Part-time Members - 5

Changes noted -

Correction from 6 to 5 Part-time Members, omitted June resignation letter

Three new full-time hires

Meetings/Events Attended:

Sept 30	WREA EBoard Meeting
Oct 3	EBoard/Superintendent Meeting
Oct 3	Superintendent Goals and Evaluation Subcommittee
Oct 7	HOD Meeting
Oct 17	Meet New Member - Chocksett
Oct 21	Meet with WREA Treasurer
Oct 21	PEC Meeting
Oct 22	Meet New Member - ECC
Oct 24	Meet New Member - Houghton

Oct 25 Meet with WREA Treasurer
Oct 26 Attend MTA Bargaining Summit

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:

MMA: \$150,296.85

Checking: 20,801.86

Capital payroll forwarded information for new PMLA

Papers for Eboard to sign for their own records.

Capital payroll will be deducting the .037% and WREA will be paying that cost.

Audit Information sent to Accountants

Still waiting to hear when they will report. I have sent several emails and follow up emails. I will call on Monday October 28th.

Dues deductions has started on payroll period 10/18

Letters sent out to Lump sum payers: 3 members

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

Shared Google spreadsheet

Meetings attended:

Eboard

HOD: 10/7

School Committee: 10/15

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

Meet with Mary Shepherd to discuss membership enrollment:

Attended Ed Sub committee in October 10/7

Attended Business Finance 10/, 10/28

Business/Finance Subcommittee meeting notes:
Funds are a moving target.

2019-2020 WREA BUDGET with current expenditures

Secretary: Stacey Duffy

WREA Secretary - Meetings and Events Attended Oct 2019:

9/30/19 **WREA Eboard Meeting**, 4pm, WRHS
10/3/19 **WREA WRSD Superintendent Meeting**, 4pm, Central Office
10/7/19 **HOD Meeting WREA**, Mountview, 4pm
10/7/19 **Facilities and Security Subcom. Meeting**, WRHS, 5:45pm
10/7/19 **School Committee Meeting**, Mountview, 7pm
10/28/19 **WREA Eboard Meeting**, WRHS, 4pm

October 2019 Secretary Activity Highlights

MTA Website Maintenance (Wachusett.Massteacher.org):

I have the following documents ready in pdf format for upload to the MTA website. I have sent an email to Sarah Nathan in the MTA technology Dept in reference to challenges I'm encountering in uploading the documents. Upload Folder: MOA's, Contract Corners, Monthly Budget, WREA Newsletters (Aug and Oct), HOD Monthly Agendas, Minutes and Eboard Reports, Updated HOD Representatives list

WREA Newsletters - Nov WREA Newsletter Draft available for Eboard Review.

Facilities and Security Subcommittee Meetings (Oct 2019 Meeting)

- Reconstruction of High School Turf Field - Now Complete, Will seek restitution for delays \$1,000/day. (57 days: Will help offset unanticipated bus expenses and excessive wear and tear to top field, due to lack of availability of turf.)
- Parent concerns for use of school as polling locations.
 1. Will ask towns if there's a chance to move it out of schools (not likely)
 - Suggest senior center for sterling....school lobby is problematic because students have to walk through it to cafe and specials
 2. Construct a defined plan for each school entrance, signage, barricade..
 3. Communicate to parents week or so before elections, that there is a plan in place, involving the above listed items, teachers, town officials and police
- Implementation of ALICE
 - Mr. Godbout stated he would like to see the program expedited and/or prioritized for rollout to highschool students.
- Capital Projects

Dan-putting together 10yr plan for future maintenance/upgrades for capital items
Setting up Capital Stabilization Account and Revolving Acct for field use.
HVAC issues at Mountview

- SOLECT - Central Tree. No decision since last meeting, as to replacing or repairing roof before solar is installed.

WREA Secretary Upcoming Meetings:

10/29 Fac & Sec Mtg, 6:30, **11/4** HOD 4pm & School Comm. 7pm, **11/14** WREA/WRSD, **11/25**
WREA Eboard