

House of Delegates Meeting: December 2019 REPORTS

PD Committee meeting held November 22, 2019

In attendance:

Kara Bolduc, WREA elementary representative

Linda Sasso, WREA high school representative

Jen Tellier, WREA middle school representative

Bob Berlo, Deputy Superintendent

Brendan Keenan, Director of SEL

Bill Beando, WRHSI Principal

- New members introduced - Brendan and Jen
- Informed Beth Stockenberg would no longer be attending meetings. When asked about her role in identifying categories for PD as well as coordinating May PD, we were told she would still be doing these.
- Clarification of contract language surrounding monthly meetings as interpreted by committee members - all members interpreted school year commitment
- Looked at and discussed results from end of year PD survey - low participation; confusion on what was measured and delivery of survey; discussion on how to do this at the end of this year; discussion on sharing results with members and how to do this; Looked at top ranking areas indicated by staff
- Monthly Newsletter from PD Committee proposed by Jen Tellier in S'MORE format
- Discussion about email to solicit proposals for May 11th PD day due contractually by Dec 31st; email to be reviewed by members and Bob will send to staff with link to newsletter.
- Discussion of accepting proposals after December 31st due to missed meetings and it being the end of November - will accept proposals until January PD committee meeting January 13th.
- Discussion on contract language change in future contract for proposal submissions for November, June 30th. Thought this could be extended in future.
- No information available about November PD day survey or outcomes for curriculum alignment; Bob will have information for next meeting
- Restructuring future PD days - go back to 2 days before school making November day the menu day; May day would be non school day. Asked to propose at HOD for discussion; Bob to present idea to principals and WREA
- All future meetings for PD scheduled through June
- Next meeting December 16th

President: Heidi Lahey

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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:

November/December Meetings:

11/4/19 WREA House of Delegates Meeting at MTV 4pm
11/4/19 WRSD School Committee Meeting at WRHS 7pm, public comments on PD
11/7/19 WRSD Towns Budget Round Table Meeting 6:30 pm
11/9/19 Central Region Book Discussion Group on White Fragility
11/14/19 WREA/WRSD Meeting with Superintendent/Administrative Team 4pm
11/16/19 MTA Executive Committee Meeting at ECEC MTV school 9-4
11/19/19 MTA Building Rep Training at The Manor, West Boylston 4-7 pm
11/21/19 Meeting with building rep on building based issue 8 am
11/21/19 Meeting with superintendent and special ed director on MOA cancelled
11/25/19 Meeting with WRSD on adding Assistants (SLPA,COTA, PTA) to WREA 4pm
11/25/19 WRSD Management meeting 7:30 pm
11/26/19 WREA Eboard Meeting 4 pm including Audit presentation by Mark Love Assoc
12/2/19 WREA House of Delegates Dinner meeting at MTV 4-7 pm
12/9/19 WRSD School Committee Meeting 7 pm
12/11/19 WREA/WRSD meeting on Special Education pilot MOA

Issues:

Special Education Workload Study: At the SPED Task Force Meeting in early November, a workload study was proposed to generate data as the district administration creates a long term staffing plan. Currently, the district staffing plan appears to be based upon the projected headcount of students as predicted by varied state/local agencies and the number of classes currently over-enrolled by the school committee class size policy. I have yet to hear any discussions of the workload for non-classroom educators, nor the increased needs of students requiring smaller class sizes to allow educators to be effective, nor any predictions around students requiring additional supports such as 504, IEPs.

MOA Changes to Special Education: A scheduled meeting with central administration on the Special Education MOA was cancelled by administration, rescheduled for December 11. There are currently a variety of practices happening in special education across the district. The draft MOA accounts for new processing (giving valuable information on the time and staff required to accomplish the tasks) while establishing that these changes are still subject to negotiation under the law. The MOA puts a time limit on the changes for this school year, with negotiation to follow.

Literacy Working Group: Despite several emails to the superintendent and deputy superintendent, they made no response to the WREA request for Literacy Working Group administrative information- including potential meeting dates.

PD Committee: The PD committee finally met on 11/22/19 after WREA filed a class action grievance based on the violation of the contract language. The committee will be providing a report to HOD.

New WREA Members: negotiation with the district on the addition of Physical Therapy, Occupational Therapy and Speech Language Therapy Assistants to WREA will continue on December 5th. At question is whether these potential members share a Community of Interest sufficient to add them to the existing contract, or whether we will negotiate a separate contract for them as a Unit B under the WREA.

Upcoming Events

December 6-7, 2019 MTA EMAC Conference/MTA Board Meeting at Sheraton Norwood

December 9, 2019 PEC Insurance Negotiation Group meeting 4 pm

December 9, 2019 WRSD School Committee meeting 7 pm

December 11, 2019 rescheduled meeting with WRSD on Special Ed MOA

December 16, 2019 Meeting with WRSD to discuss adding assistants to WREA

December 19, 2019 WREA/WRSD Meeting with Superintendent/Administrative Team 4pm

January 6, 2019 HOD January dinner meeting MTV 4:00-7:00 pm

January 11, 2020 MTA Union Skills Winter Conference Sheraton Springfield Monarch Place Hotel

VP Negotiations & Sick Bank: Jen Lee

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

Meetings attended in November 2019:

- November 14 -- E-board/Superintendent meeting
- November 20 -- Meeting with Jeff Carlson to audit sick bank
- November 25 -- Meeting with Dr. McCall/Jeff Carlson to discuss new bargaining unit
- November 26 -- E-board meeting

Sick Bank:

- I met with Jeff Carlson on November 20 to audit the sick bank. We discovered that **5 members** need to be added to the sick bank list even though they filled out paperwork at some point to join. There are also **3 members** who are on the sick bank list, but need to have their two days deducted. There is a 30 day discrepancy between Jeff Carlson's sick bank balance and mine. Jeff and I are currently trying to determine the reason for the discrepancy.

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:

- There were no Legal Affairs Subcommittee meetings in 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. 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.

Professional Development Grievance

NATURE OF GRIEVANCE: The Professional Development Committee is contractually obligated to meet monthly to review, give input, and feedback on upcoming Professional Development that is being offered. This committee has not met since May 21, 2019. There have been multiple attempts to schedule a meeting. There has been no communication on the part of the Wachusett Regional School District to remedy this issue.

Article 16: Staff Development Plan Section: A

The committee will meet monthly to review the current professional development activities within the district, review participants feedback and to make recommendations. Additionally, the committee shall be given the opportunity to review and provide feedback for the following years Professional development.

This Grievance was settled at Level 2. A meeting was scheduled for the Professional Development Committee. Meetings have been scheduled for the year.

Education Sub Committee

This meeting was focused on the District's 5 Year Staffing Plan. There were conversation about each school and class size. The class size policy was discussed. The committee thought it would be appropriate to increase the Middle School and High School numbers by 1.

Meetings Attended in October

November 4: House of Delegates Meeting

November 4: Education Sub Committee

November 14: WREA/WRSD Monthly Meeting

November 25: Building Based Information Session about the Survey sent out to members.

November 26: Eboard Meeting

VP Membership: Mary Shepherd

Overview:

Activities of the WREA Vice President of Membership through November 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 11/24/19:

Full-time Members - 526

Part-time Members - 5

Changes noted -

Corrections after district payroll comparisons -

- delete 1 LOA, full year

- delete one FT resignation previously omitted

Delete one member opt out

Meetings/Events Attended:

Oct 28 WREA EBoard Meeting

Nov 4 HOD Meeting

Nov 6 Meet with WREA Treasurer

Nov 7 Meet Member

Nov 7 Meet with WREA Treasurer

Nov 7 Attend Budget Round Table

Nov 14 EBoard/Superintendent Meeting

Nov 19 Attend MTA Building Rep Training

Nov 21 Meet with WREA Treasurer

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 November 25th

MMA: \$235,900.74

Checking: \$20,725.07

*Filed the Annual Report with the State. Fee was \$15 (Original form was sent back due to address being a P.O. Box. I refiled with my home address.)

* We were awarded a grant of \$1,500., to cover the cost of the t-shirt order.

*I contacted Stephen Dunn, who I placed the t- shirt order with last year to adjust our order to use to total funds. I have not heard back. I will continue to reach out.

*Expenses paid last month

Contracts copied: \$107.04

Printing of newsletters: \$133.62

MTA dues: \$69,868.20 due 11/29/2019 (set up for automatic payment from MMA)

Billed 3 cash payers for their dues.

Upcoming expenses to be paid:

Mark Love for the audit, \$2,500.

Newsletter: \$33.85

Nikki Rawson, of Mark Love and associates will be presenting the audit at our November E board meeting for the 2018-19 year.

I am adjusting the spreadsheet to reflect the correct amount of money from our members in revenues. I incorrectly put the entire deposit each month that we collected, instead of just putting in \$14.90, which is the WREA amount.

Capital Payroll has taken the necessary taxes out for the new FML.

Meetings attended:

Oct 28	WREA EBoard Meeting
Nov 4	HOD Meeting
Nov 4	Business Finance Meeting
Nov 6	Meet with WREA Membership
Nov 7	Meet with WREA Membership
Nov 7	Attend Budget Round Table
Nov 21	Meet with WREA Membership

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

Secretary: Stacey Duffy