



# Wachusett Regional Ed. Association



**January 2020**

The 19-20 WREA Eboard hopes you had a restful holiday break and wishes you a happy, healthy 2020!

## **2019 Union Activity Recap**

### **WREA 2019 Local Activities**

- Hosted *Professional Learning and Networking Conference* (Mar '19)
- Hosted *Renewing Professional Licensure Workshop* (Apr '19)
- Hosted **Fund our Future Community Forum**, attended by State Sen. Harriette Chandler, State Sen. Jason Lewis, State Sen. Anne Gobi, MTA President, Merrie Najimy, along with local union and community members. (May '19)
- Created Retired Member Liaison position
- WREA Annual Meeting delegation approves 4 Memorandums of Agreement and 5 Bylaw changes (Jun '19)
- Distribution of approximately \$30,000 in unallocated PD Funds to WREA members who applied for them. (Jun '19)
- The WREA House of Delegates unanimously approved a motion to accept an unrepresented group of employees, OT assistants, PT assistants & SLP assistants into the WREA. (Oct '19)
- Hosted Early Career Educators Conference (Nov '19)

### **MTA 2019 State-wide Activities and Victories**

- State-wide standouts to protest detention of children of immigrants and refugees at the US border. (Jul '19)
- Dedham Teachers' Strike ends in contract settlement, improving teaching conditions and environments for educators and students! THIS is the power of solidarity! (Oct '19)
- Student Opportunity Act signed into law, adding \$1.5 billion to annual state funding for public education, thanks to a 12 month grassroots advocacy campaign by MTA members and partners in the Fund our Future coalition. (Nov '19)

### **National Education Association 2019 - National Highlights**

- NEA Annual Representative Assembly votes in favor of new business item to task NEA to research *paid family and medical leave* and create policy brief for state and local affiliates to use in collective bargaining. (Jul '19)
- Strong Public Schools Forum held at the NEA RA, hosted 10 Democratic candidates for U.S. president. (Jul '19)

## **Upcoming Union Events:**

- **Sat., 1/11/20 - MTA Union Skills Winter Conference**

**Registration: 8 a.m. | Workshops: 9 a.m. to 4:30 p.m. | Social: 4:30 to 6 p.m.**

**Sheraton Springfield Monarch Place Hotel, Springfield, MA**

This free, one-day conference includes a variety of workshops related to the core activities of local unions. Offerings will center on the next steps for the Fund Our Future campaign, negotiations, contract enforcement, member advocacy and organizing, communications, employee rights, current issues, professional matters, and more! A detailed description of the workshops can be found at: <https://massteacher.org/events-and-conferences/union-skills>

Child Care Available (see link for details)

- **Mon., 1/13/20 - School Committee Meeting, WRHS Media Center 7 pm**

- **Thurs., 1/16/20 - NEA & MTA “10 Months Out Kick-Off Pizza Party & Conversation”, 4:30 pm, A&D Pizza 60 Elm Street, Millbury MA (Snow Date: 1/22)**

Wonder what you can do to help public education in the 2020 Presidential Election?

Members and Guests will engage in important conversations about upcoming elections, education all students deserve, and a change of leadership in 2020.

Featured Speakers: Paul McClory, Director of MTA Grassroots Division and Tim Warren, Grassroots Campaign Coordinator. Organized by Roberta Goldman, MTA Grassroots Division, RSVP by 1/13/20, email: [rgoldman@massteacher.org](mailto:rgoldman@massteacher.org) or call: 508 523 5091

For more information on “Strong Public Schools 2020”, visit: <https://educationvotes.nea.org/presidential-2020/>

- **Sat., 1/25/20 - When We Fight We Win: Organizing for Power  
A Conference for All Education Workers,**

Framingham High School, 115 A St., Framingham, MA, 9am - 3pm

Sponsored by Educators for a Democratic Union, **Register at** <https://TINYURL.com/VMS68PU>

**Join in to:** Develop an understanding of how our struggles are connected, Learn from our victories, Develop organizational skills and Make connections from which we continue to grow power

- **1/27/20 School Comm. Meeting, WRHS Media Center 7 pm**

- **2/03/20 House of Delegates Meeting Mountview 4 pm**

- **2/10/20 School Comm. Special Meeting, Annual Budget Hearing, WRHS, 7 pm**

### **A Look Ahead - Save the Date!**

- **5/1-5/2/20 MTA Annual Meeting, Springfield, MA**

- **7/2-7/6/20 National Ed. Assoc. Annual Representative Assembly, Atlanta, GA**

Expense reimbursement available for MTA and NEA Annual Meetings

(Email: [WREAbord](mailto:WREAbord) for more info)

## Important News for Upcoming Months

- Election of WREA officers: Spring 2020 Election
  - Heidi Lahey will be terming out as our WREA president at the end of this school year. Additionally, all other Eboard positions will be up for election. Please review the WREA Bylaws for job requirements and think about whether you may like to pursue one of these seats. Reach out to [WREABoard@gmail.com](mailto:WREABoard@gmail.com) if you think you may be interested.
  
- Reminder: Any PD Reimbursement Funds remaining at the end of the school year will be distributed, as available, to members who apply. Save PD expense documentation for any unreimbursed expenditures to submit when the application window opens later this school year. The table below shows how much each school has used of their allocated funds, as of 12/11/19.

			WREA PD ALLOCATION		2019-20		
FY20			PD	CONF/WKSHP	SUBS	MILEAGE	BALANCE
			Allocation				
Central Tree	(31)	5.8%	\$6,195.79	-\$2,986.00	-\$270.00		\$2,939.79
Chocksett	(27)	5.4%	\$5,768.50	-\$2,360.00	-\$450.00		\$2,958.50
Davis Hill	(32)	6.0%	\$6,409.44	-\$1,176.00	-\$360.00		\$4,873.44
Dawson	(33)	6.2%	\$6,623.08	-\$1,299.00	-\$630.00		\$4,694.08
DW SPED	(7)	1.3%	\$1,388.71	-\$620.00			\$768.71
ECC	(13)	2.4%	\$2,563.78	-\$250.00			\$2,313.78
Glenwood	(28)	5.2%	\$5,554.85	-\$1,675.98			\$3,878.87
Houghton	(27)	5.0%	\$5,341.20	-\$3,312.74	-\$630.00	-\$51.05	\$1,347.41
Mayo	(35)	6.5%	\$6,943.56	-\$2,110.20	-\$810.00		\$4,023.36
Mountview	(50)	9.3%	\$9,934.63	-\$1,398.00	-\$1,080.00		\$7,456.63
Naquag	(24)	4.5%	\$4,807.08	-\$805.00	-\$360.00		\$3,642.08
Paxton Center	(35)	6.5%	\$6,943.56	-\$1,409.99	-\$900.00		\$4,633.57
Thomas Prince	(28)	5.2%	\$5,554.85		-\$990.00		\$4,564.85
WRHS	(165)	30.7%	\$32,794.97	-\$10,247.29	-\$2,610.00		\$19,937.68
Total WREA staff-537			\$106,824.00	-\$29,650.20	-\$9,090.00	-\$51.05	\$68,032.75
						12/11/2019	

- The Collective Bargaining Agreement between the WREA and WRSD **will expire June 30, 2021. Our previous bargaining cycle extended beyond a school year!** In order to start the process of determining member needs, prior to negotiations, members should begin to jot down ideas, concerns and/or issues to be incorporated or addressed in the next WREA contract. The WREA will need members to help drive the process and get involved. What role will you play when the next negotiation cycle begins? Start thinking NOW and reach out to an Eboard member if you want to be involved in negotiations when the process begins.

## Recent WREA Business

The following 3 Memorandums of Agreement will be voted on by the Eboard and the House of Delegates in January, 2020 scheduled meetings. December 2019 Eboard and HOD meetings were postponed until January, 2020, due to inclement weather.

Memorandums of Agreement are supplemental additions/changes to the WREA/WRSD Collective Bargaining Agreement that are negotiated in between contract periods.

**MOA on Changes to Special Education:** A scheduled meeting with central administration on the Special Education MOA was 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.

**MOA on Mentor Teacher Stipend:** an agreement that would add the stipends paid to WREA members who mentor new teachers in years one and two of their employment to the contract has been drafted.

**MOA on student access via iPad:** a student with a serious illness and prolonged absences is being considered for remote access to classroom content. An agreement similar to previous MOA has been drafted and requires a vote.

### Other Business:

**PD Committee:** The PD Committee 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 at HOD meeting in January.

**New WREA Members:** Negotiations with the district on the addition of Physical Therapy, Occupational Therapy and Speech Language Therapy Assistants to WREA will continue on January 21st, 2020.

### Reminders: Wondering who to contact for your union needs?

If you get arrested or have other legal issues that affect your employment, contact Heidi at [heidilaheywrea@gmail.com](mailto:heidilaheywrea@gmail.com)

If you don't have your dues taken out of your pay...contact Kim at [WREAtreasurer@gmail.com](mailto:WREAtreasurer@gmail.com)

If you have a new hire in your building or a name, email or address change, contact Mary at [maryshepherdwrea@gmail.com](mailto:maryshepherdwrea@gmail.com)

If you have an issue that you think is a grievance, contact Megan at [megankeller325@gmail.com](mailto:megankeller325@gmail.com)

If there is a contract issue or something that should be negotiated, (Like changes to compensation, reimbursements or job responsibilities) contact Jen, at [Jenniferleewrea@gmail.com](mailto:Jenniferleewrea@gmail.com)

### ...Cont'd from left

If you have a topic or item you'd like addressed at the next monthly House of Delegates meeting... contact Tracy at [tracyfieldwrea@gmail.com](mailto:tracyfieldwrea@gmail.com)

Have things you'd like to see in a WREA Newsletter or questions about meeting minutes or Eboard reports...contact Stacey at [staceyduffywrea@gmail.com](mailto:staceyduffywrea@gmail.com)

For other matters, feel free to email the Eboard email at [WREAbboard@gmail.com](mailto:WREAbboard@gmail.com)

### **Communication Resources**

See current WREA & MTA news and activities. Access member tools, benefits and resources.

**WREA Facebook Page:**

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

**MTA News:**

<https://massteacher.org/>

<https://massteacher.org/news>

<http://Facebook.com/massteacher>