

House of Delegates Meeting: February 2020 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:

January/February Meetings:

1/2/20 WREA December Eboard meeting 4 pm WRHS (rescheduled due to weather from December)

1/4/20 MTA central region book study 10-12 in Auburn

1/6/20 WREA HOD dinner meeting MTV 4-7 pm, WRSD Business/Finance Meeting cancelled

1/13/20 WRSD School Committee meeting 7 pm

1/16/20 WREA/WRSD meeting 4 pm

1/21/20 WREA/WRSD negotiation meeting on adding Related Service Assistants to WREA union

1/24/20 Kindergarten Mayo staff meeting with literacy director about testing 4 pm

1/25/20 Statewide EDU meeting Framingham 9-3 pm

1/27/20 WREA January Eboard meeting Davis Hill school 4 pm

1/27/20 WRSD School Committee Meeting 7 pm

1/31-2/1/20 MTA Board of Directors meeting Westborough

Issues:

1. Continued pressure on related service providers over School Based Medicaid Reimbursement Billing. Members are THE providers who decide whether or not their service is medically necessary. Not central office staff.
2. Misinformation from administration on training for changeover from Esped to Powerschool platform. Team chairs and published team chair notes reference Train the Trainer model, yet both the superintendent and deputy superintendent told the officers that the company would be coming in to train staff directly in spring. Esped contract will end July 1, 2020.
3. Lack of transparency for district current financial position for FY20 and the potential impact for FY21.
4. Abbreviated, cancelled and unproductive monthly meetings between WREA and administration continue. We are doing a look back of minutes for issues that WREA has brought up multiple times without measurable improvement, along with the percentage of meetings admin has either cancelled and truncated

5. Increasing dissatisfaction with communication, responses and follow through from top level staff. Despite the lack of adequate staff at central office, rarely do those professionals stay late to complete the tasks that are required in a timely fashion for the function of the district.

New WREA Members:

Upcoming Events

February 3, 2020 HOD February meeting MTV 4:00 pm

February 8, 2020 MTA book study group meeting Auburn office 10-12

February 10, 2020 PEC Insurance Group meeting 4 pm Curriculum Center

February 10, 2020 WRSD School Committee Budget Hearing meeting 7 pm

February 24, 2020 WREA EBoard meeting Davis Hill 4 pm

February 27, 2020 WREA/WRSD Meeting with Superintendent/Administrative Team 4pm

March 2, 2020 HOD March meeting MTV 4:00 pm

VP Negotiations & Sick Bank: Jen Lee

Overview: One person applied for 20 sick bank days in January, but a decision has not been made yet.

Meetings attended in January 2020:

- January 7 - Legal Affairs Subcommittee meeting -- CANCELLED
- January 13 - School Committee meeting
- January 16 -- E-board/Superintendent meeting
- January 21 -- Meeting with Darryll/Naomi Stonburg (WRSD counsel)
- January 27 -- E-board meeting
- January 28 -- Legal Affairs Subcommittee meeting

Sick Bank:

- 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. I will be meeting with Jeff on February 5 to discuss this discrepancy and hopefully find the error and come to a resolution.
- One member applied for 20 sick bank days in January, but the sick bank committee has requested more documentation. The member is in the process of getting that and we will make a decision once the documentation has been received.

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:

- The subcommittee met on January 28.

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.

Active Grievance

None at this time.

January Meetings Attended

January 6: House of Delegates Monthly Meeting

January 6: Education Sub Committee Meeting

- At this meeting the Education Sub Committee Reviewed, Revised, and Edited the following School Committee Policies:
 - Alcohol, Tobacco, and Drug use by Students Prohibited.
 - Tobacco Products on School Premises Prohibited (Students and Staff)
 - Drug-Free Workplace Policy

There was lengthy discussion about each policy. There was a discussion of Renaming each Policy to be consistent with DESE policy naming procedures. These Policy still have to be brought to the full Committee for a vote to Approve.

January 13: Education Sub Committee

- At this meeting Wachusett Regional High School Principal was in attendance to discuss and answer committee questions about **Policy 3341 Curriculum Adoption**.
- This policy states that the School Committee needs to be made aware of any Curriculum Changes and voted on the changes. Bill Beando attended this meeting to present course changes at the high school that were proposed at that night's School Committee Meeting for Approval.
- The following Courses were Presented and Approved Later at the School Committee Meeting:
 - Introduction to Percussion
 - Entrepreneurship
 - Taking It Global 1
 - Taking It Global 2
 - AP Physics C
 - Reading and Writing About Illness
 - Digital and Information Literacy for Modern Life

January 13: School Committee Meeting

January 16: Monthly Meeting with WREA/WRSD

January 27: EBoard

January 27: Education Sub Committee

- Discussed Policy on Health Education: The discussion was what grade bands should be required to have a mandated health period. The District's position is that 6-12 grades should have a designated block for Health Class. K-5 grades should be integrated into the class. There were no decisions made at this time. The discussion will continue at the next Ed Sub Committee Meeting.

January 27: School Committee 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 12/27/19:

Full-time Members - 523

Part-time Members - 6

Changes noted -

Delete two resignations

Move payroll error - FT to PT

Meetings/Events Attended:

Nov 26 WREA EBoard Meeting

Dec 2 HOD Meeting (Cancelled Snow Day)

Dec 12 EBoard/Superintendent Meeting

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: none, next meeting Feb 4, 2020

VP Treasurer: Kim McCormack

Account balances as of January 27th

MMA: \$ \$301,012.86

Checking: \$ 16,465.66

Accounts balanced

*Expenses paid in January:

Dinner meeting: \$1,200

Retired mailings: \$235

Submitted LOS paperwork to Stephen Dunn. Waiting for approval but Stephen said our reimbursement figure is \$7,924.52.

T-shirts have been ordered. The proofs were sent on January 9th. I sent a follow up to check the status on delivery. They have shipped. I will try to get them organized for HOD meeting.

2019-2020 WREA BUDGET with current expenditures

Secretary: Stacey Duffy

WREA Secretary - Meetings and Events Attended Jan 2020:

12/19 HOD Meeting - rescheduled due to weather

WREA website: <http://wachusett.massteacher.org>

1/2/20 WREA Eboard Meeting, 4pm, WRHS
1/6/20 HOD Annual Dinner Meeting WREA, Mountview, 4pm
1/8/20 MTA (Wordpress) Website Training, MTA Auburn Office, 4:30-8:30pm
1/13/20 Facilities and Security Subcom. Meeting, Media Center, 6:00pm
1/13/20 School Committee Meeting, WRHS Media Center, 7pm
1/15/20 Davis Hill Building Meeting, 8:30am
1/16/20 WREA WRSD Superintendent Meeting, Central Office, 4pm
1/27/20 WREA Eboard Meeting, WRHS, 4pm
1/27/20 School Committee Meeting, WRHS Media Center, 7pm

January 2020 Secretary Activity Highlights

MTA Website Maintenance (Wachusett.Massteacher.org):

After meeting with Carlos Avila, from the Interactive Media Dept at the MTA, for training on Wordpress maintenance, the following documents were uploaded in PDF format to reflect current information for the following items: WREA Newsletters, HOD Monthly Agendas, Minutes and Eboard Reports. Work is ongoing for uploading MOA's, Contract Corners, Monthly Budget information and ongoing structuring of our MTA Website. Next meeting with MTA Tech staff set for Thurs, 1/30/20.

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

Facilities and Security Subcommittee Meetings (Jan 2020 Meeting)

- Need for new school in Holden
 - Discussions with Holden Select Board for the second year in a row. Again, Select Board said no to supporting the filing of paperwork with state this spring, but will support in spring of 2021.
- High School Turf Field Update
 - Ongoing reconstruction checklist. Will probably have to wait until June to address line/goal post painting, liner/padding issues. Council is drafting letter to pursue \$60,000 in restitution for project delays. We owe them ~\$192,000, being held until final issues are closed.
- Safety / Security of Students when schools used as polling locations.
 - Discussions with schools and towns in process. Safety plans will continue to be formalized leading to fall elections. Many supports have already been put in place. Nxt meeting 1/27, will be held in executive session to discuss some of this, so as not to share all the security features in an open session.
- Capital projects
 - Will be focus of Feb. meeting. Budget Book draft ready mid-Feb.
 - (From previous meeting notes: Dan Deady is putting together 10yr plan for future maintenance/upgrades for capital items. Setting up Capital Stabilization Account and Revolving Acct for field use.)
 - Phone System at Nauquag

WREA Secretary Upcoming Meetings:

1/30/20 MTA Tech/Website Meeting

2/3/20 HOD 4pm

2/10/20 Fac & Sec Mtg, 6pm, WRHS Media Center

2/10/20 School Comm. Budget Hearing 7pm,

2/26/20 Diane Ravitch, Network for Public Ed. and Citizens for Public Schools, Cambridge, 7 pm

Feb, 2020 WREA/WRSD

Feb 2020 Eboard