



# Wachusett Regional Ed. Association



**February 2020**

Enjoy your February Break! You've earned it!!

## HELP WANTED

- **Election of WREA officers: Spring 2020**

- **All WREA EBOARD Officer roles will be up for election in May 2020.** Anyone interested in any of the WREA Eboard positions, may contact the WREA Elections Committee (Aileen Thurber at [aileenw@gmail.com](mailto:aileenw@gmail.com) or Carolyn Beaumier at [cjbeaumier@yahoo.com](mailto:cjbeaumier@yahoo.com)) for more information. Descriptions of all WREA related roles are in the bylaws, which can be found on the HOD Google Site at <https://sites.google.com/view/wreahod/home>. Stipends are voted on at our annual meeting each June. Current stipends can be found in the 2019-20 WREA Budget, at <https://wachusett.massteacher.org/>. Find the Budget under the "Members" tab and then "Union Finances". Reach out to [WREAbord@gmail.com](mailto:WREAbord@gmail.com) if you need more information.

- **WREA Collective Bargaining Agreement 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.

### **Important Reminders**

- **Deadline for documenting any anticipated lane changes to begin the second half of the year is coming up on February 28th.**
- **WRSD PD Funds Account Balance** was \$64,273 as of January 15, 2020. At this point, we have spent less than half of the money allocated by the district: Those who have not yet accessed these funds are reminded that you may put in for up to \$400 for PD reimbursement until June. In June, members may submit expenses beyond the \$400 threshold to be considered for reimbursement from any remaining pd funds. See the January 2020 Newsletter for the distribution report by school.

### Important Reminders cont'd....

- Deadline to rescind intent to retirement letters was February 1st.
- Although tax laws have changed with respect to union dues tax deductions, the total amount paid in dues can be found on the last payroll of 2019 (December 27, 2019) under the LTU DUES line. For full-time teachers without any breaks in service, the amount should be \$838.90 but it may vary for individuals. Please check your individual payroll for the correct amount.

### Did you know.....

How well do you know the answers to these contract and bylaw related trivia questions?  
True or False?

1. If our old contract ends before a new contract is ratified, we work without a contract.
2. Members are not allowed to use personal days to extend a holiday or vacation period.
3. Administration is required to advise you to bring representation to a meeting that could result in disciplinary action.
4. All teachers in K-2 are "given" work time to conduct parent teacher conferences.
5. In assigning students to classes, the administration shall make *every effort to work with* staff to determine appropriate class sizes relative to educational, safety and financial considerations.
6. Administrators are not required to treat staff in a professional manner.
7. The WREA President and officers automatically attend the MTA Annual meeting.

Answers:

1. FALSE-Article 2 states the existing contract is continued until the new contract is agreed upon.)
2. FALSE-. Article 19.B.1. That language limiting uses of personal days was removed in our last negotiation cycle.
3. FALSE. Your Weingarten Rights require YOU to ask if the meeting could result in disciplinary action, and assert your right to have representation present.
4. FALSE. Educators forfeit professional development time on the release day to complete conferences.
5. TRUE See Article 14 A.1
6. FALSE Article 17 C states that every effort will be made to treat professional staff in a professional manner.
7. FALSE. Any active member is entitled to attend the meeting, and an election to fill delegate seats should be held if there are more candidates than seats.

### Upcoming Dates:

- **2/10/20 School Committee Special Meeting - Annual Budget Hearing**
- **5/1-5/2/20 MTA Annual Meeting**, Springfield, MA
  - WREA will have 11 member seats available to attend MTA Annual Meeting - Join US!
- **7/2-7/6/20 National Ed. Assoc. Annual Representative Assembly**, Atlanta, GA
  - Massachusetts is looking for union members to attend this event. Join in the democratic process!

Expense reimbursement available for MTA and NEA Annual meetings (Email: WREABoard for more info)