

House of Delegates Meeting: March 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:

February/March Meetings:

1/31-2/1/20 MTA Board of Directors meeting Westborough
2/3/20 WREA Eboard Meeting 4pm Davis Hill
2/3/20 WRSD Business/FInance Meeting 7 pm
2/8/20 MTA Central Mass White Fragility Book Club 10a-1pm
2/10/20 WREA member meeting with HR 3:15 pm
2/10/20 PEC insurance meeting to review bids 4:00 pm
2/10/20 WRSD School Committee budget hearing 7 pm
2/11/20 WREA negotiations prep meeting with related service assistants 4 pm
2/24/20 WREA Eboard meeting 4pm Davis Hill
2/25/20 WREA negotiations prep meeting with related service assistants 4 pm
2/27/20 WREA/WRSD administration meeting 4 pm
2/27/20 MTA Central Region Member Forum/President Meeting 4:30-7:30 pm

Issues:

1. School Based Medicaid Reimbursement Billing and time required to complete paperwork due to be negotiated in spring continues to be a stressor for related service providers who are receiving reminder emails around billing, giving the impression that the billing duties are more pressing than student services.
What should be the next step? Should we request that the central office put their priorities in writing to share with both related service providers and building administrators? The time to complete the billing should happen during work hours.
2. Training for staff on changeover from ESped to Powerschool platform: who is providing, where and when will it be occurring? There has been conflicting information given to us: Bob Berlo stated that the company was providing training, Christine Smith has told team chairs and put on Esped that it will be internal.
3. Literacy Survey Results show program implementation is not consistent, especially around the phonics component instruction, with mixed and conflicting messages coming from top

administration. Now that we have gathered data, what is our next step? Admin team followed by SC?

4. The necessary time for review of IEP and 504 plans prior to the start of school-there is a requirement for teachers to view but no requirement of districts to provide time on the clock for teachers to read these. Essentially another unfunded mandate.

Upcoming Events

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

March 7, 2020 MTA Executive Committee Quincy 9a-5p

March 9, 2020 WRSD School Committee meeting 7pm

March 14, 2020 MTA Central Mass book discussion meeting 10a-1p

March 20 & 21, 2020 MTA Board of Directors meeting Natick

March 23, 2020 WRSD School Committee meeting 7pm

March 26, 2020 WREA/WRSD meeting 4 pm

March 30, 2020 WREA Eboard meeting 4 pm

March 31, 2020 WREA/WRSD Unit B Negotiations meeting

VP Negotiations & Sick Bank: Jen Lee

Overview: Three people applied for sick bank days in February.

Meetings attended in February 2020:

- February 10 - PEC Meeting
- February 11 - Unit B Assistants Negotiations meeting
- February 19 -- Meeting with Jeff Carlson to discuss sick bank
- February 24 -- E-board meeting
- February 25 -- Unit B Assistants Negotiations meeting
- February 27 -- E-board/Superintendent meeting

Sick Bank:

- Two members applied for 20 sick bank days each and both were awarded those 20 days. A third member applied for six sick bank days and the Sick Bank Committee is awaiting further documentation to make a final decision on this application.
- There is a 30 day discrepancy between Jeff Carlson's sick bank balance and mine. Jeff and I met on February 19 to settle the sick bank balance and we agreed that the beginning of the 2019-2020 school year will begin with the number of days I originally calculated - 803 sick bank days.

Negotiations:

- On February 11 and 25, Heidi, Sam Miskin (MTA field rep), and I met with three representatives from the COTA/PTA/SLPA (Unit B) to begin negotiations strategies and begin crafting contract language.

- 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.
- Leadership survey - Kyle Porter, Scott Wahlstrom, Asia Emerick, and Megan Keller have agreed to meet to put together a leadership survey in regards to the Superintendent.

Legal Affairs Subcommittee:

- The subcommittee's next meeting is on March 3, 2020.

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.

February Meetings

February 3: HOD Monthly Meeting. Unable to attend due to a family illness

February 6: Education Sub Committee Cancelled Due to Bad Weather. No Meetings have been scheduled at this time.

February 24: Eboard Meeting

February 27: WREA/WRSD Monthly 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 accuracy.

Current Membership: as of 2/23/20:

Full-time Members - 524

Part-time Members - 6

Changes noted -

One new Member

Meetings/Events Attended:

Jan 2	WREA EBoard Meeting
Jan 6	HOD Meeting
Jan 16	EBoard/Superintendent Meeting
Feb 4	Superintendent Goals
Feb 5	Meet New Member
Feb 10	School Committee 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: The sub-committee met on February 4 to discuss midyear goal status. Members were looking to Dr. McCall for seeds of his vision, Dr. McCall felt he was still in the gathering information to create a vision for the district. Principals have finished reading Homework Myth and will start to read Unconscious Bias. Staffing and Learning spaces are being assessed district wide for goal III. Stakeholders have met for and will meet one more time before recommendations to the BPIP. For further details, see attachment six to the Superintendent's report dated 2/10/2020

VP Treasurer: Kim McCormack

Account balances as of February 28th

MMA: \$ \$246,917.68

Checking: \$ 16,292.66

Accounts balanced

*We received our LOS money \$7,924.52

* We received our t shirt order and saved \$1,500 due to the Grant. Thank you Heidi for that help in completing.

Meetings attended:

Eboard 1/27

HOD 2/3

BUS/Fin 2/3

Upcoming BUS/Fin this Monday 3/2

2019-2020 WREA BUDGET with current expenditures

Secretary: Stacey Duffy

WREA Secretary - Meetings and Events Attended Feb 2020:

1/27/20	WREA Eboard Meeting, WRHS, 4pm
1/30/20	MTA (Wordpress) Tech/Website Training,
2/3/20	HOD, Mountview, 4pm
2/10/20	Facilities and Security Subcom. Meeting, 6:00pm (cancelled)
2/10/20	School Comm. Budget Hearing 7pm,
2/24/20	WREA Eboard Meeting, 4pm, Davis Hill
2/26/20	Diane Ravitch, Network for Public Ed. and Citizens for Public Schools, Cambridge, 7 pm
2/27/20	WREA WRSD Supt Meeting, Central Office, 4pm

February 2020 Secretary Activity Highlights

MTA Website Maintenance (Wachusett.Massteacher.org):

Following second meeting with Carlos Avila, from the Interactive Media Dept at the MTA, completed upload and organization of several documents, including latest WREA Newsletters, HOD Monthly Agendas, Minutes and Eboard Reports, contract, moas, and bylaws. Contract and bylaws were previously uploaded but had problems with links and locations. Monthly Budget upload still in progress. Additional meetings with MTA Tech staff for ongoing structuring of our MTA Website will be ongoing.

WREA Newsletters - March WREA Newsletter Draft not yet available.

