

## WREA House of Delegates Minutes: April 6, 2020

Call to Order

Attendance (via screen)

[Attendance Document](#)

### All-Member News

- Members interested in joining the HOD (or returning) need to email the Eboard by May 11. An email will be sent to all members the second week of April.
- Officer Elections are occurring this spring with all seats up for re-election.
- MTA Annual Meeting is on Saturday May 2 (virtual) with elections of President/VP and Board of Directors. WREA has 12 delegate seats, thus far 4 members have self nominated to attend

### Old Business: All old business will be tabled until the next meeting.

1. Update on addition of COTA, PTA, SLPA to WREA bargaining unit
2. Update on best practices for dealing with student IEP/504 plans (Breen)
3. Update on use of Fountas and Pinnell in regards to phonics
4. Next steps regarding Fountas and Pinnell Survey Results
5. District Report Card Group K-5 (on hold due to pandemic)
6. Leadership Survey created (on hold due to pandemic)

### New Business:

1. Bylaws changes will be needed for virtual voting Officer Elections ([Bylaws proposal](#))
2. Begin to verify and update your building email list: Paxton used Google forms to gather accurate email and phone numbers, MTV shared a spreadsheet on district email
  - a. Aileen has shared that she has at this time had a 73% success rate with the test email that she has sent out to confirm member emails.
  - b. Notify the Election Committee if you would like to run for an Eboard position. This information should NOT go through the Eboard. (WREAelections@gmail.com)
3. [Remote Learning Proposal](#) review and feedback (this document is confidential)
  - a. Heidi reviewed the process for negotiating and approving Memorandums of Agreement. MOA's with broader impact on members require Eboard and HOD vote.
  - b. Area of Special Ed needs more clarification.
  - c. ECC is another area that needs more review
  - d. This memorandum would replace the existing MOA amendment
  - e. At this point, April break is still on.
  - f. New Proposal April 13th until whenever school re-open or through the end of our 185th school day.
  - g. In new district proposal, 70% would continue to be review and 30% new material
  - h. "Teacher Directed Lesson" does NOT mean it needs to be live instruction. In fact, there may be technological challenges for families if multiple teachers are live at the same time. (HOD Question: Will we have examples of what it IS and what it ISN'T")

- i. Heidi - Neg Team will ask “What does ‘feedback’ and ‘grading’ mean”. What does ‘meeting expectations’ or ‘progressing’ look like.
- j. Ryan Z (Would like to see admin pick up the responsibility of following up with families of students who are not participating....see 3rd bullet from bottom)
- k. Clarification on ‘Connect weekly with school staff?’ What is meant by it? Neg team will be getting clarification.
- l. Evaluation System, After the 13th? We believe it should be suspended and if they put it in, then HOD reps could vote it down.
- m. The proposal appears to suggest we are reducing to
- n. Will there be a District Wide Template for student work?
  - i. Prescribing to one template may/could be difficult
  - ii. Individual school have been told to use certain templates
- o. Under ‘Educators Resp’ the outreach expectation does not consider specialists/related arts, who may have 300+ students.
- p. Special Education for non special ed teachers. How will paraprofessionals be used and who will train them? Will we be required to prepare separate lessons for students who will not have the assistance of paras during lessons. Will educators have access to IEPs ? Suzanne Breen, please put in a tech desk to ask for home access to IEPs.
- q. How will IEP meetings be handled?
- r. How will PD be handled? It has not been incorporated in this version since our time will now be taken with new responsibilities
- s. Staff meeting and grade alike meetings - Is this the Communicate/Collaborate statements.
- t. SPED section - Sending out plans, linking plans, filling out documentation, is ALOT and this will need to be hashed out at table. (Some other districts are not doing progress reports)
- u. Current Linking Plans are asking for parent feedback. Will have to be discussed.
- v. Related Service Providers (Speech, Language, PT/PT, related arts) at Elementary Level - can administrators take on the central communication from those staff that service a special population or the entire school, instead of attaching to classroom teachers communications.
- w. Phone Counseling - TF has downloaded an app (Talkatone) that assigns a phone number, Google hangout, and \*67.
- x. Length of School Day is for students. 6hr 50min is our school day and it is for getting our work done to prepare materials and interact with students.
- y. Printed Materials - What will logistics be? Team is thinking that will not be possible. (Responsibilities for this would fall on Admins)
- z. Grades 9-12 e. learning platforms restrictions are for educator protections at the suggestion of MTA. Ben...Generate a list of apps to get approval from our tech group. Barry Sclar has a list that was provided by MTA
- aa. G 9-12 #6 Ben “numeric or %” Suggests it would be a good idea to submit one grade per week, to ward off discrepancies between the number of assignments. ONE WEEKLY GRADE.

- bb. G 9-12 #6a Should be an admin issue to follow up w students who are not attending to any assignments. Maybe add something that says educators provide a list mid way through Q4 to admin relative to students who have not participated (met/not met)
- cc. Suggestion: . If a single check mark per week or per day is used, (met or not met) comment section could be used for further student feedback.
- dd. 4d - We assume this would be determined by individual administrators
- ee. At Elementary level - Related arts would like to have their roles listed by label and more representation of expectations. Jess will make some suggestions to Heidi or neg. Team
- ff. 4c. We would like to see this struck. Neg. Team will get clarification.
- gg. Discrep with overview regarding K-8 grading language by grade meeting exp/not mtg.
- hh. 4B paired with 4C, need clarification of the break down of minutes expectations for science, social studies and related arts
- ii. Will look for a mailchimp communication from Heidi tomorrow (4/7), following the negotiation meeting, about the likelihood of coming to agreement this week, as relates to planning for next week.
- jj. (Kayla) There are teachers (ECC?) whose roles are both regular ed teachers and inclusion teachers. The duties expected for them are overwhelming and not manageable.
- kk. Pg 4 Communicate and collaboration - Neg team will be looking for clarification.
  - i. Could we add a 'not to exceed' ...time frame
- ll. Any talk about May 11th PD Day? (Neg. Team will bring up in meeting)
  - i. Bob B. cancelled the last PD Meeting
- mm. (Mike L.) Can we request the technology department provide a resource list of "how to's" for parents in negotiating commonly used or commonly suggested technology procedures/app access ? Many teachers are spending tons of time trying to help parents with things that teachers do not necessarily know much about.. Kelly sent Barry a document of "how to's" from Nashoba and requested it be considered.
- nn. Pg 5-7 Available resources, change to "include but not limited to" and then add to each grade section.

**Reports:** President: Heidi Lahey  
 VP Negotiations & Sick Bank: Jen Lee  
 VP Contract Maintenance: Megan Keller  
 VP Membership: Mary Shepherd  
 VP Treasurer: Kim McCormack  
 Secretary: Stacey Duffy  
 Chairperson: Tracy Kasparian

## **Adjournment**

## **Upcoming Meeting Dates:**

WRSD School Committee 7 pm Holden Community TV Education Channel 194

WREA/WRSD Negotiations April 7 at 10:00 am

HOD meeting dates: May 4, Jun 1 (Annual Meeting)

Eboard meeting dates: Apr 27, May 18 (virtual Davis Hill)

MTA Annual Meeting will be shortened for elections and budget approval on Sat May 2 (virtual)

WREA Annual Meeting: June 1 (MTV/virtual)

Changeover of Officers June 30