



Dear Fellow Members:

As I reflect over the last several months, I am filled with gratitude for the many WREA members who have stepped forward to help our union. Please, please put your school work to the side over the break. It will be there when you return, so take this time to rejuvenate.

President's Coffee Recap

These will not be recorded, as they are informal, virtual, face to face meetings. Here are some highlights from the first President's Coffee with deputy superintendent Jane Daly on Tuesday, November 9th.

- Daly said one of the reasons she chose Wachusett was that she has spent most of her life close to the coast both in MA and RI and this job was an opportunity to be in a beautiful area with the mountains.
- Daly said that she has been impressed with our low turnover rate in leadership (which might have something to do with the SC comments a few years ago) and our excellent teachers. She added that it is a real joy to work with experienced staff.
- Daly said her initial vision for the WRSD includes improving Communication, Professional Development, and Personalized instruction. She said she took her first steps improving communication by helping to write the reopening plan for the beginning of the school year, working to make the mentoring program consistent throughout the district, and providing detailed PD information much earlier in the school year. Daly said she continues to meet with the WREA PD committee and has created a blog for members to turn to for all present and past information. Daly would also like to streamline the approval and reimbursement process for professional development. As for personalized instruction, Daly said she is looking at data for individual students, classroom, individual schools, and district wide to drive decision making. An assessment calendar has been created to inform all members of data collection dates.
- Daly wants to create more opportunities for teacher leaders, specifically by designing leadership positions that would not force educators to leave the classrooms.
- On a final note, Daly was a grievance chair and first vice president in her union as a teacher and said she went into administration to make changes she felt she didn't have the power to do as a teacher.

Payroll

After several attempts to work directly with the Business office, I wrote the chair of the school committee and Dr. McCall with my concerns, here is the response I received:

“Mrs. Honghoa Le is now overseeing payroll, and directly involved in the paycheck processing, effective pay period ending November 12, 2021. As she begins this work, she is identifying issues that she is correcting with staff in both the Business Office and Human Resource office. These issues involve but are not limited to documentation. She will remain in this role for the indefinite future. A [payroll] training has been scheduled with Tyler Technologies for December 13, 2021, which is the first available training date we were able to schedule given to the company's schedule. This training will include Business Office staff and Human Resource Office staff. I've coordinated with Human Resources moving up the deadline for paperwork to them that in turn, enables the Business Office the ability to open payroll processing a half day earlier if not a full day earlier, allowing more time to enter the payroll, update records, have that week's payroll reviewed by a second reviewer, and make necessary changes. A position has been posted for a payroll coordinator with an emphasis on experience with schools. I've also established a network for staff to utilize. This network includes the MASBO payroll community, Tyler community and colleagues from regional school districts. This outreach also allows Mrs. Le and Mrs. Mariano the opportunity to visit other regional districts. They have one visit scheduled on Wednesday, November 17 at Acton-Boxboro.”

Negotiations and CAT updates

The negotiation team continues to meet and is drafting language to present to the district around items of most importance from our previous surveys.

The CAT team has coordinated several opportunities for members to get together to discuss the contract. There are two more events on the list - here is the [link](#).

- Monday, November 22 - Coffee with Jochen Welsch
- Thursday, December 2 - Winter Window Stars

Thank you to members who came to the drinks and conversation event at the Seven Saws Taproom on Wednesday, November 10th and coffee with Jochen Welsch on Monday, November 15th.







Please continue to reach out with concerns. But, first, enjoy your time off with family and friends.

In unity,

Mary Shepherd

President WREA