

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting/April 2019

The meeting was called to order at 3:45 by President Lori Lyncosky. The following members were present: (see attached).

REPORTS

MTA

Paul Ryan was not in attendance.

MEMBERSHIP

Pam Tesko reported that dues should have ended this past pay period. In addition there was an error in Unit D union deductions. Pam is working with payroll to correct this error. Any other deduction issues that arise please email Pam.

SECRETARY

A motion to accept the March 2019 minutes was made by Kristen Biancuzzo and seconded by Pam Tesko. A vote was taken and the minutes were accepted.

TREASURER

Greg reported that he encountered an error when emailing the financial reports for March 2019. Pam Tesko made a motion to table the financial reports for March 2019 to next month. Kristen Biancuzzo seconded. A vote was taken and passed.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen reported that the Unit D payroll issue discussed last month has been resolved. The grievance regarding mis-funneling of funds from one building to another is still in process. Members who will be administering MCAS are reminded to review the MCAS administration protocols and test security.

NEW BUSINESS

1. **FERPA**-was discussed. FERPA is the Family Educational Rights and Privacy Act of 1974 and is similar to HIPAA in the medical world. FERPA is a federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education. **FERPA** generally prohibits the improper disclosure of personally identifiable **information** derived from education records.

- Do not discuss students, grades, academic performance, behavior, behavior issues, educational issues, circumstances that the student might be involved or engaged in, in any open forum! FERPA violations require the district to have to file the violation with the DESE. There have been a minimum of 6 violations in our district this year. This is serious and people are getting fired for such violations.
- Inquiry was made regarding FERPA-Lori shared that it is okay to discuss student info within an administrative meeting with other team members. Do NOT discuss children/students unless in a secure, private location.

2. **Contract Negotiations** for Unit A have begun and we will keep the board as updated as e can when we make some headway. Salaries are on the table.

3. **DO NOT TOUCH THE CHILDREN!**-for any reason! There is a current situation at the Middle School regarding hall duty and members "escorting" students from one place to another. If the student is in need of physical support to do so, don't touch the student...Call administration for assistance.

- Protect yourself...51As have been filed in our district this year against our staff members.

4. DO NOT TEXT CHILDREN OR PARENTS! Refer to FERPA info above.

5. Leadership stipends. Lori addressed her current stipend and the number of hours she spends doing her job as WEA President. She kept record of her hours and has determined she does 70-80 hours a month performing her duties as our president. This equates to approximately \$14.75 per hour. She requested a raise to \$14,000 a year. She also requested the board consider raising the stipend of the VP position due to the increased work load of that position as well. Lori and Matt then excused themselves for the remainder of the meeting to allow for discussion regarding the request.

- Aimee Blair and Greg Miller conducted the remainder of the meeting, responding to many questions and inquires that were made regarding the budget, financial obligations and history of officer stipends. Pam Tesko made a motion to postpone this discussion to the next meeting to allow for further information to be gathered. The motion was seconded by Mickey Jimenez. A vote was taken and passed.

OPEN FLOOR

No items brought forth.

A motion to adjourn was made by Matt Gomes and seconded by Pam Tesko.
The meeting was adjourned at 4:57 pm.

Respectfully submitted,
Aimee Blair
WEA Secretary