

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting, April 5, 2021

The meeting was held via Google Meet and was called to order at 3:50 pm by President Lori Lyncosky. The following members were present: (see attached).

REPORTS

MTA

Paul Ryan was in attendance and had no new information to report.

MEMBERSHIP

Pam Collins was not in attendance. No new membership information was reported.

SECRETARY

A motion to accept the March 2021 meeting minutes was made by Joe Mullett and seconded by Kristen Biancuzzo. A vote was taken and the minutes were accepted.

TREASURER

The Treasurer's Report for March 2021 was presented and Kristen Biancuzzo moved to receive the report. Christy Roselli seconded. A vote was taken and the report was received.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen Biancuzzo reported there is one grievance in process waiting to be resolved. Lori reminded members that a *Grievance* = a *Resolution*. A grievance is filed when there is a situation taking place that violates the contract in order to reach a resolution to the situation. The grievance process needs to start at the building level with a meeting between the principal, the member(s) who are being impacted and the building rep. If a resolution can not be reached, then the grievance process will begin.

WEBPAGE:

Tom Dearborn is keeping the WEA webpage current. Check it out for all WEA up to date info.

MTA's Ethnic Minority Affairs Committee:

Timothy Thomas reminded members about Ramadan which is coming up for our Muslim population. The EMAC book clubs are still taking place. Any member interested in participating should contact Timothy.

NEW BUSINESS

1. General Membership meeting - Wednesday, May 12 at 3:45.

2. Negotiations - The negotiation team is now dealing with the Commissioner's mandate that we must return to in person teaching - just like in September this is not negotiable we have to return. The following items are currently being negotiated:

A. The return to work of faculty and staff who are teleworking due to medical/child care issues.

- The rationale behind this is that we have the majority of our students who are returning to in person school. We do not have enough teachers to deal with the influx.

- Letters are being sent to people out for child care alerting them that the expectation is that they will contact HR by April 6th to let the district know what date up to May 3rd they will be returning. If an employee is choosing to continue to use child care as their reason for a nonreturn to work they will be placed on an unpaid leave.

- Letters are being sent to people who are out for health care alerting them that the expectation is that they will contact HR by April 6th to let the district know what date (as soon as

possible) they will be returning. If an employee is choosing to continue to use the medical exemption for a nonreturn to work then they will need to meet with HR immediately to begin the Interactive ADA Process; which means you will be expected to procure another letter from your physician/your parent's physician/your child's physician outlining why you need to remain as a teleworker.

B. Teaching Assignments - From PK - 8 In person teachers will deal with in person students only. Teachers who are teaching virtually will deal with virtual students only. No one will be "rooming and zooming."

C. Virtual School - was discussed as a way of maintaining/resurrecting our census numbers. It has to be agreed to by the school committee and then paperwork needs to be filed and approved by the state before we do anything. After we get approval we will begin negotiating all aspects of that.

D. Professional Development - there will be a survey coming out - a link will be sent to you with the information after the meeting - please send it out to the members and ask for their cooperation in filling it out and sending it back by Wednesday April 7th.

3. Letters of transfer are due in HR by April 15th.

4. Building elections should be completed by the end of May- please do everything you can to make this happen. It is very important that every building has their own full time representation.

5. MassChild Grant - we have money at our disposal that can be used for students in our district. In the past we have purchased uniforms for students at the Tech. We could also purchase school supplies for students who might be involved in college courses at the high school level.

OPEN FLOOR INQUIRIES/Reminders:

- ? regarding the Cyber-training survey we keep getting...this is part of a district initiative and it is helpful for members to complete it, however, we are NOT required to do so

A motion to adjourn was made by Cara Ferrara-Ingraham and seconded by Kristen Biancuzzo. The meeting was adjourned at 4:39 pm.

Respectfully submitted,
Aimee Blair
WEA Secretary