

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting/December 2018

The meeting was called to order at 3:50 by Vice President Matt Wroth due to the absence of President Lori Lyncosky. The following members were present: (see attached).

REPORTS

MTA

Paul Ryan reported that WMS will be visited by MTA on 12/11 @ 2:45 regarding the issues of mold at WMS. He also reminded members that if/when sharing information via email about a student, DO NOT use student names-use initials. Also, DO NOT send information to union officials using student's names.

MEMBERSHIP

Pam reported she will be sending the list of Unit D members who have received a reduction in their dues based on earning less than \$ 18,000 to reps. Anyone on the list in YELLOW is receiving the reduction and reps are asked to let those members know; anyone in RED is still being assessed and should NOT be spoken to yet. For those receiving the reduction their dues will stop earlier than others to account for the discount.

SECRETARY

A motion to accept the November 2018 minutes was made by Joe Mullett and seconded by Leslie Clark. A vote was taken and the minutes were accepted.

TREASURER

Greg presented the budget for November 2018. Lisa Pion moved to receive the reports. Pam Tesko seconded. A vote was taken and the report was received. Greg also reported that our audit was completed last month and everything is in order.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen reported that the potential SPED/ETL grievance has been resolved without the need for a grievance at this time. There are still some SPED concerns that are being addressed.

NEW BUSINESS

- 1. Please check you paystubs to make sure that your deductions are correct. All funds remaining in FSA accounts MUST BE spent within the next 10 days. FSA accounts will close on 12/13.**
- 2. When using the school district WIFI everything you do is recorded by the district...Just a reminder during the busy holiday shopping season...SHOPPING DURING THE WORK DAY ON SCHOOL COMPUTER...DON'T DO IT!!!! You open yourself up to people having your financial info and it's a big no! Yes...it can land you with at least a verbal warning. Yes...they can fire you for it. Don't do it!**
- 3. Degree status changes (also known as lane changes) – get transcripts and information to HR as soon as possible. Language from the contract:**
*** Advancement to the next higher pay schedule will be made on the first August 25 or March 1 following completion of all academic requirements toward the next higher degree or salary requirement. A teacher intending to receive an advance degree or credits which would provide for advancement to the next higher pay schedule must notify the Superintendent, in writing, no later than February 1st of the year preceding the financial budget being prepared. Teachers who fail to provide notice will not receive their column movement until the next fiscal year. A letter will be issued to all staff annually in December reminding them of their obligation.*
- 4. FMLA – HR is mandated to offer FMLA ...if HR suggests you complete FMLA paperwork it is in an effort to PROTECT us NOT punish us. If you need FMLA paperwork, contact Nicole Landry in HR.**
- 5. Professional Development-unofficially PD \$ is spent and is currently “frozen” for course reimbursement and PD workshops. \$42,000 was spent on the spring PD. PD committee is meeting in 2**

weeks to re-examine what has/has not been spent. Members should continue to submit requests. Should more \$ become available requests will be granted on a first come basis.

6. Update—Matt and Pam’s building meetings have been going very well. They have received lots of positive feedback from members. Many building issues that were discussed have been resolved. A union directed Survey Monkey will be coming out in January to gather ideas for negotiations. Unit A will be negotiating this year and Units B & D next year. Reps are requested to help to spread the word that Sick Day Buy Back is NOT something that can be re-negotiated.

7. Union Dues for the year – Unit A & B -- \$ 746; **Unit D** -- \$ 310.50 if earning \$ 18,000 and over -- \$ 262.50 if earning under \$ 18,000

OPEN FLOOR

No items brought forth.

A motion to adjourn was made by Will Choe and seconded by Janet Baush.
Meeting was adjourned at 4:37 pm.

Respectfully submitted,
Aimee Blair
WEA Secretary