

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting/February 4, 2018

The meeting was called to order at 3:45 by President Lori Lyncosky. The following members were present: (see attached). The meeting location was changed for today's meeting. Email was sent out to notify members. **This new meeting location—Westwood Restaurant Glass Conference Room will be our new permanent meeting space. Please share this information with the membership.**

REPORTS

MTA

Alex from MTA was not in attendance today.

MEMBERSHIP

Please be sure to email Pam with any changes in members in your building as she is not always informed by central office.

SECRETARY

A motion to accept the January 2018 minutes was made by Pam Tesko and seconded by Janet Baush. A vote was taken and the minutes were accepted.

TREASURER

The budget for January 2018 was emailed to reps for review and Pauline McClafin moved to receive the report. Kathy Wippert seconded. A vote was taken and the report was received.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Nothing new to report.

NEW BUSINESS

1. Seniority lists for Units A and D were distributed. Please share with members.
 - Bumping is expected this year due to the closing of Russell and the fact that there is only 1 elementary retirement. All NPTS members are encouraged to submit a letter of transfer.
2. SEI info. Classes are being offered again this spring and next fall. Just a reminder that everyone needs SEI endorsement to recertify in 2019 and beyond.
3. **Letters of intent for transfer MUST be submitted (in HR's hands) by April 15th.**
Just a reminder that all letters of transfer MUST be submitted no later than April 15th. Transfer letters can be short and to the point...the more open you leave it the better...

I would like to be considered for any position for which I am certified. (It is very helpful to then list all of the certifications you have)

Also a reminder that a transfer letter will only provide the member with the "courtesy of an interview" and ultimately it is the principal's decision to hire the candidate they feel is best of the position.

4. Weingarten Rights—reps were given a handout regarding Weingarten Rights. Reps need to make sure to share this information with members. In summary, your Weingarten Right allows a member the right to have union representation for any meeting whatsoever with administration that is disciplinary in nature or that involves a situation that may lead to an outcome that will result in disciplinary action or will have an adverse effect on the member's employment. If faced in a situation like this the member has the right to stop and request union representation. Should administration continue without allowing for representation, the member must allow the meeting to continue in order to refrain from behavior that could be judged as insubordination, and then notify Lori immediately. A request from the floor was

made to look into possible training for reps to provide more training on the reps role in this process. Lori will look into planning something for the Fall 2018.

5. Changes and panic—please don't. Discussion focused on reviewing the process that will be happening this spring due to the many changes (closing of Russell, changes in North and South into a 5-6 school (North) and a 7-8 school (South)) the district faces and how things would be handled. The plan is to have a list of open elementary positions to provide to the Russell staff prior to April vacation. Reminder that NO ONE will be getting paid or time for packing and moving.

6. Members are requested to attend the Planning Board meeting on Tuesday, 2/6/2018 at 7:00, as the meeting will include a discussion about the Charter School looking to open in Westfield on Root Road.

Open Floor:

- ? who is responsible for planning when a member's absence goes beyond the 2 weeks of sub plans. ? Who plans for the sub? Lori stated that the principal needs to be involved in problem solving solutions to figure out how to work together to support the situation.
- Unit D Blizzard Bag Days-up to 3 days of PD will be provided to Unit D, based on the # of Blizzard Bag days we have. If Unit D chooses to not participate, if the PD is needed for their position, they must obtain the PD themselves over the summer in order to return to their position in the fall. In addition, this would be a non-pay day which would result in a loss of seniority.

A motion to adjourn was made by Matt Gomes and seconded by Kristen Biancuzzo.

The meeting was adjourned at 5:05 pm.

Respectfully submitted,

Aimee Blair

WEA Secretary