

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting/February 2019

The meeting was called to order at 3:52 by President Lori Lyncosky. The following members were present: (see attached).

REPORTS

MTA

Paul Ryan was not in attendance.

MEMBERSHIP

Pam Tesko reminded everyone that dues \$ amounts are on the website for those who need them for taxes. No changes with the exception of a couple of new hires.

SECRETARY

A motion to accept the January 2019 minutes was made by Cara Ingraham-Ferrara and seconded by Kristen Biancuzzo . A vote was taken and the minutes were accepted.

TREASURER

Greg presented the budget for January 2019. Kristen Biancuzzo moved to receive the reports. Matt Wroth seconded. A vote was taken and the report was received.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen reported that there are currently no grievances. She also reminded everyone of the following: You are a professional even in your off time. Be careful when out in public. Lori added to also be careful of things posted on social media.

NEW BUSINESS

1. Letters of transfer are due April 15th.

2. Several items that came up in the survey regarding contract negotiations were addressed. First, a reminder, that in negotiations, items are negotiated for the majority of the membership. The goal of the negotiating team is to do the best they can for the majority of the members. Other points discussed include:

- Health Insurance-rates are negotiated by the MHI (Municipal Health Insurance) group, which is made up of leadership from ALL municipal unions. The City has to negotiate collectively with all unions. While the group does not like to see the rates of contribution increase, the alternative is that they negotiate changes in contribution or plan design, which means the city can go in and unilaterally change how much we pay for co-pays, medication, procedures and other items. In summary, negotiation of health insurance rates is out of the hands of the groups that negotiate the contracts for Units A, B and D.
- Missed Prep Periods-the amount of elementary teachers who commented that they were losing prep periods was staggering. Just a reminder...the contract already contains provisions for this...if you miss a prep period you can be compensated in like time or if the principal can not figure out how to compensate you with like time, you should submit a timecard. Any member facing this issue should speak to their building principal directly.
- Soft Opening-as has been said since the beginning of the school year, this is NOT acceptable and any building still participating in this action needs to contact union leadership immediately so we can file an unfair labor practice charge.
- Special Education Duty Period to Write IEPs-every special education teacher needs to have one duty period per week worked into their schedule dedicated to writing IEPs. This is a result of a grievance that we filed and won several years ago.
- Unit D being used as subs-as has been stated in the past, this should be an absolute last resort. However, with the raises that went into effect for Unit D, Unit D members are now making more

hourly than a sub (\$65 a day). We have in the past tried to bargain a flat rate to be added to their salaried day when they are asked to sub.

- FMLA-is a federal mandate, NOT something negotiated with the district. The law says you have to work 1250 hours over the course of 12 months. Unit D members do NOT qualify for FMLA; however, this administration has been very clear that if a member/family member has a legitimate, qualifying illness, they will make every effort to work with the employee.
- Work Day Schedules-are subject to bargaining, they aren't agreed upon by teachers and administrators in the building. For anyone to think that because a new schedule was devised that it was going to be implemented is incorrect.
- Elementary Time Change-The contract specifically states, and has for at least the last 26 years, that the Superintendent has the right to change the start and end time of schools by 15 minutes. The Superintendent enacted his right to use the language this year.
- Half Day of School on the Last Day-this has already been negotiated...we currently by contract have this.
- Conferences-parent/teacher conferences should ONLY be happening during the day. They should NOT be happening at the elementary level at night!

3. Please make sure members know that the MOAs in the back of the contract supercede the original contract language.

4. Fund of Future-be aware that this \$ 1.1 million does not come without strings...the governor's language on this includes raising the cap on charter school seats.

5. Emails from principals/supervisors can be considered directives and members need to do as directed and if it's a contract violation we'll grieve it. Members should not take it upon themselves to ignore a written or spoken directive.

6. Cell Phones-DO NOT give parents or students your personal cell phone number. Members should NOT be texting parents/students. If you need to call a parent, be sure to *67 your phone first so they won't have access to your cell number. The only electronic communication, other than email, that is approved by the district and should be used by members is Google Classroom and Ed Modo.

7. Any proposed language changes for By Laws need to be submitted by April 1st so that we can post information in schools for 30 days prior to the end of the year meeting.

8. Just a reminder to ALL members...protect yourselves... be very careful about what you put in writing to parents.

OPEN FLOOR

- Unit D members should NOT be used as interpreters for parent/teacher conferences. The district has interpreters available for that.
- An inquiry was made regarding whether the school department gave \$ back to the City at the end of the fiscal year. Lori shared that she was told this did happen.
- If a member needs a job description, call HR and request one.
- All home/school communication logs MUST be initialed by a Unit A member before being sent home to parents.
- Matt Gomes will look into having the Unit D contract printed for members.

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

Meeting was adjourned at 4:42 pm.

Respectfully submitted,

Aimee Blair

WEA Secretary