

**To: Executive Board**

**From: W.E.A. Secretary**

**Re: Board Meeting/February 3, 2020**

The meeting was called to order at 3:47 by President Lori Lyncosky. The following members were present: (see attached).

#### **REPORTS**

##### **MTA**

Paul Ryan was not in attendance due to negotiations in another district. Tyler Rocco attended in his absence and distributed information/handouts regarding the Student Opportunity Act.

##### **MEMBERSHIP**

Pam distributed new members forms to reps and requested that reps have members complete them and return them to her ASAP.

##### **SECRETARY**

A motion to accept the January 2020 minutes was made by Kristen Biancuzzo and seconded by Cara Ferrara-Ingraham. A vote was taken and the minutes were accepted.

##### **TREASURER**

The budget for January 2020 was emailed to reps and Matt Wroth moved to receive the report. Paula Ancelli seconded. A vote was taken and the report was received.

##### **PROFESSIONAL RIGHTS AND RESPONSIBILITIES**

Kristen reported that there are currently no grievances. Just a reminder...if a member is out on a medical leave, HR has the right to request information about that leave.

##### **NEW BUSINESS**

###### **1. Contract/Personal day/Raise—**

- a. Unit A contract was ratified by the WEA and the School Committee in December.
- b. The city auditor Christopher Caputo initially refused to pay the raise because Paul Ceglowski signed off on the agreements. He questioned her authority to sign it (even though she has signed many other contract related agreements and MOA items.)
- c. Mayor Humason signed the contract on January 10<sup>th</sup>.
- d. Mr. Caputo continues to refuse to pay the raise and is encouraging Mayor Humason to NOT HONOR the outcome of negotiations and bring us back to the table. This is called repudiation of the contract and it is illegal! To be clear, the School Department is not to blame on this and are doing their part.

So here's what we are doing about this...

1. An Unfair Labor Practice was filed today against the City naming Mr. Caputo as the "bad actor."
2. We are asking that each school pick a day and have the members call Mr. Caputo's office and request an explanation as to why he thinks he can legally withhold our money and ask when we can expect to see the pay increase? His office is open Mon-Fri 8am-5pm—The number is 572-6371 or 572-6217. Aimee will email a "script" to reps tonight along with the list of schools/days to call.
3. We have been told that the money will be there on the 2/14. When the money does come, it will be a one-time, lump sum payment equal to one percent of your annual salary. Apparently, it was too complicated to pay a lump sum for the first half of the year and then a 1% increase for the remainder of the year. If the money isn't in our next paycheck on 2/14, we are going Work to Rule.

4. Mr. Caputo also refused to release the city employees raises due to some perceived issue with City Council...for some employees this led to a delay of up to 8 months.
5. Mr. Caputo is strongly supported by City Councilors Allie, Flaherty, Beltrandi and Morganelli.

2. The new pay scale for prospective retirees is posted on our website. Any member needing it can find it there to bring to MTRS.

3. Budget season is upon us. According to the rumblings Lori has heard coming from City Hall, the intention is to give the School Department the same amount of \$ as last year, which would result in \$700,000 in cuts. Therefore, we need people to show up to budget meetings as the City Council begins their budget proceedings. We need to have as many parents and students come as well. Reach out to any PTO or PTAC contacts you have. The mayor has said that more of the voting population is concerned with water and infrastructure than education.

4. NPTS/RIF language/differences—Lori reviewed the difference between NPTS (non-professional teaching status) and RIF (reduction in force) Anyone without PTS (professional teaching status=3 full, consecutive years of service in Westfield, under your certification) needs to be on high alert with impending budget cuts. More information will be discussed as it gets closer.

5. Letters of transfer are due to HR by April 15<sup>th</sup>.

6. Just a reminder...Do Not touch students. And...if what you are about to say to a student is something you wouldn't want said to your most valuable family member, don't say it.

#### **OPEN FLOOR**

- Matt discussed the Sick Day bank. Please remind members about the Sick Bank as Matt has recently realized that many don't know we have this benefit. It's the members responsibility to know about the bank and request days. Members must first exhaust all of their sick days before going to the bank. If a member is close to the end of their sick days, (10 days left) they should email Matt Wroth and he will assist them in what they need to do.
- Also, remember if a member is at the 250 sick day cap, the member can donate days to a member in need. Anyone in this situation who would like to donate days should also email Matt Wroth.

A motion to adjourn was made by Matt Gomes and seconded by Pam Tesko.

The meeting was adjourned at 4:40 pm.

Respectfully submitted,

Aimee Blair--WEA Secretary