

**To: Executive Board**

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

**Re: Board Meeting/November 2018**

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

#### **REPORTS**

##### **MTA**

Paul Ryan distributed a flyer regarding an upcoming MTA Bargaining Summit. Any member is welcome to attend this. Paul will be using 10-15 minutes of upcoming meetings (beginning in December) to do a building rep training.

##### **MEMBERSHIP**

Pam distributed a flyer with dues amounts for the year to be posted in all buildings. She is also compiling the list of Unit D members who have received a reduction in their dues based on earning less than \$ 18,000.

##### **SECRETARY**

A motion to accept the October 2018 minutes was made by Janet Baush and seconded by Paula Ancelli. A vote was taken and the minutes were accepted.

##### **TREASURER**

Greg presented the budget for October 2018. Pauline McClafin moved to receive the reports. Donna Rollins seconded. A vote was taken and the report was received.

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

One possible SPED grievance regarding clerical duties.

##### **NEW BUSINESS**

1. Please be sure to check your paystub to make sure that your deductions are correct.
2. PLC and faculty meetings – first and third week of the month unless the week is a holiday week
3. IEP and 504 meetings – DO NOT HAPPEN BEFORE SCHOOL OR AFTER SCHOOL AND IF THEY ARE ON YOUR PREP YOU NEED TO BE COMPENSTAED LIKE TIME OR PAID. If issues arise, members need to notify their principal IMMEDIATELY regarding the situation and inquire as to how they will be compensated for the loss of prep.
4. Compensatory Time—there is no such thing in our contract. If a principal tells a Unit D member that they will give them “comp time” to offset additional time they are working it’s wrong. Principals do have the right to change the start and end time to accommodate needs/circumstances as long as the length of the day is NOT impacted. NO UNIT D MEMBER SHOULD BE WORKING “OUTSIDE” THE CONTRACTUAL LENGTH OF THEIR DAY WITHOUT PAY!
5. Go Fund Me/Donors Choose pages – anything like this MUST be approved by the superintendent BEFORE it is posted. These are considered “gifts” and need to be approved by school committee.
6. Signed Seniority Lists need to be sent to Lori at WIS NO LATER than 11/15.
7. Negotiations will be starting. The WEA will be sending out a survey monkey to all Unit A members regarding items to include in negotiations. \*\*Suggestion from the floor – technology equity.\*\*

##### **OPEN FLOOR**

- Pam shared that upcoming WEA building meetings will need to be rescheduled. A new schedule will be sent to reps soon.
- Tom Dearborn made a motion to accept an additional rep at WIS—Will Choe and Lisa Pion made a motion to accept and additional rep at Paper Mill – Tessie Maxwell. Pam Tesko seconded the motion. A vote was taken and passed.

- Lisa Pion brought forth a question regarding how many times a student should hit a teacher before something is done about it. Discussion took place regarding the procedure that should take place. Also, remember that whenever a staff member is injured (including hit, physically injured by a student) an accident report MUST be completed with the school nurse and the principal must be informed.
- Tom Dearborn shared that the FMLA E-Form is different as far documenting and all online forms go directly to HR. If you are waiting on approval or a form to be emailed to you, be sure to check your SPAM folder.
- Blizzard Bags—now called “Alternative Learning Solutions”—Lori shared that the Superintendent has an interest in doing these again this year and that we will be able to reuse what we did last year. More to come...
- Kristen needs all building reps to check with members to see if IEP meetings are being held before/after school and email her if they are by Wednesday 11/7.

A motion to adjourn was made by Matt Gomes and seconded by Pam Tesko.  
Meeting was adjourned at 4:58 pm.

Respectfully submitted,  
Aimee Blair  
WEA Secretary