

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting/November 2, 2020

The meeting was held via Google Meet and was called to order at 3:58 pm, following the introduction of this year's building reps, by President Lori Lyncosky. The following members were present: (see attached).

REPORTS

MTA

Paul Ryan reported that the Commissioner of Education has announced that there will be MCAS this year. There will be push back from MTA on this and the MCAS Campaign will be rolled out soon by MTA.

MEMBERSHIP

Pam Tesko, our membership chair, was recently married and is now Pam Collins. Pam was not in attendance today.

SECRETARY

A motion to accept the October 2020 meeting minutes was made by Janet Baush and seconded Heather McIntire. A vote was taken and the minutes were accepted.

TREASURER

The Treasurer's Report for October 2020 was presented and Joe Mullett moved to receive the report. Janet Baush seconded. A vote was taken and the report was received.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen presented slides with an overview of the grievance process and general information on the roles and responsibilities of building reps.

WEBPAGE:

Please remind members about our WEA website. Tom is keeping it up to date with the ever changing information of this pandemic year.

NEW BUSINESS

1. **Mass Child Grant** - Maureen Viturale joined our meeting today to discuss the Mass Child Grant. This grant provides \$2.00 per WEA member to support the purchase of things our students need to be successful in school. In the past this grant has provided: glasses to be kept in school for students who frequently "lose" them at home, shop uniforms for students at the Tech Academy, winter clothing, extra clothes for students to keep in the nurses' offices, etc.

- This year, due to the pandemic, BCBS donated \$100,00 to the grant for Covid relief. So, in addition to the \$2.00 per WEA member, this year we have an additional \$1,000 to be spent between now and January. This additional \$1,000 must be spent on things students need to support remote learning/related to the pandemic. Such as headphones, trifolds, stylus', food, etc. Things can be bought in bulk to be given out as needed.
- Reps: please share this information with members and principals to help assess pandemic needs and brainstorm ideas of what your students need, so we can take advantage of this \$.
- Maureen is willing to manage getting all of the paperwork done and sent to Mass Child and she will work with Greg surrounding all of the receipts/funds, etc. **We are in need of someone to be the liaison between our schools and Maureen. If you are interested, or have any questions about this, please contact Aimee Blair.**

2. **School Committee** meeting for tonight was cancelled, however for future meetings, the link to join is: <https://www.cityofwestfield.org/512/CH-15-Live-Stream>

- IF (iiiiiiiiiiiiiiiiiiii) the School Committee/Superintendent move us back into full remote then ALL ASPECTS of the REOPENING MOA **will be in full effect.**
- When the School Committee/Superintendent phase us back into opening again ALL ASPECTS of the PHASE 2 MOA **will be in full effect.**
- The School Committee/Superintendent are not looking to shut down schools unless a statewide shutdown occurs or IF we have an uptick in cases of school age children. Otherwise the intention is to keep schools open and address individual schools/programs etc, should issues arise.

3. **Unit D and Child Care** - There are enough openings in the Remote Learning Centers to accommodate Unit D members who are teleworking due to Child Care Issues. The options moving forward after you call to make arrangements to tour the Remote Center are the following:

- Opt to accept the free supervision.
- Change from a child care to medical exemption - you will need to provide documentation from a physician for this.
- Make independent arrangements for child care.
- Take the FFCRA exemption until December 31st.
- Members utilizing child care option for prek and younger children, option will still pertain to them as the district is not able to provide child care for children younger than K.

4. **Social Media** - please please please be cautious and prudent when using social media. Posts, tweets, snaps, comments, shares can all be problematic if someone takes offense to anything you do. PLEASE DO NOT ACTIVELY do anything on your pages during your contract hours (on your lunch, sure).

5. **Early Retirement Incentive** - several incentive plans will be presented to the MTA Governance Committee on Friday. The idea needs to be passed by this think tank before the MTA will officially embrace any one or a combination of them and move forward. The biggest hurdle is going to be the retired members who sit on the committee as their concern is that a huge influx of members will have a negative impact on their income.

6. **Unit D Holiday Pay** - please make sure that our Unit D members are aware that there is language in their contract specifically stating that they must be present and work the **FULL DAY** before and after a paid holiday in order to be eligible for holiday pay. Exceptions will require emergency medical documentation.

7. **Personal Days/Sick Time**- This year **Unit A members** have 5 personal days and 13 sick days.

- Personal days can be used as sick time if needed. Sick days CANNOT be used as personal days.

- Personal days can be used before or after a holiday/long weekend/vacation however you have to let the administration know you will be taking them. If you put in to take five days it will be declined.
- If we don't have February vacation you **CANNOT** use personal days to take that week off **UNLESS** you have already booked and paid for a vacation prior to the end of August. Yes, the Human Resource Director WILL demand that documentation. (This was addressed in the Reopening MOA.)
- If you choose not to use your personal days only 3 will roll into sick time.

OPEN FLOOR INQUIRIES/Reminders:

- Concerns were brought forth regarding the movement of students between classrooms and some principal's informing staff that sanitizing wipes can only be used 2-3 times a day, despite the fact that the students in some schools are moving between classrooms 8-9 times per day. The district has committed to meeting DESE standards on this and we've been told there are plenty of supplies. Continue to use wipes between each class and Lori will discuss this with administration.
- Snow Days...**There will be NO snow days this year if there is inclement weather.** Instead, on days like this, **ALL Units** will be teleworking from home and it will be a remote learning work/school day for ALL.

A motion to adjourn was made by Joe Mullett and seconded by Noelle Britt. The meeting was adjourned at 4:54 pm.

Respectfully submitted,
Aimee Blair
WEA Secretary