

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting/October 5, 2020

The meeting was called to order at 3:48 pm by President Lori Lyncosky. The following members were present: (see attached).

REPORTS

MTA

Paul Ryan reported information regarding an Early Retirement Incentive proposal that many would like considered by MTA Governance. MTA leadership initially said they have no interest in this proposal, however, many members would like to see the proposal considered by MTA Governance. In order to have it considered and get the proposal on the next MTA Governance Agenda, members interested in this should send emails/calls to MTA leadership, Max and Merrie, and let them know you think the proposal has merit and should be considered. This proposal would allow for early retirement for both teachers and paraprofessionals. Lori and Paul will work on some language to be used in emails and get it out asap. Paul also shared that last week the Commissioner said the state will be moving ahead with MCAS this year. He suspects there will be push back from MTA on this. Keep watch for more info on this.

MEMBERSHIP

Pam reported that they are now electronic membership forms, so reps will no longer need to hand out forms to new members. Pam shared the names of those new members who haven't yet responded to the emails sent and asked reps to check in with them. Any name or address changes should be emailed directly to Pam Tesko. Pam suggested that reps personally introduce themselves to new members in their buildings and let them know how to contact you.

SECRETARY

A motion to accept the official September 2020 meeting minutes (not the recap Aimee sent) was made by Pam Tesko and seconded Janet Baush. A vote was taken and the minutes were accepted.

TREASURER

The budget for September 2020 was presented and Joe Mullett moved to receive the report. Pam Tesko seconded. A vote was taken and the report was received.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen had nothing new to report.

WEBPAGE:

A request was made to have the Phase 1 MOA added to the website. Tom thought it was there, but will double check.

NEW BUSINESS

1. **Change in commitment for working** - there have been lots of changes happening
 - from remote to in person - good chance you will stay with remote students
 - from in person to remote - several of these requests have recently been denied as there is no one to do the in person position
 - resolved issues with childcare - hopeful to have this resolved shortly especially for those with WPS students - Superintendent is still working on this
 - potential issues with healthcare - if you have a healthcare issue, you MUST have documentation stating such from a licensed healthcare professional/doctor

2. Taking care of your yard without worrying about your neighbor's.

→ This is a year of lots of changes and personal issues...it is important that everyone worry about themselves. Lots of this is not optimal but it's only for 1 year...we can do this.

3. **Negotiations** - Hybrid Model - Phase 2 MOA - Negotiations Team...incredibly important information was shared regarding the Phase 2 MOA and the Hybrid Model and what it will look like. The WEA Negotiation Team and the District Team have developed a "toolbox" of ideas on ways to implement the Hybrid Model. Tom shared the "toolbox" on screen and described the 4 models currently contained in it. The hope is that moving forward, as teachers develop their own ideas/models, those will be added to the "toolbox." The district's interest is to allow teachers to develop what works best for them, there is NO interest in telling teachers how to do this. The interest instead is to allow teachers the autonomy to do what works best for them and the students in front of them, recognizing that not all models will work for all grades/classes/teachers. The "toolbox" will be posted on the WEA website after the meeting. Principals will provide their buildings with building specific parameters to follow and then it's the teacher's choice on how to go about the instruction.

OPEN FLOOR INQUIRIES/Reminders:

- Unit A - Extra 2 personal days for this year ONLY will NOT roll over to sick time...use them or lose them.
- **General Membership Meeting** - General Membership Meeting will be held on Wednesday, 10/21/2020 at 3:45 via Google Meet.
- Please send all new Building Rep contact info and new gmail accounts to Aimee ASAP.

This year's union dues deductions:

* Units A and B \$51.00 for 15 pay periods equal to \$765

* Unit D <18,000 = 16.90 for 15 periods to equal 253.50

>18,000 = 21.10 for 15 pay periods to equal 316.50

A motion to adjourn was made by Matt Gomes and seconded by Pam Tesko. The meeting was adjourned at 4:56 pm.

Respectfully submitted,

Aimee Blair

WEA Secretary