

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting/September 2017

The meeting was called to order at 3:43 by President Lori Lyncosky. The following members were present: (see attached).

The meeting opened with a visit from current City Councilor, Steve Dondley. Steve independently started the Save Westfield Schools blog and is a huge supporter of teachers. He respectfully requested our support and vote on Election Day. He was elected in 2015 in a very close race and has consistently supported the efforts of the WEA.

REPORTS

VICE PRESIDENT

Matt stressed the importance of the upcoming City Council election in Westfield. He reminded building reps of the importance of holding building based meetings, following E-board meetings, to get the word out on those that are running who will support teachers in Westfield. This election has the potential to be detrimental to our efforts if the wrong folks are elected into office.

MTA

Alex was not in attendance today to share MTA info.

MEMBERSHIP

Pam is working on membership demographics and will be getting them to reps ASAP. Once reps receive them, please have members check the information for accuracy and return them to Pam @ North Middle ASAP. Pam also reminded folks to check their paystubs to be sure membership dues are being deducted. Dues will be deducted for 15 weeks and amounts are on our website:
westfield.massteacher.org

SECRETARY

A motion to accept the June 2017 minutes was made by Pam Tesko and seconded by Kristen Biancuzzo. A vote was taken and the minutes were accepted.

TREASURER

Greg presented the budget for July and August 2017. Pam Tesko moved to receive the reports. Mary Anne Sico-DiSanto seconded and the reports were received. A request was made for the June financials, Greg will email those tonight.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen reported that currently there is one grievance. The grievance involves a paycheck error. A Unit D member was overpaid and while the member did notify payroll right away, payroll went in and withdrew the funds without permission from the member to do so. By contract, we have a right to negotiate repaying funds when there is an error in pay. This grievance is a reminder to all that checking your paycheck is very important.

NEW BUSINESS

1. Introduction of building reps.
2. Please be sure to CHECK YOUR PAY STUBS!! Be sure all of your deductions are correct...it is YOUR responsibility to be sure YOUR paycheck has the correct deductions.

3. Pay attention to candidates and what they stand for. Once again, this upcoming City Council election is critical for our schools.

4. Changes in scheduling and work expectations—can it be done? Yes...see the management rights clause in your contract. Just a reminder...If detentions are needed, teachers are expected to give them and do them.

5. Beginning of school online trainings—you don't have to do them all at once and you don't have to do them at home. They just have to be done by October 10, it's a condition of employment.

6. Hierarchy for information--All members should see their building reps FIRST with any questions/issues/concerns. Building reps are the first line of defense. If there is something the rep doesn't understand or know how to handle, the REP should call Lori to discuss the situation and then the REP will get back to the member. If a member needs LEGAL, the rep should NOT listen to anything about the situation...stop the member from talking and have the member call Lori directly.

7. Unit D pay anomalies- with the change in pay structure, any Unit D member who is questioning the step they are on needs to call HR first to find out what step HR has them on and then call payroll. Also, be sure members are using the correct pay scale. Many Unit D members were using the pay scale from the tentative agreement that was voted down.

8. In October the E-board will be going over Units A, B and D contracts. Be sure to come to the meeting with a copy of each.

9. Safety Care Training is mandatory for those who need it. Unit D will be paid for it and Unit A & B will receive PDP's.

10. 2012 SPED Grievance- regarding time provided to liaisons to write IEP's. Elementary=45 minute block attached to prep 1X per week; Secondary=freed of a duty period 1 day per week. Please be sure this is happening in your building. Kristen will send the resolution to reps for more information.

OPEN FLOOR

- Bus Duty-after contract hours. Several schools have late busses, however, staff is not being "required" to stay until busses come.
- Blizzard Bags-Lori shared that district is expressing an interest in having this happen for the first 5 snow days. More info will come as the plan is developed and rolled out.

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

The meeting was adjourned at 4:52 pm.

Respectfully submitted,

Aimee Blair

WEA Secretary