

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting, January 30, 2023

The meeting was held via Google Meet and was called to order at 3:50 pm by President Lori Lyncosky.

REPORTS

MTA

Paul Ryan was not in attendance today.

MEMBERSHIP

Pam Collins requested that building reps please stay on top of all new hires in their buildings. HR used to inform us regularly of new hires and this is not happening as consistently this year. Therefore we need building reps to help us with this. Please notify Pam immediately of any new hire in your building. Union Dues for taxes are as follows:

Unit A&B \$767

Unit D >18K \$318.50

Unit D < 18K \$270.25

SECRETARY

A motion to accept the December 2022 meeting minutes was made by Karen Gomez and seconded by Julie Neuser. A vote was taken and the minutes were accepted.

TREASURER

A motion to receive the Treasurer's Report for January 2023 made by Pam Collins. Christy Roselli seconded. A vote was taken and the report was received.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen Biancuzzo reminded members to make sure they get approval to leave the building/school premises during prep time, especially when the prep time is at the beginning or end of the work day.

Professional Development:

Matt Wroth reports that there is approximately \$10,000 left to spend. The March PD is "free choice." Members have the right to choose what PD they would like to take. The only exception to this is members who have received a "needs improvement" on their evaluation or members on an improvement plan, in which case administration may request the member take a particular PD.

NEW BUSINESS

1. When we have an early release, it counts towards our 184 contract days. If you are out sick or take a personal day, it is considered a **full day** off.
2. WPS Current Offer for negotiations that are substantial (not just language/clean up changes)
 - a. Teaching Hours and Teaching Load
 - i. Staff have available emergency lesson plans for substitutes.
 - ii. Add a stipend for breakfast duty coverage at the 5-12 level - **we had countered with K-12 - they had no interest.**
 - iii. Add a stipend for bus duty coverage at the 5-12 level - **we had countered with K-12 - they had no interest.**

*** if bus duty or breakfast duty is happening in Elementary Schools, please let Lori know

- b. Specialists and Special Programs - they wanted to change Librarians to Librarians at the secondary level only - **we expressed no interest.**
- c. Elimination of Transfer Language - **we expressed no interest**
- d. Change in Vacancy and Promotion Language - they wanted to roll it back to a 5 day post - **we expressed no interest**
- e. Temporary Leaves of Absences - they wanted to add step-parent to the list of people included in 5 day bereavement - **we countered that there should be more generic language due to the variety of family situations people are involved in.**
- f. Parental Conferences - teachers will meet with parents/guardians outside of the work day when requested - **we expressed no interest.**
- g. Salary Schedules -
 - i. 1.5% a year for 3 years
 - ii. Standardize the increases between steps and columns - **our counter was 7% a year for 3 years**
Widening the salary schedule steps 1 - 18
3% between each step
4% between columns
- h. Stipends - Add a stipend for teachers who hold and agree to use their dual certifications on behalf of the school system - **we expressed no interest.**

OPEN FLOOR INQUIRIES:

- Parent/Teacher conferences - issues with “fitting them all in.” All conferences do not need to be held on the conference day. Ideas included: offering phone conferences, doing one a week for subsequent weeks until you get them all in.
- Concerns about no union deductions this past pay period for many members...especially Unit D. Pam will look into this.
- Unit D = NO work on March PD day

A motion to adjourn was made by Pam Collins and seconded by Karen Gomez.

The meeting was adjourned at 4:31 pm.

Respectfully submitted, Aimee Blair - WEA Secretary