

To: Executive Board

From: W.E.A. Secretary

Re: Board Meeting, September 26, 2022

The meeting was held via Google Meet and was called to order at 3:57 pm by President Lori Lyncosky.

REPORTS

MTA

Paul Ryan shared continued information regarding Question 1 (referred to as the “Millionaires Tax”) that will be on the November 8th ballot. If passed, those earning over \$1 million annually would be taxed an additional 4% in income tax. All additional revenue earned through this tax increase would go directly back to cities and towns to be used solely for education and roads/bridges.

MEMBERSHIP

Pam recently emailed dues amounts for this year to reps. Amounts are as follows: Dues for those starting between 8/25/22 and 11/14/22 are: **Units A/B:** \$767.00 (\$50 out per paycheck); **Unit D <18K:** \$270.25 (\$20 out per paycheck); **Unit D >18K:** \$318.50 (\$22 out per paycheck). Reps are requested to keep track of all new hires in their building and to please notify Pam of them ASAP.

SECRETARY

A motion to accept the May 2022 meeting minutes was made by Joe Mullett and seconded by Pam Collins . A vote was taken and the minutes were accepted.

TREASURER

The Treasurer’s Report for September 2022 was presented and Pam Collins moved to receive the report. Kate Cartee seconded. A vote was taken and the report was received.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Kristen Biancuzzo reports that there are currently no grievances however there are 2 inquiries being addressed by the union.

Professional Development:

Matt Wroth reports that there is still \$163,000 to be spent.

NEW BUSINESS

1. **Medical Maternity Leave/Extended Maternity Leave without Pay/FMLA**
 - a. Medical Maternity Leave begins when the baby is born and accrued sick time can be used to keep an employee financially whole while recuperating from delivery. This time must be accompanied by a note from the attending medical professional.
 - b. In our contract we have language that allows a woman to request an additional 40 consecutive work days off UNPAID.
 - c. FMLA applies to time during the work year.
2. Cyber Security Prompts **ARE NOT MANDATORY** - you may delete them.
3. **GCN training** is a condition of employment and they must be completed with confirmation uploaded into TalentEd by October 1st.
4. **Snow Days** - Are going to be just that, we aren’t going to be able to use blizzard bags or work remotely.

5. **Personal Days** - please remember that personal days are to be used to conduct personal business that cannot normally be scheduled outside of a school day. Please also remember that in the event you exhaust your personal days and need additional days we DO NOT HAVE CONTRACT LANGUAGE AT THIS TIME THAT ALLOWS AN EXCHANGE OF SICK DAYS FOR PERSONAL DAYS. Please also remember that if you plan on taking days before or after a vacation or holiday or long weekend as a point of courtesy you should let your administration know and try to secure a sub as far in advance as humanly possible. We are still feeling the effects of labor shortages across the world. If you plan on going away please make sure you have additional sub plans in the event flights get canceled.
6. **Google Classroom** and posting daily assignments
 - a. Even though the Commissioner of Education suggested that districts enforce Rooming and Zooming, WE ARE NOT PARTICIPATING IN THAT ACTIVITY AGAIN.
 - b. Posting work on a Google Classroom allows the students who might be home due to quarantine or illness from a surge to at least have access to the work they might be missing.
 - c. Nothing needs to be modified for electronic submission by the student.
7. ***Please make sure that you check your checks - UPON ISSUANCE!!!*** Don't wait for multiple pay cycles to go by to check checks.
8. Please remember that the WEA meetings are the 4th Monday of the month with the exception of December that will be the 3rd Monday.
 - **September 26, October 24, November 28, December 19 due to Christmas break, January 23, February 27, March 27, April 24, May 22.** *Based on the vote taken at the meeting, we will continue to hold virtual meetings next year.*

OPEN FLOOR INQUIRIES:

- Please make sure to send Aimee email info for all new reps.

A motion to adjourn was made by Sally Spencer and seconded by Pam Collins.

The meeting was adjourned at 4:44 pm.

Respectfully submitted,

Aimee Blair - WEA Secretary