

## **WDEA Representative Council Minutes**

February 11, 2021

Site Reps in Attendance: Corey Lewis, Monica Sevilla, Heidi Aarts Michels-MWE, Robyn Hale, Patti Dearth-BES, Myron Kingsbury, Patricia Arreguin-CCLA, Heather Cullen, Marilyn Deis, Janet Mulligan-WMS, Melissa Jones, Nadine Mckoy, Andrew Murdock, Jaime Roberts, Jeff Hardie-WHS, Anne Ryan-Alt. Ed, Lisa Needham-NCC.

January 2021 Minutes- Approved

Treasurer's Report- Shannan was not at the meeting yet so Pete talked about the additional cost of printing our contract. Although it can be found online, it is good for admin to have a printed copy. Also, some site reps and Negotiators find it helpful.

President's Report- We are working on vaccines. The goal is to have everyone who wants to be vaccinated by the end of March. With a nationally coordinated response and distribution of vaccines, this seems more possible. There are huge problems because the information is changing constantly and so many changes are upsetting people. Remember to look for official information and talk to the right people, not people who are spreading rumors.

Negotiations Update- We are mainly working on COVID related issues.

-Vaccinations-The governor has declared teachers as essential workers so you need to go back to school when you are told to. The two exemptions are medical or religious. You will not be required to get the vaccine to go back to work. The district has said they will be as reasonable as possible in helping people with special needs.

-Addendums to the Return to School Hybrid MOU- With the staff vaccinated, or having had the opportunity to be vaccinated, we will be able to go back with the Sonoma County caseloads at 25/100,000. We also agreed to come back to the table if there are changes to the information. The number one concern for WDEA and WUSD is that we are negotiating and basing decisions on the science so we can take care of the health and safety of our members.

-Clarification of Calendar Days-Spring Break was originally scheduled to end on April 2 with classes resuming on April 5. The 2021 school year was supposed to begin on August 13. Instead we moved the first student day to August 17 with August 13 and 14 being used as Professional Development Days. (These two days were added to our salary.) August 17 ended up being a Public Safety Power Shutoff day. The result of all this is that we will be using Wednesday, March 31, Thursday, April 1 and Friday, April 2 as the days to bring our students back up to the state required 180 days.

-Sick Days-We are working on an MOU with the district to extend parts of the sick leave coverage from the FFCRA that expired on 12/31/20. This is mainly around being absent due to quarantining.

Transition to Hybrid Learning- There are MAJOR concerns all around about what we are going to be asked to do and how we will be able to make it work. Concerns are for schedules, running Zoom meetings with kids in the classroom at the same time, and lack of time to put it all together. How will our rooms be kept clean? How are we going to deal with mask exempt kids? Etc.!!! What is being said at the Bargaining Table is not what principals are saying. Teachers are feeling overwhelmed and want to quit. Marilyn reminded all that they are "...members of a union that represents you fiercely." Teachers are going to have to say that we can't do everything. Although the union does not have control over much of what is taking place, we can bargain the affects of the changes. Pete

said we need to look at what the transition looks like for people. We need to work together to make it as reasonable as possible.

-It was agreed that the Negotiators will bring the concerns about schedules and not having childcare to the table.

LCAP- Pete and Patti attended the meeting for January. It was mainly an introduction of the members to each other and how the committee would work.

WDEA Scholarship- Marilyn will send out the information. Please forward it to your staff.