

## **WDEA Representative Council Minutes**

October 14, 2021

Site Reps in Attendance- Corey Lewis, Cynthia Haley, Barbara Shureen-MWE, Stephanie Browning, Robyn Hale-BES, Erica Metz, Heather Cullen-WMS, Paty Arreguin, Joel Cruz Cardiel-CCLA, Andrew Murdock, Jaime Roberts, Jeff Hardie, Melissa Jones, WHS, Anne Ryan-Alt. Ed

September 2021 Minutes- Approved

Treasurer's Report- We have had our first Income Deposit from CTA. We still have outstanding checks from some teachers who retired last year. Shannan is trying to reach them so she can finalize last year's budget and get the Budget Final Report to CTA.

President's Report- We have COVID testing at all sites, teachers in other districts have to find their own.

-SCEC Update-They held an interview to endorse a candidate for County Superintendent of Schools. The candidates they interviewed were Steve Herrington and Brad Coscarelli. Although Herrington had detailed answers and Coscarelli didn't, SCEC voted to endorse Coscarelli. Since the interviews, Dr. Herrington has decided that he will not run after all. This probably means that other candidates will join the race. WDEA doesn't interact much with the County Superintendent.

-Redwood Council-There is a meeting at CTA on Saturday, October 14, 10-2 that Pete is unable to attend. They will be voting on the CalSTRS Fossil Fuels Divestment. If you are interested in attending in place of Pete, please let him know.

Negotiations Update- The process for Negotiations has been unusual this year due to the need to take care of the issues surrounding COVID. The August 16, "Exposure, Quarantine and Testing" MOU was negotiated by the team on Zoom. The September 8, "Conditions During Quarantine" MOU was negotiated on Zoom by the team after two sub-committee meetings that consisted of DO staff and elementary teachers from each site. . The September 17, "No Subs" MOU was mainly negotiated in emails, texts and phone calls between Pete, Patti and the DO. As discussed in the meeting today, there are some problems occurring at MWE with ELD, RS and Intervention teachers being pulled for subbing, so we will need to revisit the MOU, or talk to the DO about the effects of this on our members. The problem is that the classes are already overfilled so teachers don't want more students. The solution to distribute students throughout the grade level is particularly hard when you are talking about our youngest students. It is also a problem to have students that are generally out of your room for chunks of curriculum suddenly left in your room because their ELD or RS teacher is subbing. What are those students supposed to do? Who will help them do it? We will discuss this at Negotiations. One suggestion is to hire another teacher so the classes aren't so full. The September 24, "No Evaluation" MOU was initiated by the DO and then sent to Pete and Patti. The September 29, Independent Study MOU mostly affects the middle school and high school. It gives them Overage Compensation for Independent Study students that are added to their roster based on the percentage of FTE they are contracted for. Pete will set up voting on these MOUs through a Google form next week.

-COVID questions-Much of what is happening surrounding COVID procedures is mandated by the state or public health. If members have questions, they should talk to Pete Sullivan. There is a question about saliva vs. nasal testing that Pete will follow up on with Pete Sullivan. There was a question about if the district was going to revisit the mask mandate. This is the kind of question that should be asked of Pete Sullivan.

-Our first regular Negotiation session will take place on November 1.

Dues Vote- We have been talking about the need to raise our dues for a couple of years but when COVID hit, we had other, more pressing issues to deal with. Your Executive Board is proposing an increase to member dues beginning with the 2021-2022 school year for the following reasons:

1. The amount we currently charge for dues does not meet the minimum amount needed to qualify for CTA support if we needed to go to arbitration. According to CTA, our dues need to be \$180 per year in order to meet their minimum requirements. Our annual dues this year are \$121. We would like to raise dues \$6.00 per month this year. After that, we would raise dues, as required, to stay abreast of the minimum amount needed to qualify for arbitration.
2. The last dues increase for WDEA was \$2.00 per month in 2015. This was \$20 per year.
3. When compared to similar sized districts, we are far below what they pay. Our current annual dues is \$121. Sonoma Valley members pay \$230 and Rohnert Park-Cotati dues are \$242 annually.
4. We have had enough of an operating budget in the past to fund our stipends, programs and other expenses as they arise. This is no longer the case. For example, we are unable to fund Membership Engagement and Appreciation activities. Also, we are unable to help members attend conferences.

Although your Bargaining Team does not see a need for arbitration now, there is change at the district level and on the team happening and we could find ourselves in need of help from CTA in the future.

#### Open Stipend Positions-

WDEA has the following positions that we are looking for people to fill:

1. Membership Chair-this position is responsible for making sure teachers that are new to our district have received their CTA Membership form and filled it out. In most cases, the DO gives them the form, they turn it in to the DO and the DO sends you the copy for our files and the one that goes to CTA. This person takes care of any problems that might arise due to CTA not having the correct information or members forgetting to fill out and turn in the form. It is not a labor intensive position, most of the work takes place in the first two months of the school year. Stipend: \$250
2. Scholarship Chair-this position is responsible for sending out the flyer for the WDEA Scholarship for site reps to send to their members. Once people send in the form to apply for the scholarship, the Chair checks to make sure that they are a child of a WDEA Member. Then you let the Treasurer know where to send the check. Stipend: \$250

3. SCEC Rep- This person attends the monthly SCEC meeting at CTA in Santa Rosa. Presidents, Bargaining Chairs and other representatives from local unions get together and talk about what is happening in the state and around the county. This position requires attendance at the meeting and a report to WDEA Rep Council in conjunction with the President's Report. Stipend: \$500
4. LCAP Rep- The Local Control Accountability Plan Committee meets once per month to focus on the required steps to meet the Local Control Funding Formula requirements. This committee looks at the data from testing, surveys and other state reports to find where our needs are and look at ways to spend our funding to fix those needs. This position requires attendance at the monthly meeting and reporting to the WDEA Rep Council. Stipend: \$500

If you are able to take on one or more of these positions, please let Pete know.

Bylaws- Since our configuration and number of teachers at each site has changed, we need to look at our by-laws and possibly change them. Right now they say that we have one site rep per 15 members or portion thereof, per site. In reality, we have been having one site rep per grade level at the elementary sites. We need to either follow the bylaws, or vote to change them. Patti will bring the original language and proposed changes to our meeting in November.

Interview Committees- There is member concern about being on Interview Committees during the summer without compensation. The district is not required to have WDEA members on Interview Committees, it was a courtesy extended by admin many years ago and has continued. It would be very expensive for them to pay the hourly rate for teachers. WDEA would also find the cost prohibitive. The suggestion is to have interviews take place during our work hours so we will have a sub and not have to do it on our own time.

Email- The district has been sending many emails to our school emails over the summer. This should not be happening. There should be a specific date that members know that they need to check for their "Back to School" information, and that is it. Technology is making us feel like we are on the clock 24/7 365 days a year. It needs to stop.

Raise?- The Negotiations team intends to work toward a meaningful raise this year. The district is very aware that there is a need to give a significant increase. Teachers are not applying in our district and others are leaving for better paying districts.

Just Say No- Patti is encouraging members to not get "guilted" into filling positions that are posted. An example is the iAspire Lead for each grade level. Teachers keep telling the district that we are over our capacity for work. Then the district posts positions and no one takes them. Then the district extends the deadline, principals talk to some teachers and the positions get filled. If you want to take a position, you should. If you don't, please don't get talked into it. The district keeps telling us we need to put on our oxygen mask first. DO it!

Next Meeting- November 4, 2021 -ZOOM

Agenda

Site Rep Bylaws Discussion and Vote