

WDEA Representative Council Minutes

November 4, 2021

Site Reps in Attendance- Corey, Barbara, Cynthia-MWE, Stephanie, Robyn-BES, Paty, Joel, Maggie-Cali, Janet, Erica, Heather-WMS, Melissa, Nadine, Jaime, Jeff, Andrew-WHS, Anne-Alt. Ed.

October Minutes- Approved

Treasurer's Report- There was a mix up in the date of the meeting so Shannan did not have the full report. THE online voting that we were considering would be a cost of \$500, not \$350 as we had thought before.

President's Report- Pete explained again that the main reason we were having discussions about raising dues was because of CTA requirements for how much dues was in case you needed CTA support for arbitration. At our current rate, we do not meet the CTA requirement. As things stand now, the Bargaining Team cannot foresee a time when we would go to arbitration, but things could change if we had a new district admin. We have also discussed doing more member engagement. We do not have any money in the budget for that. Site rep discussion was on both sides of the argument with some people saying that members don't know what the union does for them and don't want to pay more. It also seems that some members are not aware that much of the dues they pay goes to CTA. It doesn't all stay with WDEA. Others felt we should raise the dues so "we have all the tools we might need at our disposal." Pete hopes to be able to go to sites for lunch meetings and to attend site meetings so he can talk to members. There was not a definitive decision made. We left it that site reps will gather more information and questions about member concerns and we will decide in the future.

Negotiations Update-Our first in-person, full team session took place on November 1 at the DO. We spent time introducing all the new members, setting norms, assigning roles, etc. We also set our agenda for the topics we will be covering in the next few meetings. Since we use Interest Based Bargaining, we have specific contract sections that we must "sunshine" to the school board, but we can also negotiate whatever comes up during the year.

-We began our discussions for the year with deciding what districts we will use for comparables. Since our neighboring districts have a different funding formula than we do (Basic Aid vs. LCFF) they are not reasonable comparisons. We will use four local districts that are as similar as possible to ours, and two districts in the state that are also good matches. Jeremy will do the research and come back with a presentation of comparable districts for us to decide at our next session.

-We discussed the COVID Quarantining Procedures. Unfortunately, there are differences between the sites. The district is going to produce a flow chart so that it is a consistent policy. We are also working to get an antigen test used so teachers can come back to work sooner if they are asymptomatic and are waiting for test results.

There was discussion about the update-SB95 was the law that allowed for ten extra sick days if people were out due to COVID. That ended on September 30, 2021 on the state level. Also, the

rules about unvaccinated people needing to be tested on a weekly basis are from the CDPH. The district has no control over it.

MOU Vote Results- The COVID MOU passed with 90% in favor.

Open Positions- Shannan Johnson will do Membership. Anne Ryan will do Scholarship.

By-Laws Discussion-Site Reps- I apologize, I have no notes on this. We will need to revisit it in December.(Patti)

Frustration- Many site reps voiced the frustration and exhaustion being experienced by all of us. This is a really hard time for everyone. Andrew spoke to say, “We are back in school, but we are not back to normal. Cracks are beginning to show emotionally and spiritually. We need to work on progress, not perfection.”

The message from Pete to everyone is to hang on, do your best and take care of yourselves.

Meeting Adjourned

Next Meeting:

December 9, 2021 Zoom