

WDEA Representative Council Minutes

December 9, 2021

Site Reps Present- Corey Lewis, Barbara Shureen-MWE, Stephanie Browning-BES, Aida Herrera-Keehn-CCLA, Heather Cullen, Janet Mulligan-WMS, Melissa Jones, Nadine McKoy, Andrew Murdock, Jaime Roberts, Jeff Hardie-WHS, Anne Ryan-Alt. Ed

Treasurer's Report- was sent in advance. There is still a problem with outstanding checks from teachers who retired last year and have not cashed them.

President's Report- Thank you to everyone for all of their hard work being the ears and voice of WDEA on your campus. It can be a very hard job and Pete thanked everyone for hanging in there.

Negotiations:

-Jeremy presented a powerpoint of the funding and expenses of our district. Our revenue per pupil is one of the lowest in Sonoma County. Thirty-five Sonoma County districts receive more in per pupil funding than WUSD. This means we have less money to spend than other districts. The district is working on ideas to raise revenue and enrollment in big ways. They are trying to recreate our district and make major changes to attract more students. For example, having a WUSD run daycare and expanding North Bay Met. As far as a raise, the district is very aware that a major increase is needed. The team is working on something that would happen over three years. Whatever we negotiate will be retroactive to August 2021.

-Summer Duties-Contractually, we have no obligation to check our school email in the summer. If people are interested in being on a summer committee, they should check their email. Otherwise, check the first of August. The calendar should be finalized so everyone will know what the first workday is.

-Permanent and Probationary-We have people on the Seniority List who are both, which doesn't make sense. What will be happening in the future is that they will only be both if they are hired as part of their FTE in a different subject that they have not taught before.

-The team is working to get a salary proposal ready to vote on before March 1. This way, if people want to leave the district they will be able to give notice by March 1 and keep their benefits through the summer.

There were some questions about the cost of lawsuits and consultants. Pete said that Jeremy and Austin (CBO) are going through the budget right now to see what expenses we have that could be less. We do have lawsuits based on COVID requirements, but those were unavoidable. As far as consultants, we are using ToSA's now, but that can create its own problems by taking teachers out of the classrooms. Also, a suggestion to put the BCLAD stipend up to \$1000, since it is a valuable certification for our students and the district. BCLAD is part of the Salary Schedule, it is not on the other stipend schedules. It was noticed that there have been "signing bonuses" added to some job postings. This has been a common practice in the district for at least ten years. It happens when there are shortages in certain areas.

Membership- CTA sent Pete a list of our Membership. He noticed that there were several mistakes, such as the BES principal still being considered a member, so he divided the list

among the Negotiations team by site, and asked them to look at it. They were able to fix some of the problems by looking at the list of members paying or not paying dues that he got from our DO. The goal is to get it all figured out by January. Then the list will go to site reps who will be asked to check in with any non-members to make sure that 1) they are aware that they are not a WDEA member, 2) that they don't want to become a member, and 3) that they are aware that they do not have legal protections and other benefits offered by CTA/NEA. They are still covered by our contract. Once all that is taken care of, we will ask all WDEA members to go to the CTA website to make sure that their information is all correct. Also, they must put in their personal, not school email addresses. In the future, we will be voting using home email addresses. No home email address will equal an inability to cast a vote.

Elections-Pete has found a site that will allow us to put in our members' email addresses and hold elections much more simply. There will not be anything to do except use your email address that is on file with CTA and vote. THE cost is \$20 per month for as many uses as we need. As stated above, this will be used for our future vote on our raise, etc. once our membership issues are all taken care of.

Site Rep Bylaws- WDEA bylaws state that sites can elect one site rep per 15 members or portion thereof. This worked in the past, and works for WMS and WHS. For MWE and BES, we have evolved into having a site rep per grade level. Therefore, we need to change our bylaws, which takes a vote of the Representative Council. This vote will take place at our January meeting. Since we want to have our members be as represented as possible, we will vote on language that states we can have one site rep per grade level at elementary and keep WMS and WHS with one per 15 or portion thereof. (New thought to talk about at our January meeting: What works for Cali?) The language will look something like this:

B. Each faculty shall be entitled to at least one representative and shall have one representative for each 15 Association members on the faculty, or major fraction thereof; *and/or one representative per grade level at the elementary grades.*

Next Meeting: January 13, 2022

Agenda Items

“Role of Site Reps” Presentation from Executive Board

Vote on Site Rep Bylaws change