

## **WDEA Representative Council Minutes**

May 13, 2021

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

April 2021 Minutes-Approved

Treasurer's Report- Shannan wrote all the WDEA Stipend checks and is delivering them to school boxes or mail. She was able to get missing addresses at the meeting today. Once all of our "bills" are paid, we will have a small amount of money to start next year.

LCAP- The Math TOSA's led a discussion about iReady scores from January 2021. They explained the iReady process, including that students took the tests online at home. We looked at non-achievement in sub-groups (Students with Disabilities, Multi-Language Learners, Homeless Students, Foster Students and Laninx/Hispanic Students). The task in Breakout Groups was to talk about possible reasons why the groups were not achieving and possible solutions. Most groups had similar ideas: students don't take the tests seriously because they aren't graded on them and they don't feel relevant. Students in these groups often feel disenfranchised from the school and their classes. Due to COVID, this is an abbreviated data year. We are using the LCAP Survey and iReady scores. Lisa will put together a list of needs, based on the data, and the LCAP committee members will prioritize them.

SCEC- This month CTA put together a district comparison, color coded with red being bad, yellow being concerning and green being good. Our top salary is miserable compared to other districts. For many years we have been coasting on total compensation due to our benefits being better than most districts. We look good in some areas but want to work to improve in the areas in yellow and red.

Negotiations Update- We have a Tentative Agreement for a \$1500 bonus for each full time teacher. Teachers who are less than full time will get a prorated amount. In addition to the bonus, there will be four Professional Development Days added to the 2021/22 Salary Schedule. While this is not a raise, it is more money going to teachers. This money is available due to COVID funding. We are awaiting board approval at their May 18 meeting. Pete will contact Jeremy to find out when we will receive the bonus money.

The State Budget is changing rapidly. The actual June budget may be quite a bit different than the May Revise. We will just have to wait to see what happens. At the table on May 5, Jeremy stated a strong interest from the District to provide a good raise, but the numbers right now do not allow for it due to having to project the next three years. Even a 3% raise would end up in deficit spending in the third year. They cannot use the possibility of more money next year to pay for a raise this year. As always, healthcare is expensive. One of our main problems is declining enrollment. In the past ten years, we have lost 1000 students. This is a huge amount of ADA money. It also means we have to lay off new teachers, or not replace retiring teachers.

Jeremy asked WDEA to be partners with the District in creating revenue. He brought the following ideas to the table:

1. Start a preschool so that kids are in the district and will want to stay.
2. After School daycare
3. Expand North Bay Met down to Kindergarten
4. Have someone who can take care of Public Relations to create media for us around all of our great programs. Perhaps a Communications Director.

The WDEA Negotiations team feels that we have had many Superintendents who wanted to give us a raise but showed us that there wasn't enough money. This is a whole different kind of energy. Jeremy is not just accepting our current situation, he has a game plan to generate more revenue. He wants to give teachers more money and make it a regular thing. He didn't ask us to give up anything to get a raise. His presentation at Negotiations was a genuine attempt to lay all the cards on the table and work with us. Pete said that we need to move forward and be bold. If we don't give teachers a decent raise, we will continue to lose them to higher paying districts. The downside is that if more money doesn't come in, we will be faced with making cuts.

iReady- The teachers at MWE are working to change from using iReady to a data system that makes more sense for their grade levels. Some of them met with Lisa last week and felt like she really listened to them. When they voiced their concerns, she was open to trying something new.

WDEA Scholarships- There were nine scholarships of \$250 each awarded to graduating seniors.

Rep Council Dates- Dana presented tentative dates for next year. Although we usually meet the second Thursday of each month, we can't do that in November and March due to Elementary Parent Conferences. We will meet November 4 and March 17 instead. Our first meeting of the year will be on August 9.

Next Year- The expectation is that we will be in school five days a week. There is no way of knowing what the distancing and mask needs will be until we are closer to August.

Site Rep Elections- We will hold them in September. Pete wants everyone to update their CTA information so we can use an online voting system like CTA uses.

Next Meeting August 9

Agenda:

Updating information on CTA 360

Site Rep Election

Catastrophic Leave Bank

Salary Protection Plan