

WDEA Representative Council Minutes

February 14, 2019

Site Reps in Attendance- Alissa Dockter, Monica Sevilla-MWE, Heidi Aarts Michels, Paula Kerns-WCE, Patti Dearth-BES, Patricia Arreguin, Aida Herrera Keehn-Cali, Heather Cullen, Marilyn Deis, Janet Mulligan-WMS, Josh Allard, Nadine McKoy, Andrew Murdock-WHS

January 2019 Minutes-Approved

Treasurer's Report- The district will be invoicing WDEA for the President's Release Time. They have not done this since 2013-14. We will be talking about this in Negotiations. The use of these funds will cause us to rethink our budget for next year.

| Date | Check# | Transaction | Amount |
|---------|--------|-----------------------------------|-------------|
| 1/16/19 | | Checking-Beginning Balance | \$64,814.34 |
| 1/18/19 | | Deposit-Dues Income | 3,100.00 |
| 1/18/19 | 316 | Meeting Refreshments | (68.18) |
| 2/12/19 | | Ending Balance | \$67,846.16 |

President's Report- Our next Negotiations session is February 28. The team expects to have a salary offer to vote on before March 15. If the district is concerned about people finding jobs elsewhere, and they should be, our members need to know what their compensation will be for next year so they can give notice by March 15. This will allow members to have healthcare coverage through the summer. The fear of teachers leaving is what will get us a bigger raise. The district is not being creative with money and enhancing revenue. They will need to be creative in order to attract and retain highly qualified teachers. Other issues for voting will possibly be put to members later in the year. Although there are signs of a bad economy, the State has a Rainy Day Fund that didn't exist during the last recession, so things shouldn't be as bad this time. Also, the California State Budget is good, which is good for Education.

SCEC- Neither Pete, not Heidi were able to attend this month. Dana sent out information about conferences for us to share with our staffs. One thing that has come out of SCEC and CTA is that they are talking about statewide averages for teacher's salaries and referencing this in negotiations. When it comes to negotiations, districts are not interested in looking at this. They are using comparable districts in our area and our status with them. Members need to look at total compensation, not just salary, for a fair and accurate comparison.

LCAP- At the January meeting, we went over scores and how we compared to the state averages. Some areas were good, others were not so good. Data is the buzzword in education now so all of this data has an impact on what we get for our classes and how the needs of the district are determined.

Membership Engagement- The Executive Board applied for a CTA Membership Engagement Grant. We have not heard back from them yet. Our goal is to invigorate our chapter. This will be an ongoing effort. Our first district wide event will be to provide a snack and coffee to each of our sites. If you need money for this in advance, contact

Shannan. Otherwise, buy what you need (we are thinking in the area of \$2-3 per member as the amount you can spend) and send pictures of your receipts to Shannan to be reimbursed. Bring your actual receipts to the April Rep Council meeting or send them to Shannan through district mail. Another aspect of Member Engagement will be to rebrand ourselves. We are looking for a new logo. The emphasis needs to be Windsor Educators. A third thing we would like to be sure of is that teachers feel the presence of WDEA on their sites. They need to know that we have their backs and are watching out for them. They need to know we will stand up to principals when needed.

Survey- As part of Membership Engagement, we are going to survey members about their level of satisfaction working in Windsor. Pete has developed questions, which he shared with the group. We agreed that they were good questions and asked him to add one about communication. It would be helpful to have all members' home non-school email so we do not need to go through district email.

Bargaining Team- There was a question about how we choose members of the Bargaining Team. As stated in our bylaws, the President chooses the bargainers and they are approved by the Executive Board.

WDEA Scholarship- Marilyn is going to send out an email announcement for site reps to share with members. Applicants must be a dependent of a WDEA member and be going to college or trade school after high school. All needed information will be in the flyer.

NBMA Pie Fundraiser- It was suggested that some sites may want to order the pies as their snack for March 15. The pies will be delivered March 13 or 14, so the timing is good to help NBMA fund their graduation.

#Redfor Ed- As we move forward in Negotiations, we are asking our members to join the #RedforEd movement and wear red every Friday. This is particularly important on Friday, February 22. That is the Friday before we go to Negotiations with the main topic being Salary and Benefits. We want to show the strength and solidarity of WDEA as we head to the bargaining table. Pete will send an email to share with members.

Motion to Adjourn-Unanimous

Next Meeting

Thursday, March 14