

WDEA Representative Council Minutes

March 11, 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-WMS, Melissa Jones, Nadine McKoy, Andrew Murdock, Jaime Roberts-WHS, Heather Kristensen-Alt. Ed., Lisa Needham-NCC

February 2012 Minutes- Approved

Treasurer's Report- Shared in Advance of Meeting

Shannan reported that there was a cost of \$444 for SCEC, not \$430 as we had previously thought. We do have some reserves from this year that we can use for Member Engagement next year. We have not spent money this year because of the pandemic. We will need to increase our dues in the next couple of years in order to meet the CTA dues threshold required to qualify for financial help if we needed to pay for mediation. We had intended to start this process at the end of last year but felt that it would require on site meetings with each site. That couldn't happen because of COVID so we dropped it. Once we are back to being on sites and being able to meet, Pete will have meetings that are about raising our dues and starting a Catastrophic Leave Bank. Pete would also like to look at adding stipends for a Website/Social Media person as well as a Chair for the Justice and Social Equity Committee. To add these positions, we will need to add money to our budget. We will vote on the Budget, as prepared and distributed by Shannan, at our April 8, meeting.

President's Report- The State of California has offered financial incentives for opening schools to Hybrid Learning by April 1. There is a penalty for each day you are not in school after April 1. For WUSD, the penalty will be \$27,000. The California State Budget is much healthier than we are used to. This will have positive implications for the district budget. We will also see money and changes due to the American Rescue Act, which was passed today. There is a part of it that gives families monthly child credits. This is a hopeful systemic change that will help lift families out of the poverty level. The fewer students we have living in poverty, the less money the district will need to spend to support them.

Accommodations for Teachers with COVID Health Needs- Pete and Patti met with Chris Canelake, HR Director, to clarify this issue. The district is cognizant of the difficulties that teachers are facing. They would like to be able to have teachers just teach from home, but that is not possible. Months ago, when we were first talking about this, we thought that students coming back to school would be assigned to teachers coming back to school, and students staying on Distance Learning would be assigned to teachers who were staying on Distance Learning. This changed so there is not a need for teachers teaching from home. We also can't have a classified staff member in the classroom and the teacher online. Therefore, the district will work with teachers to accommodate where they can. The process is as follows:

1. Meet with your doctor and request a note stating that you have a health issue that prevents you from being able to work.
2. The district will also need a list, from your doctor, of the accommodations that you need.
3. The district will work with you to try to accommodate your needs.

4. If the district cannot accommodate your needs, you will need to take a leave of absence.

The district knows that this is a difficult reality for people who are concerned about being back in the classroom for health reasons.

Negotiations Update- Much of what we have done this year has centered around COVID so some things that we normally would have taken care of have been put aside. We are also in the middle of several items that we cannot talk about until they are completed. The budget information will be available from the May Revise and the Governor's June Budget. At the next school board meeting, WDEA and WUSD will "sunshine" the items that we plan to negotiate in the upcoming year. At this point, WDEA will be stating that we will be negotiating Salary and Benefits, along with anything else that is agreed upon by both parties. This is our first time negotiating salary and benefits with Jeremy as our Superintendent. He has listened to us and been very fair in every meeting we have had so we believe that we will be able to move forward on this, too. Our contract that we are working under now will expire at the end of June 2021. Due to everything else that we are dealing with because of COVID, we will more than likely just extend it for a year and then work to make any changes for a three-year contract the following year. Once the contract expires, we will continue to work under it until we change and ratify a new one.

Hybrid Learning Concerns- There are many concerns, especially how much work needs to be done by everyone in the district by the April 5 reopening. What Pete wants people to remember is that no one is working against teachers. Everyone is trying to get things done. For the past year, we have all been fighting the same enemy and we have managed to solve every problem together with the district, CSEA and our site admin. We are not expecting this to change. Jeremy has been a strong leader who listens.

Main items discussed-

- SWIVLs were purchased as tools to help teachers bridge the gap for students on Distance Learning. The SWIVLs are a tool, not a mandate.
- As with our previous MOU, teachers are not required to record anything.
- We are waiting for the official statement from Jeremy about teachers being required to remain at school once students leave for the day.
- There continues to be concerns about having "Roomers and Zoomers" and how we will meet the needs of both at the same time.
- Pete will talk to Jeremy about whether students will be able to join Hybrid classes if they have decided to be on Distance Learning. Teachers are concerned that they will have taught the in room students safety protocols that students joining at a later date will not know. With an already shortened time that we will be spending with students, it would not be right to have to take time from other students to reteach those necessary protocols. It was suggested that a possible solution would be to have the families participate in a Target Solutions video.

Next Meeting April 8, 2021

Agenda Items:

2021-2022 WDEA Budget Vote