

WDEA Representative Council Minutes

March 14, 2019

Site Reps in Attendance- Alissa Dockter, Monica Sevilla-MWE, Heidi Aarts Michels-WCE, Robyn Chase, Patti Dearth-BES, Patricia Arreguin-Cali, Heather Cullen, Marilyn Deis-WMS, Josh Allard, Nadine McKoy, Andrew Murdock-WHS

February 2019 Minutes- Approved

Treasurer's Report- We have paid part of what we owe the district for the arrears on President's Release. Although we have this money put aside, we will need to be careful with our future budgets. We have applied for a Membership Engagement Grant from CTA but have not heard back from them. Patti will email Mark to find out what is going on. Shannan has written checks for Membership Engagement Reimbursement. Reps should give her receipts for the March 15 Membership Engagement refreshments they are providing for their members.

Date	Check #	Transaction	Balance
2/12/19		Checking-Beginning Balance	\$67,846.16
2/15/19	317	Meeting Refreshments	(68.18)
2/21/19		Deposit-Dues Income	3,100.00
2/27/19	320	President's Release	(7,530.90)
2/27/19	321	President's Release	(8,178.02)
2/27/19	322	President's Release	(8,336.09)
2/27/19	323	President's Release	(8,515.70)
3/01/19	318	Membership Engagement	(106.00)
3/01/19	319	Membership Engagement	(45.00)
3/01/19	324	Membership Engagement	(120.00)
3/01/19	325	Membership Engagement	(124.00)
3/14/19		Ending Balance	\$37,922.27

President's Report-

Negotiations-Your Bargaining Team is not trying to be cryptic with information from Negotiations. We are required to be confidential. We do not want to be like Santa Rosa where the district has been strategically making information public and attacking teachers under the guise of communication. We are working on many items, but concentrating on Salary and Benefits. In our last session, we exchanged proposals. Our goal is that every teacher will be better off going forward. To assure this, we apply every option we discuss to the lowest paid teacher on the salary scale. One thing members need to look at to insure they are getting the highest possible income is what healthcare plan they are on. If you don't need the highest possible care, you can save money for yourself and the district, by switching plans.

#RedFor Ed- This is a record year for state funding, we want a multi-year deal with more money. April 5 and April 9 are our next bargaining sessions. If the district doesn't move on what they are proposing, we will need to go to impasse. We want to be different than the other districts and have our district be happy to pay our teachers.

Catastrophic Leave Bank- We are interested in making sure all of our members have salary insurance and will bring more information to them as we go forward with setting up a Catastrophic Leave Bank system through Negotiations.

Willie Brown-(Phased in Retirement)- Negotiators are looking for information about how our members feel about having this in our contract. There are reasons to keep it, and reasons to remove it. We want to know what our members feel. Most other districts do not have it in their contracts. Only two in Sonoma County do. We did get costs at the table, but we want to revisit the numbers provided to us and explore the actual costs to the General Fund.

WHS Negotiator- Since Pete is our Union President, and WHS Negotiator, WHS site reps thought it would be good for them to have a separate negotiator at the table. We are going to try this for the rest of this year. Melissa Jones will be with us at our April 5 and April 9 sessions. Our big pushes this year are unity and communication. Having a Negotiator from WHS will allow for better communication.

SCEC- Heidi reported that Eric Heinz, CTA President, was there. He spoke about the heroics of the teachers at the Camp Fire getting students to safety. The support from other districts in California has been important to the towns that lost everything at that time. He spoke about the need for districts to have plans in place for major emergencies. Another area he spoke about was the work CTA does helping to educate children at the Mexican border. It is part of the work they do for Human Rights. He brought good news in the fact that AB126, the Assembly Bill that requires transparency for Charter Schools, passed. Also, in the face of the SCOTUS Janus Decision, unions have not failed. (In the case of Windsor, we have even more members.) There was a discussion of Community Action-Oakland Teachers were successful with their strike. On May 1, there will be a Community Action in Santa Rosa in support of our teachers and schools.

LCAP- This month we went over survey results. There were many more responses from students at WHS than in the past. Unfortunately, staff responses went down. As we have discussed before, the questions are not good so are we getting good data? There is no independent verification for any of the data. Do other districts have better surveys? It was suggested that Heidi talk to people from other districts when she is at SCEC.

Logo/Branding- Pete showed the sample from Monica's sister and spoke about it. In April, we will have the final vote on this logo. Pete will also talk to Boomerang about getting t-shirts for WDEA members next year. We will also vote on an amount to pay the artist at our April meeting.

Calendar Update- The start date will be August 13, end date will be May 29. This does not include teacher workdays and the new Weather Days that we must add for the state. These days are added for situations, like fires and flooding, that the state has been reimbursing us for the past few years. They want districts to add "possible school days" so students and staff are prepared to be in school longer in case of natural disasters or other occurrences that cause schools to be closed during the year.

PKS- This stands for Particular Kinds of Services aka "Skipping Protocol." Although the district does not intend to lay off certificated staff, they have a list of services that will be skipped if they do need to lay teachers off due to lower enrollment. For example, Special Ed. Credentials. If they need to lay teachers off, they will skip teachers with that credential. The entire list is available in the board packet. Staffing will be tighter this year.