

WDEA Representative Council Minutes

March 17, 2022

Site Reps in Attendance-Barbara Shureen-MWE, Stephanie Browning-BES, Maggie Coshnear, Paty Arreguin-CCLA, Heather Cullen, Erica Metz, Janet Mulligan-WMS, Nadine McKoy, Andrew Murdock, Jaime Roberts, Jeff Hardie-WHS, Anne Ryan-Alt. Ed, Kristen Ehret-NCC
February Minutes-Approved

Treasurer's Report- Emailed before the meeting. Our current bank balance is \$21,589.82. The only changes are the deposit of union dues 2/18/22 for \$2548. Those of you with stipends over \$600 from last year should have received your 1099's. There were no questions.

Membership- There seems to be an inordinate amount of confusion coming from CTA about who is a member. This could be caused by CTA moving everything online and updating their website. Shannan has been working very hard to get everything updated. Pete and Shannan will be working on finishing this up over Spring Break. They are making sure the district list and CTA's list match up.

President's Report- First, Pete wants to remind everyone that we are all on the same team. Discussion and questioning is good. Remember that we all want what is best for teachers.

-Rohnert Park teachers have done a fine job of organizing. They took a strike vote in August hoping to negotiate a good offer. The district did not give them a good offer. The fact finder said the district could afford more, but they did not so the teachers are on strike. They are in Week 2 and are getting ready for Spring Break. This is hard on everyone, teachers and kids.

Tentative Agreement- At this point, we are preparing to vote. There need to be adjustments to the Step Language so that new hires will not be placed above where long time teachers can be on Steps 25-30. There was discussion about why members can't be placed on the step they should be. There were also questions about if the TA doesn't pass and what the district could legally offer. Pete will check with CTA.

-The major sticking point for members continues to be the healthcare cap. The district has told us that the TA will not work without it. Members are concerned that once the cap is in place, the district will never raise it. Pete explained his thoughts on that: The cap allows that district to have a predictable number for medical benefits for their multi-year projection. Negotiations will change that number, not fluctuations in healthcare costs. Salary and Benefits are automatic reopeners every time we negotiate a new deal. Since there is a teacher shortage, and the district is trying to recruit and retain teachers, it would not be in their best interest to NOT negotiate benefits. If, for some reason they do not choose to negotiate needed boosts to the cap and/or salary, that's when the union agitates to force the issue. Pete does not expect that to be the case. The cap will give WDEA more leeway at the table to make decisions about where to put the money, salary, benefits or both. Right now a lot of it is taken by the percentage.

Voting on the TA- The expectation is that we will vote, online, using Simply Voting, April 4-8. If you get emails from CTA on your personal account and have your CTA dues taken out of your paycheck, you will be automatically added to the list of eligible voters. If you chose not to be a member, you will not be allowed to vote-the voting is only for members. If you are unsure of

your status, check the CTA website or email Pete or Shannan Johnson ASAP and they will be able to check. When it is time to vote, you will get an email from Simply Voting.

Executive Board Elections- Our CTA Region 1 Director has agreed to run the elections using Simply Voting. The process will be much more formalized than what we have done in the past. Jerry will provide the timeline and all of the information for people to be put on the ballot. The vote will happen in May. This way, new people to the position will have the summer to attend training and plan for the following year. CTA is also working with Pete updating our bylaws to fit their guidelines that are different from the guidelines our current bylaws follow. One of their guidelines is that Executive Board elections happen every year instead of every two years. After this election cycle, we could vote to change it back to every two years if that is what members want.

MOUs/TA/Communication Members expressed concern over not getting enough information, or time to think about it, when voting on MOUs and Tentative Agreements. As Shannan put it, there seems to be an organizational problem with communication. Therefore, the Executive Board and Representative Council need to fix this so our members are confident that they are getting the information they need.

Motion to Adjourn- Approved

Next meeting: April 14, 2022 3:45 pm

Agenda:

Communication to Members-Site Rep Discussion/Ideas/Plans

Executive Board Election Information