

WDEA Representative Council Minutes

May 12, 2022

Site Reps in Attendance- Corey Lewis-MWE, Stephanie Browning-BES, Maggie Coshnear, Paty Arreguin-CCLA, Heather Cullen, Janet Mulligan-WMS, Nadine McKoy, Andrew Murdock, Jaime Roberts, Jeff Hardie-WHS, Anne Ryan-Alt. Ed.

April Minutes-Approved

Adjustments to Agenda- Add possible Dues Increase to Budget 22-23 discussion.

Treasurer's Report/Budget 22/23- Sent previous to the meeting:

The bank balance is very high but I have written over \$20000 worth of stipend and scholarship checks so the actual amount available is \$3824.22--less the cost of Simply Voting--I haven't gotten the invoice yet. We should be getting two more dues disbursements which will allow us to cover the President's Release which will probably be billed in August. As soon as I get the names I will write the retiree checks. I ordered 1099-NEC forms and 1096 for transmitting the 1099's for this year's stipends--they are currently backordered.

I am attaching the Adopted Budget with updated YTD expenses and income. We had 14 Scholarship recipients this year, so we went over budget. Since we didn't have meetings except the coming one in May and we agreed to fund all students \$250, I wrote checks for them all.

I proposed a budget similar to last year, with the only changes being a higher amount for Stipends since we had two unfunded positions and based on this year's expenses. It doesn't balance because I couldn't figure out where to cut. So I will suggest a dues increase next year. I would suggest raising from \$121 to the CTA minimum of \$185 or \$190--it is currently \$185 and can only go up \$5 a year by the CTA board. It will provide more flexibility and offer more support to members.

I was asked if there was money to send the new Exec Board to CTA conferences and the short answer would be no, unless the new board is going to push for a dues increase, which I would definitely suggest. The conference is worth it. But we didn't adopt a budget yet for next year and we didn't raise dues either. Both are necessary.

At the meeting, Shannan reiterated what she sent in the email. We are out of reserves and our dues are not enough to cover anything but bare bones expenses.

A motion was made and seconded to "Suspend the rules to adopt the budget with a dues increase from \$121.00 to \$190.00." There was discussion with the main dissent being that site reps wanted to talk to their members about it before they voted on it. The vote was 4 yes and 5 no. After more discussion, there was a motion and second to "Delay the vote on the dues increase for a week so site reps could connect with members." It was a unanimous yes vote. We will meet on Zoom, May 19 at 3:45 to pass a budget and vote on the dues increase. Pete will set up the Zoom meeting.

President's Report- In general, Pete said, "This is my last President's Report after doing it for about twenty years. It's a big job, much more than is written in the bylaws. It has been an honor to serve for so long. WUSD teachers are amazing, everyone says that and it is true. You do wonderful things in the classrooms. I am glad that a whole group is taking over instead of one or two at a time. This gives a chance to the new Executive Board to work together as their own team. This also correlates to many changes in the district office. In the past, when we have a new administrator we have always said it was an opportunity for us to train them in the WDEA way. We are in a good spot for moving forward and I wish good things for the new Executive Board."

Negotiations Update- At our last session on May 6, we worked on TK-2 Class Size at MWE. We followed IBB protocol. For the 22/23 school year, one time money will be used to fund one additional FTE. We also worked on Auxiliary Teacher language and will continue the discussion next time. Members were not happy with calendar changes that had put PD days in the middle of the week for Emergency days and right before Spring Break. The district agreed to move them to other places to have long weekends, instead of grouping them together. They sent the new calendar to the team and we are fine-tuning it. It should be approved at the board meeting on May 19. Our last session for the year will be on May 17.

Bylaws- Pete reminded everyone that the proposed bylaws are basically a CTA boilerplate that we shouldn't really change. We looked at them at our last meeting so we were ready to vote this meeting. A motion and second were made to make these our new bylaws. Unanimous.

Executive Board Election- Beginning July 1, 2022, the new WDEA Executive Board will be Laura Gonzalez-President, Susanna Pheffer-Vice President, Diane Green-Secretary, and Mike Sweeney-Treasurer. Thank you to the Election Committee.

Election Notes- Emails are updated and SImply Voting is ready for WDEA to use. For \$350 per year, we can use it ten times. The Membership Chair should check in with new teachers at each site at the beginning of the year to make sure they turn in their CTA forms and to get their email address for Simply Voting.

WDEA Communications Sub-Committee Report- The sub-committee recommends that WDEA buy an App, such as "Union Connect" to help with the communication problem our union is experiencing. For a one time fee, you can get it set up and include the logo. It can be used to send reminders about meetings, voting, etc. It can also be a place for members to communicate with each other. Pete suggested that the new Executive Board might want to think about this, especially after dues are raised. Another possibility is to have a Communications Director to oversee it.

Next Meeting: Thursday, May 19, 3:45 on Zoom

Agenda-Dues Increase.

Attachment- Rationale for Increasing WDEA Dues

To: WDEA Members

From: WDEA Executive Board and Representative Council

Pete Stefanisko-President, Dana Jones-Vice President,

Patti Dearth-Secretary, Shannan Johnson-Treasurer

Re: Dues Increase in the 2022-2023 School Year

WDEA held a special meeting on Thursday, May 19, for site reps to vote on a dues increase. CTA had recommended back in October of 2019 that we raise dues to be in compliance with CTA rules in case of arbitration. What this means is that if WDEA needed to go to contract arbitration in a dispute with the district, CTA would cover half the cost if our dues are at a certain percentage of CTA's dues. Right now, our dues are well below that amount and our expenditures, (mostly stipends) equal our revenue. We have not raised dues since 2015 and this increase will help us catch up for the previous years. WDEA leadership understands that no one wants to pay more for dues, but we need to make up for past years and have enough to effectively run our union.

The proposal was to raise dues about \$6.27 per month next year, with an increase of about \$1 per month in future years. This increase will allow WDEA to:

- Meet potential arbitration demands
- Create new new WDEA committee chairs, such as Communications Chair and Equity and Social Justice Chair
- Send new leadership and teachers to CTA conferences and trainings
- Allow for membership engagement opportunities

Both the current and incoming WDEA Exec board support this increase. Our bylaws allow the rep council to vote on dues, and it passed unanimously.

If you have questions or concerns, please reach out to your site rep.

