

WDEA Representative Council Minutes

September 12, 2019

Site Reps in Attendance- Heidi Aarts Michels, Corey Lewis, Monica Sevilla-MWE, Terri Cogorno, Patti Dearth-BES, Myron Kingsbury, Maggie Coshnear-CCLA, Marilyn Deis, Janet Mulligan-WMS, Jeff Hardie, Jaime Roberts, Nadine McKoy, Andrew Murdock, Melissa Jones-WHS, Heather Kristensen-Alt. Ed

August 2019 Minutes-Approved

Treasurer's Report- Shannan Johnson

We have caught up with paying WDEA's portion of President's Release time. After completing payment of all but one outstanding check for \$75, we have \$10,000 more in our account than Shannan had planned. This is definitely good news. Shannan does foresee a need to raise our dues to be able to function as a strong union.

Date	Check#	Transaction	Amount
8/12/19	-	Checking-Beginning Balance	\$28,343.78
8/13	343	Scholarship	250.00
8/15	337	Scholarship	250.00
8/15	380	Meeting Refreshments	70.43
8/20	346	Scholarship	250.00
9/10/19	-	Ending Balance	\$27,523.35

President's Report-Pete Stefanisko

In 2017, the Supreme Court of the United States handed down a decision in Janus v. AFSCME, ruling that unions could not require non-members to be Agency Fee Payers. You cannot collect money from people who do not want to belong to the union. This means that people who don't want to belong to the union, do not have to pay anything but are still under the protection of the contract. What they don't have is CTA protection against litigation, access to CTA lawyers or access to CTA approved benefits and disability plans. CTA is happy with how membership levels have remained high, even with this ruling. The "RedforEd" movement across the country has seemed to instill more respect for unions. WDEA is working to keep our membership level intact by making sure we work to maintain or improve working conditions for all. A site rep's role in this is to help all teachers, members or not, and to protect the contract at their site. Our goal is to have a good relationship with all principals so that they work with the teachers, not just follow orders from the district office.

SCEC- (Sonoma County Educators' Council- Pete Stefanisko

This is a once a month meeting for Presidents and Bargaining Chairs to come together to strategize and have a unified message across the county. The dues for SCEC are increasing to \$500 this year. Forestville reported about their four-day strike. They felt like they were able to put a lot of pressure on the board because fact finding had shown that the district could afford to give the teachers what they were asking for.

Redwood Service Council is an organization for the Northern California Region of CTA. They reported that they have conference scholarship money available. Pete recommends that members interested in attending CTA sponsored conferences apply for the RSC scholarships. Conferences and dates can be found on the CTA website. The Good Teaching Conference-North is highly recommended. At this time, WDEA cannot afford to send members to conferences.

LCAP- Local Control Accountability Plan Committee- Pete Stefanisko, Patti Dearth

The LCAP Committee is the place where the district office, under the leadership of Lisa Saxon, works with stakeholders to discuss the district's needs. In general, information from the district wide LCAP Survey and SBAC testing results are presented and discussed with stakeholders at monthly meetings. Committee members give input on a report that is presented to the school board. A WDEA concern about this process is the belief that the survey is giving flawed data. The questions can be confusing and response is not spread evenly among the different stakeholder factions in the district. Our goal for this year is to push for a better survey and more useable data.

Site Rep Elections- All sites, except NCC had site reps at the September meeting. BES has confirmed site reps for two of the three available positions. They are working on filling the fourth grade spot. The other schools have filled their positions.

Dues Increase Strategy- WDEA has not raised dues for thirteen years. This puts us in the position of not having kept up with the requirements CTA has for us to have them help pay if we go to arbitration. We are below the dues of comparable locals. We are also unable to pay for things like Membership Engagement. The plan is to work with our members to explain the need for the dues increase so they will vote in May for it to happen next year. The intention is for dues to increase six dollars a month for a total of sixty dollars a year. We will put together a one-page information sheet for members so they will understand the need for the increase.

CTA Membership Engagement Grant- At this time, WDEA doesn't have the necessary funds to participate in CTA's Membership Engagement Grant. The problem is that WDEA would have to front the money and then be reimbursed for two thirds of the cost by CTA. We would like to work toward being able to do a small event at each site, like we did last year, in the middle of March.

Negotiations Update- Your Bargaining Team is Pete Stefanisko-WDEA President, Melissa Jones-WHS, Dana Jones-Alt. Ed, Jill Ziegler-CCLA, Marilyn Deis-WMS, Patti Dearth-BES, and Monica Sevilla-MWE.

-Our first session was on September 9. The WDEA team discussed the following Articles for Reopeners: Article 3- Bilingual Counselors, Article 4- BES Auxiliary Teachers, Summer Responsibilities (trainings, emails), Minimum Days for trimester grading, Article 5-Class size with ED students, Article 21-Full Inclusion, Appendices A-3 and A-4- Review each stipend and update the lists, review stipends for Alt. Ed. If sites are having difficulties with other Articles, please let your Negotiator know so we can add to our list.

-EERC (Employer-Employee Relations Committee)- Brandon has been meeting monthly with CSEA members from each site in an effort to prevent small problems or concerns from becoming bigger. He would like to do the same with WDEA. He would like the members to be site reps who are not on the Bargaining Team. If you are interested, please contact Pete.

-Common Planning Time MOU-Site Reps were given a copy of the CPT MOU so that they can work at their site to make sure it is being followed. Any concerns should be reported to your Bargaining Team member.

-Disability Insurance- The team is working with the district to have a Catastrophic Leave Bank that is set up much better than our current practice. To make this fair for all, and to be sure our members are adequately protected in case of a disabling condition, we want to

make a BIG push this year for all teachers to have disability insurance. We are going to work with Sophie, from The Standard, a CTA recommended company, to get our members insured. We want to have this all set up to go into effect next July.
Healthcare Reminder- All members should check to be sure they have the right healthcare coverage for their family's needs. The deadline to make changes is September 15.

Next Meeting: October 10- Windsor Roundtable 3:45-5:15 p.m.

Agenda Items-

Site Rep Training (?)

Site Concern Forms-Dana