

WDEA Representative Council/General Membership Meeting Minutes

January 12, 2017

Site Reps in attendance-Alissa Dockter, Monica Sevilla-MWE, Heidi Michels, Deb Miller-WCE, Patti Dearth, Wendy Katz-BES, Patricia Arreguin-CCLA, Marilyn Deis, Laura LoCicero, Deb Olcott-WMS, Scott Ames, Melissa Jones, Andrew Murdock-WHS, Jessica Borland-Alt. Ed, Diana Dresser-NCC.

December 2016 Minutes-Approved

Treasurer's Report-

Savings	\$5959.63
Checking Beginning Balance 12/8/16	\$42305.41
(December Expenses)	
Check #110	\$8.67
Deposit 12/19/16	\$3,254.00
Ending Balance	\$43,239.41

Tentative Agreement- The meeting was held in the theater at WHS so the members could come hear about the Tentative Agreement, and ask questions, before the vote to ratify. Pete explained the agreement. The Negotiating Team believes that this is the best deal we can get at this time. It is 1.5% added to the Salary Schedule and a 1% one time bonus. The 1.5% is retroactive to the beginning of this school year. While the team knows that bonuses are not a long term solution, it is one way to have one-time money from the state get into the hands of the teachers. Some of the background is that for the past eight to ten years we have been trying to prevent cuts due to a bleak financial picture. The funding model has changed to the Local Control Funding Formula (LCFF) There are more decisions to be made by the district as far as where the money is spent. We have a cautious CBO and a board that is unwilling to give raises due to unclear funding from the state and economic uncertainty. A change in CalSTRS costs is a huge cost increase to the district. All of these factors led the team to agree with this offer.

Healthcare- What happens to the Affordable Care Act will not have an affect on our health care in the short term. We have a contract with the district and they have a contract with CVT that runs through October. In the long term, if health care costs increase due to changes made by the new federal administration, the amount we pay will also increase.

Communication Stipend- There was a proposal to change the way the WDEA President is paid for communications. In the past it has been a monthly cell phone bill. After looking at our books,

Shannan thought it would make more sense to have a \$75 Union Expenses/Communication Stipend. The Motion was made and passed unanimously.

Retirement- There were some questions about this non-agendized item. People were asking about Changes to CalSTRS, amounts people would receive, Golden Handshake and a possible retirement incentive. WDEA has no control over CalSTRS or what people's retirement benefits are. If members have questions, they should contact a CalSTRS retirement consultant. The Negotiations Team has spoken to the district about retirement many times. The Golden Handshake is offered by the district if the pool of retirees will save the district money once the formulas are applied. Due to the cost of retiree healthcare coverage, and the fact that people over 60 are not considered in the formula, it is difficult for the district to show savings at this point. They have opened a window and will check the numbers. As far as a retirement incentive, there is a teacher shortage so the district is not necessarily looking to encourage teachers to leave the profession. Also, teachers are retiring without an incentive so there isn't much reason for the district to offer one.