

WESTBOROUGH EDUCATION ASSOCIATION

January 15, 2019

Attendance: Eileen, Eric, Kerry, Michele, Rob B, Lynn, Shanna (MTA)

Absent: Bill (sick) , Joe (sick), Bonnie (excused team leader meeting)

Member Business

Reports

- **Treasurer's Report-December report accepted**

Donna made a motion that we be allowed to accept an on-line transcript in lieu of an official transcript; this would save time and money (vote taken to approve)

- **Secretary's Minutes- December vote to except**
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session
- Elections Eboard/Scholarship committee meeting set for April 24th at GMS 3:15
- Shanna- commented on communications network still needed at HS, MP, & Hastings
MTA needed to create a new location in the MTA database for WECC
Thanks for signatures on the petitions- we collected 80+ signatures
MTA running forums about the Fund Our Future Bill –
New Teacher PTS training scheduled for April 9 & 11- action item Joe send survey through Mail Chimp for interest

Eileen- Note to membership & treasurer-Julia Horowitz is currently assigned as interim principal at Hastings (on leave from Unit A until the Fall)-Donna will take her off dues

New Business:

- Executive Session: Grievance/Personnel matters- NOT PUBLISHED
- Negotiations: New Team/Green Cards- discuss in February
- Other

Adjourn 4:25

Next Eboard Feb 12 @ WHS

WESTBOROUGH EDUCATION ASSOCIATION

February 26, 2019 (rescheduled from Feb 13)

Attendance: Bill, Eric, Bonnie, Kerry, Michele, Rob, Joe, Donna, Eileen

Reports

- **Treasurer's Report-** January report vote to accept
- **Secretary's Minutes-** January minutes vote to accept

Member Business

- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

Eileen- WECC motion made to & vote to accept a replacement building rep Elizabeth Luchuk to replace person who left department

Lynn- scholarship application updated & sent to guidance

Donna- employees list has been difficult to update because the spreadsheet is so big and difficult to read.

This matter should be brought to labor management to ask the HR Director to provide a list of current employees (name, school, position, hire date)- from what we understand this is our right see labor law.

Bonnie will bring to labor management.

There have been problems in the past with recertification and letting certifications lapse. Should we update the website with a notice suggesting that it is the responsibility of the professional to keep up with your expiration dates

New Business:

- Executive Session: Grievance/Personnel matters
 - Notes not posted
- Mail Chimp- Joe is having issues with Mail Chimp; there is a paid version \$15/mth as a last resort
Vote to allow Joe to spend the money if things can't be worked out with MTA
Joe is working hard to keep up with webpage & answering questions that members have
- Negotiations: Green Cards coming soon
- Other

Adjourn: 5:50pm

WESTBOROUGH EDUCATION ASSOCIATION

March 12, 2019

Attendance: Joe Stillitano, Rob Brown, Eric Perryman, Kerry Stamm, Bonnie Ross, Lynn Sullivan, Bill Parsons (3:55)

Absent: Michele Mongeon (ex), Eileen Harvey (ex), Donna Avery (ex)

Reports

- **Treasurer's Report- N/A** (Donna absent)
- **Secretary's Minutes- vote to accept**
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session
- Kerry – Some pay invoices are still going to Spam folders – directions sent from payroll to mark as “Not Spam”
- Lynn- I am willing to send cards & memorial donations for loss of loved ones. Would Eileen send an email to building reps to notify me for loss of loved ones- \$25 transfer is made to scholarship fund
- Officer Elections- We need to hold elections in May for Eboard officers- May 29-30 noon to noon; call for nominations by May 14, vote to accept (Andrew will put notice out)
- Negotiations Suggestion (Green Cards) can be found on website www.westborougheducators.wordpress.com
- Committee meeting every Thursday; looking for new location to meet-changing to Tatnucks
- MailChimp update- Joe still working on fixing

New Business:

- Executive Session: Grievance/Personnel matters
- Other

WESTBOROUGH EDUCATION ASSOCIATION

April 09, 2019

Attendance: Bill, Kerry, Lynn, Eileen, Donna, Michele (left at 4:15), Bonnie, Eric (3:55)

Absent: Joe (excused), Rob (4:05 came late from PTS training with MTA)

Member Business-

Note: Email went out last night on the Chimp but Donna, Lynn & Eileen didn't get – we need to follow up on why we (so many people, about 10 per building) are not getting any emails- **Action item for Joe**

Reports

- **Treasurer's Report- Feb & March vote to accept**
- **Secretary's Minutes- vote to accept**

Action item: Michele will send an email to secretaries so that they can notify Lynn of an immediate family member's loss

- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

Donna- A question was asked if we can to be refunded for cancelled arbitration

Lynn reminded Eboard that Emma Pelsler- finished ROTC and will be starting at Hofstra in the fall-Emma's scholarship was deferred (see September minutes) until 2020-2021 school year.

No other reports- move Executive session

New Business:

- Executive Session: Grievance/Personnel matters
 - Bill reminded everyone that matters discussed at Eboard meetings in Executive sessions are to be kept confidential
- Officer Elections- call for nominations is posted on website & mailchimp. Because many members are not getting mail Eileen will have building reps also post in the buildings. Email needs to be sent to Andrew McIntyre by May 14, 2019
- Negotiations- we continue to have building meetings and we are calling for a General Meeting Meeting to discuss contract , April 30th , WHS- cafeteria@ 3:00pm/ Negotiations start May2, 2019
 - **Action item Joe: Post General meeting date on website**
- Scholarship Committee Meeting (for building reps) Wednesday, April 24th 3:30
- Other

WESTBOROUGH EDUCATION ASSOCIATION

May 14, 2019

Attendance: Bill P, Kerry S, Eric P, Joe S (left at 5:05), Eileen H, Donna A, Rob B
Excused: Bonnie R (at district team leaders meeting)

Member Business General Session: attendance EBoard & Linda K

Interpretation of the Constitution- Joe S. – Joe brought up a question who is in charge of interpreting and following the Constitution? Is the board supposed to be overseeing that the Constitution is followed. Several items (see handout)/ Concern that the negotiations team is not following the Constitution and therefore in violation of the Constitution (see handout)

Bill responded to items mentioned in handout. Bill said official negotiations haven't started yet. Linda K said that the details on the green cards were not shared with the members yet concerns (not actual cards) were shared with Amber (negotiating point). Bill reminded us that Jim Noonan is the appointed parliamentarian (if there are constitutional issues the parliamentarian is there to answer them p.11 Article XI Section 2)

Eric- said the points Joe & Linda are making are correct but there doesn't seem to be a way to fix it. (People don't come to general meetings) Eric offered to go through the language with regard to General meeting and try to correct it.

Action item: Retrieve last redline version of Constitution for September and form a committee to make final changes to bring to the body.

Reports

- **Treasurer's Report April- vote to accept-**
 - Donna has concern that payroll refunded money to someone who said she was no longer union – Katarina should not do that- Donna asked her not to refund money unless she checked with her first. Rob will give forms for people that want to leave union to Bill
 - **Approval of Stipends-** Donna presented list of stipends with amounts- vote to accept
- **Secretary's Minutes- vote to accept**
 - **Approval of Scholarships - vote to accept the scholarship committee's rec's (7 to 1)**
 - Discussion of revisions to change next year's application requirements- add to agenda prior to Feb meeting
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

Member Business- Executive Session

New Business:

- Officer Elections- Update – today is the deadline for running for Eboard. Get your email into Andrew McIntyre; Joe not running personal reasons
- Negotiations-Update by Matt Huse (chair)- absent

- MailChimp Update- problem lies with AOL & Yahoo addresses. Joe has created a new dummy email, changed settings etc.- did a test email (getting closer to an answer)

Bonnie sent Kerry an email with regard to issue at team leader meeting. Paras at Hastings are teaching tech classes for \$2.00 per hour extra stipend, is this correct? (Para's contract p.12 Article XIV -D) **Action item- Eric will discuss with Bonnie, Bring to Labor Management?**

Adjourn: 5:13pm

WESTBOROUGH EDUCATION ASSOCIATION

June 11, 2019

Member Business- Executive Session

Reports

- **Treasurer's Report**
 - **Treasurer's position for next year**
- **Secretary's Minutes**
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

New Business:

- Executive Session: Grievance/Personnel matters
- Officer Elections- Update
- Negotiations-
- Other



WESTBOROUGH EDUCATION ASSOCIATION

September 10, 2019

Attendance: Bill P., Donna, Bob Brown, Eileen H., Cynthia A., Bonnie Ross, Eric Perryman, Michele, Kerry, Lynn Sullivan (4:00)

Member Business-

Reports

- **Treasurer's Report- vote to accept**

Donna is researching with MTA if the WEA has enough employees on Family Medical leave; over 25 employees in a given year we might not have enough to pay into the fund (WEA has covered dues) Bill feels that teachers and paras will be exempt. WEA will have to pay out stipends in order to fund this

Scholarship fund has no money left this year. Bill would like people to come together (form a committee) to fund raise for the scholarship fund. Add to agenda (October)

- **Approval of Stipends**

- **Secretary's Minutes- vote to accept**

- **Second Vice President-** seat is still vacant- Donna offered to check in with Wendy (revisit notes from June where Wendy would be acting as an intern for treasurer)

- **Negotiations-** treasurer requested unpaid leave into contract; WEA pays employee dues while on leave not the employee. MTA has a form that can be completed. This will be enforced by payroll. Either they will drop from the union or pay dues upfront. This will be part of the leave of absence forms.

- **Building Reps:** Anne Dibuona (MP), Vickie Walsh (MP), Kate Finn (Fales), Beth Anderson (GMS), Patti Lessard (GMS), Andrew McIntyre (HS), Karen Lane (HS), Kathy Swanson (Fales), Tiffany Bashaw (Hastings), Maura Welsh (Preschool)

- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

New Business:

- Executive Session: Grievance/Personnel matters (4:00)

Eboard meeting dates: Most second Tuesday's of each month
10/8, 11/12, 12/3**, 1/14, 2/11, 3/10, 4/14, 5/12, 6/9

** not second Tuesday

- Adjourn (4:20)

WESTBOROUGH EDUCATION ASSOCIATION

December 3, 2019

Attendance: Bill Parsons, Eric P(left at 4), Bonnie, Donna, Lynn, Rob
Absent: Michele, Eileen (excused for meeting), Kerry, Wendy

Member Business-

GMS Showcase (it was brought to the attention of the board that half days are to be used for PD- not a showcase see language in contract p.20); Lynn & Bill will bring it up at DH meeting tomorrow
4P21

Union Cards are in and they will be distributed to the building reps

Re: Policy with parent visits? Public school should allow but they are not evaluative. They should be allowed but they should not be on-going.

Reports

- **Treasurer's Report-** November report (accept)
- **Secretary's Minutes-** October minutes(accept) November minutes (accept)
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

New Business:

- Executive Session: Grievance/Personnel matters; Eric had a teacher just found out about missing out on a lane change for past 7 years- resolved for retro pay to beginning of year only
Eric suggested that Union send out something that reminds staff that lane changes should be checked carefully and that it is the person's responsibility to be sure their money is correct
- Negotiations: Highlights of Tentative (matter will be shared and discussed in January)
- Kristi Williams(Town Manager) has asked to reopen the IAC (insurance advisory committee) Bill is hoping to not to
- Other

Next Meeting: January 14, 2020