

## 2018 WEA ANNUAL REPORT

### President's Report (Brian Fitzgerald)

This report describes the work done as much by the leadership team at our WEA as much as any one individual. That work is significant. Though I have participated in over some 87 scheduled meetings over the work year, much of the work has been done outside those meetings in concert with many members and officers throughout our system. Personally, I have represented our WEA in a range of forums from the massive NEA-RA gathering in Boston, to our MTA Annual meeting last month, formal negotiations with the new (and old) Wareham School Committee, public participation in School Committee meetings, social events, and one-on-one conversations in the hall.

Through all of those efforts has been an agenda of strengthening our WEA in preparation for the *Janus* decision through securing our finances and deepening our solidarity. The year hasn't been free of obstacles, however, and we are heading into a newly challenging environment at the same time as learning to work with a very different School Committee and an upcoming landmark vote on a new elementary school. As always, I divide this work into three areas:

Protecting and strengthening member rights: Until a month ago, I would have reported this is a relatively light year on this front. We did file for arbitration on a case where the high school principal blamed an educator for a choice made by a paraprofessional in that person's room; the district chose to cede the issue rather than go that distance. That educator is still being harassed by the high school principal, and work remains to make clear such actions are not acceptable. Legal aid was called in several times in the cases of attempted suspensions or firings; these were minimized, changes to resignations, or withdrawn all together.

However, over the past month a number of evaluations have emerged from the middle school that were inconsistent with the intent and procedure of that component. These evaluations have focused on students' behaviors rather than educator planning and action, and often ignore context and relevant information from the educator. While the majority of evaluations continue to be developed in a constructive environment, a few localized areas in the school system are still struggling to implement that approach. Many administrators still blame educators for students' actions, and our non-PTS colleagues too often bear the brunt of those mistakes.

At the outset, negotiations for Unit B (Assistant Principals) looked promising. The issues at hand were largely non-monetary, and there was a tentative agreement concluded right before the School Committee election. However, afterwards the new School Committee took the illegal step of retracting their agreement. At present, there is another session scheduled with the hopes and intent of securing a fair agreement for ratification before the end of the month without having to involve the state government in the Committee's illegal practices.

We continued to serve notice to the community of our commitment to our colleagues by continuing to update our questionnaire for school committee candidates and advocating for a fair budget through the messiest budget process I've ever seen in Wareham.

### Building the strength and accountability of our WEA:

This year, our WEA has continued to evolve organizationally. With help from MTA organizers, we finally achieved a pretty good charting network, where leadership had a clear line of communication with each member. This charting approach, in conjunction with monthly mass emails, the newsletter, the website, and

Facebook, we have a wide range of communications methods. Our popularity on Facebook continues to grow, and we are slowly building a library of information for members, including the extensive B.R.A.G. sheet composed with the Board.

These were used most efficiently in organizing on the issue of sub pay – an issue brought up by a couple members. The response was overwhelming – over 160 members signed a petition to do something about substitute availability that was given to the School Committee in public comment. Members joined a labor-management committee to look at the problem, a discussion of which was aired on local access. The result is a pay hike for substitutes in Wareham taking effect next year, which should increase availability.

Two-thirds of our non-PTS colleagues also participated in a workshop we arranged on the rights and limits of non-PTS members with an MTA staff member. This meeting can also be the foundation for future work bringing out colleagues into more active roles in our Association.

Changes in the WEA identity were also driven by members. A logo, designed and chosen by members, are on shirts that will be handed out to all members in June, thanks to a grant from our MTA.

The work we've done has attracted attention from our colleagues in Wareham. Having been released from their obligations from their union, the secretaries of Wareham Public Schools have petitioned to join our WEA. Barring unforeseen changes, we will be able to welcome them, strengthening all employees of our district as more people speak with a louder voice on the issues that affect us.

#### Serving as the voice of Wareham educators

In conjunction with other members of our team, I have continued to judiciously express the priorities of the educators of Wareham. This has happened in communications with various members of administration, as well as several times in public comment at School Committee meetings, internal union deliberations, and on Wareham public access on the issue of substitute teachers. I've spoken to counter the claim that staff evaluations should fall on a "bell curve", I've also communicated with lawmakers about our needs and priorities as educators.

I end this report with deep gratitude for all who have worked so hard for our colleagues through our WEA. Many Wareham educators don't realize the depth of commitment and courage shown by many of their number, whether it is serving in an official role, standing up to ask questions or push back against administration missteps, or defending their brothers and sisters in our WEA. I have been fortunate over the past six years to see new people agreeing to do this work, including our next slate of officers, and feel that the challenges of the future will be well-met by those who will be leading our WEA in the future.

## Vice President's Report (Deanna Semple)

- Spearheaded a successful district wide Education Support Professionals Day with help from board members to ensure all paras received goody bag, special treats at their schools and spoke before the School Committee on the important work that paras do every day.
- Political Action Leader – attended meetings and informed members and obtained member signatures on important education initiatives
- Welcomed new staff in the building and made sure they were aware of WEA and its officers in the building
- Discussed goals and evaluations with principal to ensure staff and administration is in agreement
- Communicated the need for an additional para in TLC room, new para began in February.
- Supported a new teacher who was dismissed within first 90 days
- Liaised with principal and teacher to schedule preps, support in room and to obtain an official number of students in room
- Instituted an assault tally sheet for staff in ASD, lower learning center and TLC room
- Continuous communications with administration and staff regarding staff safety regarding assaults on staff by students
- Worked with staff to implement schedule for teacher to have lunch and prep
- Attended a meeting with school behaviorist, special education director, TLC teacher, outside agencies, and principal as well as conferenced with district TLC teachers to develop new protocol for behavior and consequences
- Monitored clean-up of E corridor after flood to ensure rooms were safe to be occupied by staff and students. Also that staff was given time to assess damage and take personal items; reported wet and moldy items which were found months after clean up to administration
- Worked with staff to get coverage for TLC para so that adequate coverage would be in room
- Communicated with substitute teachers in district, brought to WEA meeting to report how they are treated
- Communicated to staff the importance of accident reports
- Encouraged nomination of members for PCEA awards
- Attended budget meetings and RIF meetings
- Spoke in support of members at April School Committee meeting to urge School Committee to fight for budget they know is fair
- Spoke in support of members at May School Committee meeting
- Met with a para who does not want to be transferred
- Met with a tech para who does not want to be transferred, may be a RIF situation
- Met with a teacher who was given a non-renewal, appears she was not given the support that was promised her. Though there is little we can do within a member's first 3 years, I feel we should at least have a conversation with administration about their responsibility in follow through and support for teachers who need it.

## **Secretary's Report** (Nicole Roberge)

### Executive Board Meetings

- Attended and participated in three Executive Board meetings.
- Recorded and submitted minutes of three Executive Board meetings between March 2018 and May 2018.
- Maintained attendance records for officers, building representatives and guests.
- Recorded all motions and the resulting votes.

At the March 5, 2018 meeting the following motions were acted upon:

- At 5:04 P.M., a motion on the table to propose a statement to School Committee urging them to seek the necessary budget was seconded and passed unanimously.

At the May 7, 2018 meeting the following motions were acted upon:

- A motion was made by Deanna Semple and seconded by Wendy Nault to nominate Sonya Rogers as the WMS building representative for Unit C. This motion passed unanimously.
- A motion was made by Sue Akins and seconded by Mary Shaw to nominate Beth Giuffrida as the nominating chair for the upcoming election; this motion passed unanimously.
- A motion was made by Deanna Semple and seconded by Ellen Brailard to support the secretaries joining the WEA; this motion passed unanimously.

### Goodwill Correspondence

- Between March 5, 2018 and May 28, 2018, eight cards were mailed to members of the association: 3 expressions of sympathy, 1 get well card, 2 expressions of congratulations upon the birth of a child and 2 marriage congratulations cards.

### Attendance at Wareham Education Association Events.

- Scholarship Trivia Showdown; April 6, 2018.

## **Ways and Means** (Sue Akins)

We started the year running and before we knew it was already November. We sent a personal invitation to all new district employees and invited all WEA members to attend our E-board meetings. The purpose was to give them a better understanding of how the board functions.

We hosted a Member Appreciation on November 09, 2017, 54 WEA members attended as well as retirees to recognize the retirement of Maureen Reber. A great time was had by all.

Our December Executive Board Meeting was a dinner meeting to celebrate the holidays.

A retirement celebration will be held June 1, 2018 at the Gateway Tavern from 3PM-6PM. We will honor 7 retirees. Please join us!

### Unit A Negotiations (Sean Brown)

The 2017-2018 year is the first year of the new Unit A contract. The new contracts were printed and all Unit A members should have a copy. Online versions of the contract can be found at [wareham.massteacher.org](http://wareham.massteacher.org).

Actions taken this year were as follows;

- formalized pay that high school deans were filling out timesheets on
- changing maternity language to allow unit members to return to work when they are ready
- ensured that Unit C would be able to take advantage of the Unit A ½ day before the winter break
- worked on contract language changes to grade levels once the school plan for 2018-2019 was finalized
- secured time for a union meeting (one hour) on the first day back after summer vacation
- discussed possibilities with management for sick leave buy back.

### Scholarship Committee (Kristen Kelley)

I want to thank all of you who helped and supported me this year as the chair of the Scholarship Committee. I could not have done this job without the support of the representatives and members of the board.

Activity for the year:

- **September 2017** - Trivia at the Gateway - brought in \$200 - big thanks to Brian Fitzgerald who comes up with the very clever and challenging questions. Thanks for all who participated.
- **December 2017**- scholarship plea notifications were sent out in an effort to collect pledges.
- Continued to collect pledges each month.
- **February 2018** - Sent out the calendar to the reps in the buildings - changed it from \$5 for 1 chance to \$10 for 3 chances.
- **March 2018** - We sold \$350 worth of tickets and had numerous daily winners of various gift cards and scratch tickets. Cathy Joyce was the 50/50 raffle winner for this year.
- **April 2018** - Trivia Pursuit at the Gateway. Cleared \$205.00 Charged teams of 4 - \$20.00, and sold raffle tickets for 2 tickets to Water Wizz. Sent out reminder notices for member donations, also left cookies for each school as a thank you and a reminder to donate as well.
- Also sent out the requirements for applying for the WEA scholarship and the list of winners from the March raffle. Deadline was April 26th.
- **May 2018** - met with Janice St. Pierre and Michelle Sampson to go through the applications and determine the monetary awards.

Checks and award letters will go out. Awarded 10 members children \$220 each.

2 awards of \$150 each went to 2 Wareham High School Students.

Pledges - \$1285 (Decas \$190, Minot \$410, Middle \$605, High School \$80)

March Calendar - \$175

Trivia - \$405

PCEA - \$300

Rochester Police Brotherhood - \$300

Total \$2465

Money left in the account made it possible to award \$2,500

Awarded \$2,500

**Health and Safety** (Nancy Hanson)

During the 2017-2018 school year, there were 91 injuries reported with 16 from Decas, 31 from Minot, 26 from WMS, and 18 from WHS. The majority of the injuries at Minot occurred in Room 17 or Room 40 while injuries at WMS occurred primarily in the Therapeutic Learning Centers or the ASD rooms. Injuries at Decas and WHS occurred in a number of locations. As indicated in the chart below, the reported number of injuries rose from last year. It is not clear if there are actually more injuries or if more injuries are simply being reported.

School	# Injuries	
	2016-2017	2017-2018
Decas	17	16
Minot	20	31
WMS	25	26
WHS	10	18

In May I attended the PCEA dinner honoring our retirees and staff members who were nominated by their peers. This year we had a higher number of honorees than in the past and it was a pleasure to see so many WEA members celebrating together. We are fortunate to have a talented and dedicated staff who go above and beyond every day.

## **Communications Report** (Wendy Nault)

This past year has been another busy one and has gone by very quickly. Throughout the year I have continued to edit and distribute the Beacon newsletter to our WEA membership. I have worked with building representatives to ensure that an ample number of copies of the Beacon are sent to each building every month so that all members are able to access pertinent information.

This year I have also made an effort to increase our electronic communication with our membership by sending occasional mass email blasts to alert everyone of upcoming events and votes that affect us all. We are hopeful that these mass emails will also help to increase attendance at our monthly meetings.

In October I assisted other members of our board by obtaining signatures to rally for an increase in the substitute pay so that Wareham could help attract more substitute teachers to our district.

Throughout the year I conducted several votes at Decas that affect our membership including deciding on a new updated WEA logo and member's preferences for a 2018-2019 school year start date. I also implemented our new charting system to obtain t-shirt sizes for each member at Decas.

One of our biggest struggles this year was the potential budget cuts and the effects it would have on our membership and community. I attended several school committee meetings, town meetings and in-school meetings to gather more information and to be a voice for those who could not attend. I also reviewed the seniority list with several teachers at Decas who were concerned about their future and had questions.

At Decas we also faced additional struggles when we had pipes burst in the E corridor. As a result several teachers and staff were seeking assistance as to their rights regarding damage to personal items, forced moves and the health and safety of that section of our building.

I have also been working with the Wareham Elementary PTA president and Minot Forest building representatives to plan our volunteer appreciation reception. The last couple of years we have had a combined event and it was very successful. We hope to continue that success this year.

## **Unit C** (Ellen Braillard)

The activities of Unit C during the year have focused primarily on providing support to the paraprofessionals in Unit C that may have had issues regarding their employment contract rights and dispute resolution.

In September 2017 a paraprofessional at Wareham High School received an involuntary transfer to Minot Forest School. The transfer was contractual.

Mr. Palladino met with the High School Paraprofessionals on October 31, 2017 to discuss relationships between teachers and paraprofessional. A few of the issues reviewed were:

- Are paraprofessionals able to write up discipline referrals?

- If the paraprofessional is having an issue in the classroom, the paraprofessional will discuss it with the lead teacher first. If issue is not resolved the paraprofessional may then discuss the matter with the department head.

November 15, 2017 was the National Education Support Paraprofessions Day. All schools in the District recognized each paraprofessional in their school.

In March 2018 a paraprofessional from the Middle School in the ISS room and I met with the Superintendent. The paraprofessional said that she was not feeling safe in her environment. Students were making comments which made the paraprofessional uncomfortable. After talking with the Superintendent the paraprofessional's room was moved closer to administration. I have checked in with the paraprofessional weekly and she has assured me that everything is much better.

Mr. Palladino met with the paraprofessional and told them there would be two reductions in staff (not necessarily paraprofessional). He informed the paraprofessionals that their schedules would be changing next year.

As of this date, there is a grievance at level one regarding evaluations.



**[B] Treasurer (Justin Skelley)**

**Banking Summary - Current Year**  
7/1/2017 through 6/30/2018

Category	7/1/2017- 6/30/2018
<b>INCOME</b>	
Interest Inc	79.37
MTA Grant	
Mass Child	862.88
<b>TOTAL MTA Grant</b>	<b>862.88</b>
MTA Reimbursement	
Office Reimbursement	6,179.00
<b>TOTAL MTA Reimbursement</b>	<b>6,179.00</b>
Payroll Deduction	152,471.84
Reimbursement School Dept	297.05
Scholarship	
WEA	2,262.34
<b>TOTAL Scholarship</b>	<b>2,262.34</b>
<b>TOTAL INCOME</b>	<b>162,152.48</b>
<b>EXPENSES</b>	
Uncategorized	0.00
Arbitration	275.00
Contract Printing	594.11
Corporation Filing	18.50
Functions	
Paraprofessional Appreciation Day	25.98
PCEA Awards Banquet	680.00
<b>TOTAL Functions</b>	<b>705.98</b>
Insurance	257.00
Meeting	
Budget Task Force	43.67
Member Appreciation Function	127.80
<b>TOTAL Meeting</b>	<b>171.47</b>
Membership Goodwill	89.96
MTA Dues	155,474.73
MTA Grants	
Mass Child	434.99
<b>TOTAL MTA Grants</b>	<b>434.99</b>
Newsletter Printing	493.46
Office Supplies	24.78
Payroll Taxes	
One Check Payroll	2,299.78
<b>TOTAL Payroll Taxes</b>	<b>2,299.78</b>
PCEA Dues	3,805.00
Stipends	
Board Members-Chairs	969.68
Building Reps	1,178.69
Negotiations	1,015.85
Officers	8,256.79
<b>TOTAL Stipends</b>	<b>11,421.01</b>
Workers' Compensation	
Norfolk and Dedham	716.00
<b>TOTAL Workers' Compensation</b>	<b>716.00</b>
<b>TOTAL EXPENSES</b>	<b>176,781.77</b>

**Banking Summary - Current Year**  
7/1/2017 through 6/30/2018

Category	7/1/2017- 6/30/2018
<b>OVERALL TOTAL</b>	<b>-14,629.29</b>

**WEA Cash Balance - As of 5/24/2018**

Account	5/24/2018 Balance
<b>ASSETS</b>	
<b>Cash and Bank Accounts</b>	
CD Savings	15,000.00
Checking	45,692.06
Money Market	2,008.54
Savings	13,461.22
<b>TOTAL Cash and Bank Accounts</b>	<b>76,161.82</b>
<b>TOTAL ASSETS</b>	<b>76,161.82</b>
<b>LIABILITIES</b>	
	<b>0.00</b>
<b>OVERALL TOTAL</b>	<b>76,161.82</b>