



FOCAL POINT

Education—the key to success!

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Have something to add?!?
In an effort to publish the good things our members are doing we encourage you to email articles to:
weafocalpoint@gmail.com

Important Changes to our Contract and Bylaws

Evaluation

The new evaluation system is here. Information was sent via email from Assistant Superintendent Susan Kustka, and was the focus at the September professional day. Teachers who are being evaluated this year will be in year one of the new cycle. Plan to see more information from both administration and the WEA.

Unit A has a Contract!

Some of the big changes membership should be aware of in the new contract:

- Effective September 1, 2014 the work year shall be 184 days.
- On September 1, 2014 each teacher employed prior to this date (9/1/14) will receive \$250 toward RETELL certification.
- A “professional committee” will be established to meet with administration about district-wide professional development.
- Salary scale: 2012-13 1% on the 92nd work day, 2013-14 2%, and 2014-15 2%.

New Name

It is official! We will now be known as the **Weymouth Educators' Association (WEA)**. The decision to change the name came from the by-law committee, and the feeling was that it was more inclusive for all of our members.

2013-14 School Year Dues Information

<u>Unit A and B: School Year</u>		<u>Unit D: School Year</u>	
<u>Full Time:</u>	<u>50% or less:</u>	<u>Full Time:</u>	<u>50% or less:</u>
NEA: \$182	NEA: \$102.50	NEA: \$110.50	NEA: \$67
MTA: \$486	MTA: \$243	MTA: \$146	MTA: \$73
NCTA: \$8	NCTA: \$8	WEA: \$15.50	WEA: \$7.75
WEA: \$155	WEA: \$77.50		
Total: \$831	Total: \$431	Total: \$272	Total: \$147.75

All positions under contract are required to join. If you have not had a dues deduction from your check please contact the WTA office.

BUILDING REPRESENTATIVES

- One Unit A rep. for every 10 teachers in the building is the allotment in order for you to have full representation.
- Unit D should have one representative per building.
- You will receive a stipend for each meeting you attend.
- It's an opportunity to meet others from within the district.
- Keep up-to-date on topics which affect your career, your job, and your livelihood.
- **Still have plenty of spots available. Email Mary Lou if interested.**
- Meetings are held at the Weymouth High School Room 021 at 3:45, and take place the third Tuesday of every month (unless vacation interferes).
- Meetings have resumed and the general membership is invited to attend. The first 10 minutes of each meeting are reserved for general membership concerns.
- Members of the representative council will be published prior to each meeting. These lists will be updated as needed.

If members have questions or concerns, please contact your building representative, the WTA office: 781-337-9700- or email: weymouthteachers@yahoo.com

Teacher Education and Professional Standards

Are you planning to change salary lanes?

- Complete an application.
- Send the original to Leah Shapiro Ciliberto at Wessagusset.
- Meet the deadlines for submission.
- Do NOT send transcripts or grade reports.
- Applications that arrive after the deadline will not be reviewed until the next TEPS meeting.



Deadlines

January 2

April 2

June 4

Applications are available in each building and on the district website under Human Resources.

Professionalism

If you are asked to do something that is against the contract, you should continue to do as asked (unless it jeopardizes you or your students' safety) and then immediately contact a union representative in your building. Failure to follow direction of Administration can be seen as defiance and a reprimand may be issued. Grievance officers are John Pappas, Pamela Marlowe, and Yadana Chella.

If you and a colleague are having difficulties you should contact a union representative or another peer. Teachers should not be reporting other teachers to administration, unless it is an immediate safety concern.

Members in one unit of the Weymouth Educators' Association should not evaluate members of another unit. For example, Unit A Teachers should not be evaluating ESPs.

Email and Facebook

Please remember to **NOT** use the school computers for personal business such as email, vacation planning, personal facebook material, etc... The computers are property of the school and anything you write or send is public record. Also, teachers should not friend their current or former students on facebook until the child is no longer in the WPS system. Please talk to your building representatives regarding questions or concerns.

Weingarten rights guarantee an employee the right to union representation during an interview by the employer. If the interview could in any way lead to the employee being disciplined or terminated, or affect his or her working conditions, he or she should respectfully request that a union representative or officer be present at the meeting. If representation is requested and denied, the employee may choose not to answer any questions.

Contact us: Office Manager - Gerri Rennie. Weymouth Educators' Assa, Suite 23, 33 Union St., South Weymouth, MA 02190

781-337-9700



weymouthteachers@yahoo.com

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What's On Your Mind



Q: *An administrator in my building has been meeting with us before the school day. What is the policy regarding time and meetings in the building?*

A: Staff are required to be in the building before and after the start of the school day (see contract and employee handbook concerning the times). This time can be used for meetings or brief trainings. If you require coverage for a homeroom or morning duty, you should double check with the administrator to ensure someone is filling in for you. Administration may also have a 1 hour staff meeting a month, which may happen before or after school. If you have a specific concern talk to your school level executive board or building representatives.

What is a Grievance?

A grievance is defined as a dispute between a member of a bargaining unit, or the association itself, and the administration. This process can be used as a way to correct an alleged break of a specific unit's agreement.

If you are asked to do something or feel you are being asked to work outside your agreement you should talk first with the direct supervisor about the concern. They may be able to solve the dispute before it enters the grievance process.

After talking with the administrator, without a satisfactory response, you should contact one of your building representatives who can help you start the grievance process. It is important that you contact your building representative in a timely manner.

Once the process is started it will enter various levels until it is solved. Members are reminded that the grievance process can be found in their unit's agreement. This process involves specific timeline and levels of administration who will be involved.