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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

State Representative meets with WEA Leadership

The WEA invited State Representative James Murphy to the October WEA representative council meeting. As a long time resident of Weymouth, he understands the unique challenges of our district and town. As a state representative, he has the power to affect change. During a candid discussion, he spoke about district and state wide educational issues. Topics ranged from overseeing outplacement schools and their cost, the utilization of the land at Southfield, the rising number of homeless students, state contributions to the town budget, and the needs/resources in the town. We want to thank him for both his time and his dedication to the community.



Rep. Murphy with WEA President and Vice President.

Pumpkin Give-A-Wey a Success!

A special thanks from the WEA for those who donated time and materials to the Great Pumpkin Give-A-Wey. It is important to know that this is a first step in building a positive relationship with the community. Us being present at events like these sparks interest and discussion, all which would not have happened had we missed this opportunity.



Unit A Contract Available Online

It is important for members to know their contract. Do you know if you can take a personal day before a long weekend? (Yes) Do you have to provide a reason for your first personal day? (No). Do you know when you will receive longevity pay? (After 15 years of service). Do you know how many bereavement days you are granted for the death of an immediate family member? (Five).

Find the Contract:

- Step one-Go to www.weymouthschools.org
- Step two-Hover over "School Committee"
- Step three-Click "Collective Bargaining Subcommittee"
- Step four-Scroll down until you see "WTA Unit A 2009-2012 pg. 1-20"
- Step five-Pages 21-45 can be found at "WTA Unit A 2009-2012 pg. 21-45"
- Step six-Read "WTA Unit A MOA Educator Evaluation System"
- Step seven-There is another link for "WTA Unit A MOA 2012-15" When I clicked directly on this link, it said "Page Not Found" (You might have better luck)
- Step eight-Look for "WTA Unit A MOA 2012-15" on the left side. That link connects to the MOA regarding "Teacher Hours and Work Year."

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 Ydana Chella if interested.**
- Meetings are held at the Abigail Adams Library 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.
- Please contact a rep at your school if you are interested in more information!

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

Teacher Education and Professional Standards

Are you planning to change salary lanes?

- Complete an application.
- Send the original to Liana Lucchesi at Nash
- 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 7

April 1

June 3

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 Mike Murphy, Tom Healy, and Donna Beath.

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



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What's On Your Mind



Q: I am hearing a lot about professional development on November 4th and the option for a choice day? What does this mean and how do I get a choice?

A: The contract mandates that one of the professional development days each school year is a "choice" day for teachers. This means that you can attend sessions offered by the district OR you can fill out a form provided by administration (sent by Dr. Whipple) to run your own professional development session. This may include meeting with other math or reading teachers in your building, working on curriculum with others at your school, or developing projects and rubrics with team members. You should make sure that you meet the deadline for the alternate request forms, as any submitted after this time will usually not be considered. In the past, teachers had to report back what they worked on, and it is advisable that you record the work you did that day.

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.