



# FOCAL POINT

Weymouth Teachers Association News

*Education—the key to success!!*

We are slowly moving all of our resources to the internet. The purpose of this edition of the Focal Point is to remind and inform our membership of laws, rules, and protection concerning your job. In an effort to publish the good things our members are doing we encourage you to email articles to: [wtafocalpoint@gmail.com](mailto:wtafocalpoint@gmail.com)

## WTA Officers

### President

Mary Lou Buell

### Vice President

Richard Duseau

### Secretary

Ydana Chella

### Treasurer

Val Devlin

### Prof. Rights & Responsibility

John Pappas

## Executive Board

### Primary

Karen Barclay

### Middle

Pamela Marlowe

### HS

John Pappas

### SPED

TBD

### Special Interest-Unit D

Maureen Mohr

### Career and Tech Ed

Rob Libenson

### Focal Point Editor

Mike Miller

## MEET YOUR UNION LEADERSHIP

The WTA has two newly elected officers! Congratulations to Mary Lou Buell and Richard Duseau on their new positions.



**Mary Lou Buell** is our newly elected union president. She currently works at Weymouth High School as a Social Studies teacher. When asked about a goal for the union she stated that, "I would like to see more of the membership actively involved in the WTA. In order to create highly effective work policies we need many voices expressing needs and collaborating on potential solutions." In her free time she enjoys time with her four children and participating in their various activities including football, baseball, gymnastics and drama.

**Richard Duseau** is our newly elected union vice president. Rich currently works at Weymouth High School in the Mathematics department, where he has ten years teaching experience. He has served as a union representative and most recently was the interim union vice president. When asked about union goals he stated that, "I would like to see an increase in membership participation and an increase in communication throughout our union." In his free time he enjoys woodworking and travel.



**Val Devlin** will continue to serve as our union treasurer, and **Ydana Chella** will serve as our secretary. Please take time to introduce yourself and speak with our elected leadership. They are looking forward to working with all of you!

**Needed: Special Education Exec. Board member. Contact Mary Lou if interested.**

## 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 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.
- Members of the representative council will be published prior to each meeting. These lists

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



### 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 3

April 3

June 5

Applications are available in each building and on the district and WTA websites.

**Q:** "What is the WPS policy on placing children in a parent's classroom? I would think this would be considered a conflict-of-interest as I feel it would be impossible to be neutral and impartial to the child. Is there a formal policy on this? If not who would make the final decision?"

**A:** As far as any of us know there is not any WPS or school handbook policy relating to how a student is placed in a class. It typically is not a district policy, rather a school policy that would appear in the individual school handbook. Currently there is no reference to it in any of our individual school handbooks. That means it is up to the building principal, with the guideline that all decisions will be made with the child's best interest in mind.

### Professionalism

If you are asked to do something that is against the contract, you should continue to do as asked (unless it jeopardizes your 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 Teachers Association should not evaluate members of another unit. For example, Unit A Teachers should not be evaluating ESPs.

### Happening Now!

In an effort to update lines of communication, Representatives are currently collecting information from our membership. Personal email should be used for all union business. Please watch for one of your building representatives to collect your information. You can also email [weymouthteachers@yahoo.com](mailto:weymouthteachers@yahoo.com) with changes to your email.



### 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. Please talk to your building representatives regarding questions or concerns.

### Evaluations

All members should familiarize themselves with pages 70 and 71 of the contract concerning the evaluation process. **It is the job of administration to ensure evaluations are done in a timely manner.** If you are unsure of the evaluation process please speak with a building representative.

**If during the evaluation process you feel as though you are being reprimanded you have the legal right to stop the meeting and request representation, per the Weingarten Rights (see below).**

**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.

WTA Office- Gerri Rennie is our Office Manager Suite 23 33 Union St. South Weymouth, MA 02190



781-337-9700



[weymouthteachers@yahoo.com](mailto:weymouthteachers@yahoo.com)



Email WTA to be added to our group site!!



**Focal Point** is the official publication of the Weymouth Teachers Association. This publication is for members of the Weymouth Teachers Association and may not be reprinted in whole or in part without the permission of the Editor. Editorials and opinions may not necessarily reflect the policies of the Weymouth Teachers Association.



## **Special Committee Members**

### **Negotiating Team Unit A**

Karen Barkley  
Donna Beath  
Tom Healy  
Kristina Keefe  
Sarah Morris  
Maggie Murphy  
John Pappas  
Matt Porro  
Joe Wilkins

### **Negotiating Team Unit B**

Jean Afzali  
Patrick Costello  
Mary Dewan  
Kristin Kelly

### **Negotiating Team Unit D**

Jean Cedarholm  
Maura Eaton  
Millie Ficarra  
Irene Kuja  
Maureen Mohr

### **School Committee Representative**

Michael Murphy

### **By-Law Review Committee**

Mike Murphy  
Cheryl Taylor  
Millie Ficarra  
Walter Sullivan

### **Grievance Committee**

John Pappas (chair)  
Pam Marlow  
Ydana Chella

### **TEPS Committee**

Leah Ciliberto (chair)  
Victoria Coraham  
Danielle Holmes  
Audrey Hoffman  
John Pappas  
Diane Smith  
Joe Wilkins

### **Evaluation Committee**

Mike Murphy  
Mike Miller  
Maggie Murphy  
Rich Duseau  
Tom Healey  
Cheryl Taylor  
Donna Beath  
Karen Barkley (part time)

### **Teachers First Financial**

Legal Work—\$299 per couple. Wills, Trust, Durable Power of attorney, medical care proxy. Our attorney has 25 years experience in trust and real-estate.

Top 3 things to do for retirement

1. Get your legal house in order.
2. Position a portion of your money to provide you with guaranteed income.
3. Maximize your pension income by becoming knowledgeable about how your pension options work with social security.

*Visit us at [www.cffl.com](http://www.cffl.com)*

***Do you work with an ESP? Do you know an ESP Show your appreciation on ESP Day, Wednesday, November 14<sup>th</sup>, by giving an ESP member a chance to win a trip to Louisville, KY.***

***The MTA ESP Committee is sponsoring a raffle. The NEA ESP Conference is a professional development opportunity to be held in Louisville, KY March 8-10, 2013***

The winner of this raffle will receive a wonderful trip for three days and two nights in Louisville, KY, with airfare, hotel, meals, and all conference fees included. The prize value is \$1,200. The cost is \$5.00 per raffle ticket. All proceeds are used for ESP Professional Development.

**For tickets** please contact Millie Ficarra at [millie\\_ficarra@yahoo.com](mailto:millie_ficarra@yahoo.com) (617.967.4321).

**Special thanks** to Pam Marlowe and Val Devlin for reviewing this edition.