

WTEA

Washington Township Education Association

Rep Council Minutes September 23, 2021

I. **CALL TO ORDER: 4:50 pm**

II. **APPROVAL OF MINUTES**

MOTION TO: accept the minutes from previous month's meeting.

MOTION MADE BY	2ND	MOTION
Rob Scardino	Toni Sylvester	CARRIES

MOTION TO: accept committee reports as is.

MOTION MADE BY	2ND	MOTION
Rob Scardino	Natalie Taylor	CARRIES

III. **FINANCIAL REPORT:** Natalie Taylor

Checking	Savings	Philanthropic
\$ 133,507.10	\$ 16,998.75	\$ 1,023.12

IV. **WTEA Committee Updates:**

a. **FAST/PRIDE – Chris Sharkey and Kim Crum**

- i.*** Activity request complete PRIDE form on www.wteagc.org or email Kim Crum at
- ii.*** First event is Saturday, September 25th at Wash. Lake Park 10am – 4pm – volunteers needed
- iii.*** Trunk or Treat October 23rd at WTHS Core Parking lot from 1 pm-5:30 – Dress down day 10/8
- iv.*** Read Across America approved – librarians will receive same amount as previous school year.

b. **CO-CURRICULAR – Shaun Giberson**

- i.*** Meeting on October 4th via WebEx
- ii.*** Members not continuing with co-curricular positions at the middle level due to job descriptions being out dated.
- iii.*** GRIEVANCE – April Renzetti

c. **NEGOTIATIONS – April Renzetti**

- i.*** Team met on 9/20.
- ii.*** See Committee report for details.

d. **PRESIDENT REPORT – Gerry Taraschi**

- i.*** Mr. Bollendorf approached Mr. Taraschi regarding lack of subs/coverage and amount of people to do contact tracing. Would the membership be willing to accept items 1 and 2 below:
 - 1.** Would membership be willing to accept on a volunteer basis our names be willing to be put on a list for those of us be willing to cover additional classes and would have to use Prep period or lunch period. School district is willing to pay \$44 prorated (instructional rate per hour) to cover the class period. Not directed to instruct, just coverage.

- 2.** Would membership be willing to accept on a volunteer basis our names be willing to be put on a list for those willing to assist in contact tracing. School district is willing to pay \$32 per hour (non-instructional rate per hour) to contact trace.
- 3.** If membership agrees to item 1 and 2 above, it would be non-precedent setting and will be strictly voluntary.
- 4.** If membership agreed to items 1 and 2 above, Mr. Bollendorf will be willing to settle the grievance in favor of the WTEA. The grievance that would be settled would be paying the preparation to present at the same instructional rate. This will be back dated to July 2021 for anyone that was shorted.
- 5.** The extra moneys will only be provided for staff members giving up their prep and/or lunch.

MOTION TO: table this discussion until we get more clarification and answers to the questions.

MOTION MADE BY	2ND	MOTION
Kim Crum	Rob Scardino	CARRIES

Mr. Giberson wants to make a motion as to why these items will be defeated.

V. OLD BUSINESS:

a.

VIII. NEW BUSINESS:

a. **Substitutes/Coverage for School Nurses** have to find their own substitutes. Will have to look into this.

MOTION TO: move future rep council meetings virtually until mask mandate is lifted.

MOTION MADE BY	2ND	MOTION
Adrienne Choma	Sara Simpson	CARRIES

If attending meeting virtually, accountability needs to be held for staff. Cameras should be on and members of rep council need to be engaged.

- b.** **Maternity Leave and Longevity** – HR is counting days worked to count toward longevity if unpaid maternity leaves are taken. Poll members who have been employed in the district for 22-23 years in buildings to see if anyone else is in this situation or if IS getting longevity. Sue Sorg said (as of 9/21/2021) years of service does not equate to days of service to count towards longevity. Asked the question, how many days of service equate to a year of longevity? Mr. Giberson is looking into this. Any questions send to Mr. Giberson. Article 22 Letter M paragraph 2 is the Contract language regarding longevity.
- c.** **Letters of reprimand** – request has to be made to the Superintendent in writing to remove letter from the file. Collaboration should be with level VP and senior building rep. Does not
- d.** **COVID-19 Testing** – Members asking about PCR test and the saliva test. Can the district also provide the saliva test for non-vaccinated staff members instead of only offering the PCR swab test? Mr. Bollendorf said members can go where they like to be tested. WTPS is attempting to establish a partnership with Jefferson Hospital to provide an offsite testing location to staff, just show employment ID.
 - i.** Will unvaccinated members have any rights to privacy? Will they be singled out by parents and staff? They will not, their medical information will be kept private. Will testing be done during district time or personal time? Most likely be done on personal time. Expense? In the state of NJ most tests are free. If there is an injury from vaccination or weekly testing, can it be submitted

to Workmen's Comp? Yes. If staff must quarantine, will they have to use own sick time? Yes, and if own sick time is utilized staff members will not be working from home. Will legal representation be provided if member does not want to be vaccinated and does not want to be tested? NJEA will always be able to represent members, but this is in direct violation of NJ Governor mandate. Every member is entitled to a free NJEA attorney consultation. If child of a staff member must quarantine, will the staff member have to use their personal days, or can they use their sick days? WTEA will investigate that. Appointments for COVID-19 testing should be scheduled 2-3 days ahead of time and PCR tests take 2-3 days for results. More information regarding testing will be forthcoming once data is collected from WTPS. WTEA will also get information regarding nonvaccinated testing.

- e.** **Negotiations** – how does the negotiations team determine survey items and top concerns? Do they get broken down by level? Do they get broken down by entire membership? Can minutes be provided and breakdown of survey results? Yes, once survey is completed.
- f.** **Early school versus Late School** – Ms. Sharkey will bring back to Mrs. Gerber. Classroom usage when classrooms are shut down due to quarantine, is inconsistent.
- g.** **Office Manager Cely McCarren is retiring October 1st.**
- h.** **Point of order** – Mr. Giberson read letter of congratulations Mrs. Tsoukalis on election of Chief Negotiator for the WTEA.
- i.** **Unification of WTEA and WTSSSPA –**

MOTION To: have the WTEA look into merging with WTSSSPA.

MOTION MADE BY	2ND	MOTION
Gerry Taraschi	Jacki Tiger-Williams	Motion fails

Do we have a record of how many times there have been attempted mergers? Are the WTSSSPA willing to raise their dues to match WTEA? Will there be two presidents? Will the WTSSSPA be ok with discrepancies during the negotiations process? Mr. Taraschi suggested WTEA contact NJEA for data and information/structure.

- j.** **Rep Council October 21st.** This will also be a general membership meeting.

IX. MOTION TO ADJOURN: 7:20 pm Adjua LaFleur 2nd by Christine Harkins