



Educational Association of Worcester

Vol. 4, September 2018



Welcome back!

I hope you all had a restful summer break.

Over the summer I attended the Regional Assembly, through the National Education Association in Minneapolis, MN, along with Joe Fails, Paul Odongo, Saul Ramos, Yahaira Rodriguez, Ed Nelson, Nancy Caswell, Lorraine Gibbs, Elsa Trinidad and Andrew Willis. The issues that educators face here at the local and state level are also being seen nationally.

I feel the need to say that with the membership, we will drive this union forward as the highly professional group that it is. Please always remember that there is no more important work than that of educating our students.

We are experiencing little or no change in membership here at the EAW following the JANUS decision. Our members remain committed to themselves and each other despite the assault on public sector unions and the elimination of “agency fee”. After speaking to the Presidents of the Worcester police and firefighters union, they also have realized no drop in membership!

We are currently in negotiations for the Bus Drivers and Monitors contract. We are seeking a livable wage increase and improved working conditions. We feel these are “reasonable asks”. We may need everyone to take action with the Drivers & Monitors!

Finally, we will be organizing negotiation teams for the groups that are currently settled. We want to get ahead of the process, so if you or someone that you know is interested in being part of one of the teams, please contact the EAW!

Yours in solidarity,
Roger

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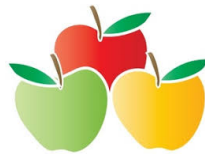
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Executive Secretary Report/10 Minute Meeting Talking Points



- **Lesson Plans:** Class Action grievance filed last year and denied at Superintendent and School Committee levels. We filed for arbitration. The arbitration was put in abeyance since the major issues at the time were around secondary (Math) lesson plans. The district resolved the secondary (Math) issue, and now the issues are with elementary lesson plan(s) and changes.
ASK: Who is willing to meet to discuss moving this arbitration forward?
- **Evaluation Bargaining Team:** We need to get back to the table on evaluation language.
ASK: Be part of this important work (even if you have signed up in the past please do so again).
- **Sick Days:** The district has not given 15 sick days and 3 personal days to members who are on sick leave. For some, this is a hardship affecting their ability to enter the sick bank; for others, it has affected their retirement.
ASK: Please contact the EAW if you or someone you know has received sick days at the beginning of a school year while out sick. We need this information!
- **Bus Driver/Monitor Bargaining:** We are at the table now.
ASK: We may need you to take action with the drivers and monitors. Stay tuned.
- **Strategic Planning Study Group(s):** As a follow-up to the WPS Strategic Plan, the EAW has been invited to participate in phase two: the Strategic Plan Implementation.
ASK: The Strategic Plan will influence the work of all educators. We need voices on these groups. Contact the EAW with interest.



- **A.L.I.C.E. :** As a reminder, this is the superintendent's response to ALICE bargaining: Participation in ALICE is mandatory. WPS will provide training within the contracted time. Teachers who want do online training outside contracted hours is voluntary. COPsync is voluntary. The WPS is currently at the beginning stages of implementing.
- **Elementary Recess:** According to page 64 of the [Worcester Public Schools Handbook 2018-2019](#), there must be a minimum of 30 minutes recess over the course of the day. The time before school would not count towards this total.
- **IA Monday Meetings:** The new requirement for Monday Meetings is 6 hours for the year, and includes the first meeting in September. A schedule for the remainder of the year will be provided by your principal before the end of September.
- **IA Teachpoint:** We have been told that all IA's will have a Teachpoint accounts by mid-October. To access your Teachpoint and receive needed information you must log in to your new WPS email. Please contact us with any questions.
- **SRS-D Writing Program: Questions have come up about this writing program. Please be in touch if you have similar questions.**
- **Google Docs Training:** Google Doc training will be offered during the contractual workday, which we jointly defined as PLC's, Department Head times, and Monday meetings, and refreshers will be offered annually; and upon an educator's request.
- **DELEGATE TRAININGS:** October 10th and 11th: Two sessions: 2:15-3:30 and 3:45-5:00 at the EAW. There will be one evening training, (TBA).