



October 2019

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Kim Hampton



## **A MESSAGE FROM ROGER....**

I would like to welcome two new board members to the EAW e-board.

**Kim Hampton** is our new *Ethnic Minority Chair* and **Becky Harvey** is our new *Recording Secretary*. In other news.....

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## ***The recent passage of the Student Opportunity Act by the House is a huge victory for our students.***

**For Worcester, this means roughly an additional \$17 million a year for the next 7 years!**

There is still work to be done to improve the bill. The Senate language on accountability promotes greater input from parents and educators — the real experts of what students need. The MTA supported a House amendment which promotes this local control.

When the bill goes to a conference committee, we will keep the pressure on to support the Senate's language.

**The bottom line is that this is a day to celebrate.** Unionized educators, parents, students and local officials all came together to craft a vision for public education and then relentlessly fought for it — by writing, calling, marching, letting the public and the Legislature know that a quarter-century after the creation of our modern education funding system, public education funding had fallen shamefully behind, disproportionately impacting communities of color.

**The EAW now has an opportunity to advocate for how this money will be spent. School Committee member and chair of Finance, Jack Foley, has stated that the district will hold public forums for input from the community, parents and educators. We look forward to everyone participating in the conversation. Our voices are stronger together!**

**We would like to congratulate our Brothers and Sisters of the Dedham Education Association in settling a fair and strong contract after a successful one-day strike.**

## KNOW YOUR CONTRACT

**Below please find brief summaries of Personal Day Requests, Evaluation Educator Plans, and FMLA. Please contact us for more specific information for your circumstances.**



**There are two categories of personal day requests.**

For personal days that **are not** immediately prior to and/or following a holiday or vacation period:

These personal days must be granted as there is no provision for denying these days. Additionally, you are not required to provide any reason.

For personal days that **are** immediately prior to and/or following a holiday or vacation period:

These personal days should be granted as they may not be unreasonably withheld. Unlike the first category, you are required to provide a reason and the reason is limited to the following: Emergency, serious illness or injury to the employee or in the family of the employee; Attendance at graduations, ordinations, weddings, confirmations or funerals of close friends requiring a full day's attendance.

**Friday, November 1<sup>st</sup> is the due date for the Evaluator to complete the Educator Plan.** The Supervising Evaluator is the person responsible for developing the Educator Plan with input from the Educator. Educators in the same school may meet with the Evaluator in Teams and/or individually at the end of the previous evaluation cycle or by October 15th of the next academic year to develop their Educator Plan. Educators shall not be expected to meet during the summer hiatus. The Educator Plan must include one (or two) Student Learning Goals, one (or two) Professional Practice Goals, an outline of the actions the Educator must take to attain the goals, benchmarks to assess progress, specified professional development and learning activities that the Educator will participate in as a means of obtaining the goals, and other support suggested by the Evaluator and provided by the school or District. The Educator should sign the Educator Plan within 5 school days of its receipt and may include a written response. The Educator's signature indicates that the Educator received the plan in a timely fashion and does not indicate agreement or disagreement with its contents. The Evaluator retains final authority over the contents of the Educator's Plan.

### **FMLA Calculation of Leave Usage**

Only the amount of leave actually taken may be counted against an employee's FMLA leave entitlement. Time that an employee is not scheduled to report for work may not be counted as FMLA leave. School vacation weeks and summer vacation weeks **do not count** against the employee's FMLA leave. When a holiday falls during a week in which an employee is taking the full week of FMLA leave, the entire week is counted as FMLA leave. However, when a holiday falls during a week when an employee is taking less than the full week of FMLA leave, the holiday is not counted as FMLA leave, unless the employee was scheduled and expected to work on the holiday and used FMLA leave for that day.

**Contract Negotiations: The Next Contract Action Team meeting is Nov. 14<sup>th</sup> from 4-6 PM at the EAW office.**

This is a bargaining year for all! The C.A.T. (Contract Action Team) is up and running, and we look forward to overwhelming participation by all members. The C.A.T. sessions have been enthusiastic. Everyone needs to participate in some way in order to get the best contract we are able to fight for! The bargaining team will only be as strong as the membership's actions in the buildings and in the community. There are some buildings that are not yet represented at C.A.T meetings. Do not be left out of bargaining. Every voice needs to be heard!