

First General Membership Meeting of SY2015-2016: Agenda and Discussion Topics



"Our Voices Matter"

September 22, 2015

McKinley Technology High School

Elizabeth A. Davis, President

Meeting Agenda Items

- ❑ **Registration and Refreshments**
- ❑ **Call to Order/Opening Remarks, President Elizabeth Davis**
- ❑ **Credential Report and Approval of Today's Agenda**
- ❑ **Review and Approval of the Minutes (June 9, 2015 in packet)**
- ❑ **Introduction to WTU Organizational Partners – THANK YOU!**
 - AFT: Share My Lesson, First Book, AFT+ Benefits Program with Wells Fargo
 - DC Adoption Program, Child and Family Services
 - Delta Teacher Efficacy Campaign (DTEC): Town Hall, 9/26@Hart, Free PLUS!
 - Pre-paid Legal Services, Ades and Associates
 - SF&C Insurance
 - Trinity University School of Education
 - United Healthcare Dental and Vision Benefits



Meeting Agenda Items Cont'd

□ Special Order of Business

- Update: Elections to the Elections Committee and Delegates to the AFT & MD/DC AFL-CIO – Postponed, New Date TBD, Tentatively set to hold during the November Delegate Assembly
- Review and Approval of the Final WTU Budget FY2016, Presented by the WTU Board of Trustees (Copy of FY16 budget provided in packet)

□ President's Report

- **IMPACT 2014-2015** – Class Action grievance and 200+ individual grievances filed on September 4, 2015. WTU currently working with DCPS general counsel to schedule and begin Step II hearings in November 2015. (Copy of the grievance provided in packet)
- **Commitment to School & Community (CSC) Rubrics** – Inequities, abusive, inconsistent practices are very serious concerns. WTU collecting copies of rubrics for potential ULP case.
- **ASPEN Grading System** – Lack of training and system efficiency of concern to members completing our 1st Day of School survey. DCPS ASPEN expert invited to October meeting. Write your questions & send right now to: dialogue@wtulocal6.net. (DCPS FAQs in packet)



Meeting Agenda Items Cont'd

□ **President's Report Continued**

- **Lesson Plan Submission**– Pursuant to the DCPS/WTU Collective Bargaining Agreement (CBA) **Article 23.18.1-3**, lesson plans may be requested and copied by admin/mgmt. Teachers are NOT required to submit long-range LPs.
- **WTU and DCPS Lesson Plan Template** – Pursuant to **Article 23.18.4**, WTU and DCPS shall jointly create a lesson plan template. In 2006, under former WTU President George Parker WTU and DCPS created and implemented a system-wide Lesson Plan template. This template is the only officially approved framework for lesson planning. (Copies provided in packet)
- **Know Your Rights: Top 10 Beginning of the Year Contractual Issues (Refer to Contract)**
 - Start-up Supplies/Purchase Card, Article XXVI, Page 64
 - Thirty-Minute Morning Block, Article XXIII, Page 74
 - Planning Time, Article XXIII, Page 70
 - Duty Free Lunch, Article XXIII, Page 73
 - Pay for Coverage and Planning Periods, Article XXIII, Page 81



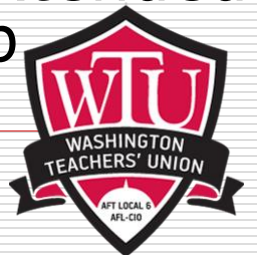
Meeting Agenda Items Cont'd

□ President's Report Continued

■ Know Your Rights: Top 10 Beginning of the Year Contractual Issues (Refer to Contract)

- Pay for Lunch, Article XXIII, Page 81
- Local School Based Committees, Articles: VIII, XI, XVI, XVIII, XXIII
- Leave, Article XVII, Page 54-57
- Extra Duty Pay, Article XXVII, Page 90
- Professional Development and Content Standards, Article II

■ **Extended Day and School Year** – Pursuant to the WTU CBA, changes by DCPS in the work hours for WTU members to extend the day beyond a 7-1/2 work day must be negotiated with WTU. WTU has filed an Unfair Labor Practice and class action for all schools with an extended day and school year schedule. Amidon-Bowen staff stepped up to file a staff grievance which went before a Hearing Officer on last week. **Kudos to Amidon-Bowen for stepping up!**



Meeting Agenda Items Cont'd

President Davis' State of the Union Address 2015



President Davis' State of the Union Address

□ **Contract Negotiations Set to Move Forward**

- Recent successful outreach by President Davis to Chancellor Kaya Henderson results in key next steps
- Contract Action Sessions at union meetings results in over 10 completed Articles and draft proposals
- New timeline proposed by Davis/Henderson to have Tentative Agreement by December 2015
- School Contract Action Teams forthcoming



President Davis' State of the Union Address

□ **Member Recruitment/Engagement Pays Off**

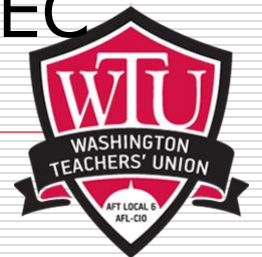
- Full membership increased by 2500 since Jan. 2014!
- 700 out of 750 new teachers joined @New Teacher
- Full membership at 84% now from 68% in 2013
- WTU now nationally recognized as the #1 local increasing mobilizing members to full dues (GO WTU)
- AFT Member Engagement Resolution is major component for WTUs 2015-16 Strategic Goals



President Davis' State of the Union Address

■ Sustaining and Developing Local School Union Leadership and Representation

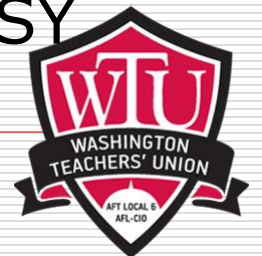
- Union representation in place at 80% of all schools up from only 30% union representation in August 2013
- Quarterly Union Leadership Institute (ULI) launched last year to provide leadership training to union teams
- 50% of schools represented at Back-to-School ULI
- New Incentive Program for Building Representatives begins this year; Exemplary reps can earn back 50% of their dues
- Application available on October 27th @Regional Meetings:
Capitol Hill Montessori, Dunbar SHS, Simon EC, Whittier EC



New Incentive Program for Reps!

Eligibility & Guidelines

- ❑ Beginning in SY 2015-16, **exemplary** Building Representatives receive 50% of their dues for outstanding union leadership
- ❑ Eligibility and Guidelines:
 - Attend eight (8) Delegate Assembly/Rep Union Meetings
 - ❑ Held every second Tuesday at McKinley Technology High School
 - ❑ BR or Alternate Delegate must be represented
 - Attend four (4) Regional meetings held every fourth Tuesday at Capitol Hill Montessori, Dunbar, Simon and Whittier
 - Maintain an updated WTU Bulletin Board throughout the SY



New Incentive Program for Reps!

Eligibility & Guidelines continued

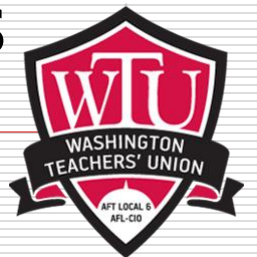
- ❑ Hold two (2) LSAT meetings with all elected or appointed officials.
- ❑ Attend two (2) Union Leadership Institute (ULI) Trainings
 - Select Saturdays from 9am – 1pm at various schools
- ❑ Hold eight (8) Chapter and/or SCAC meetings (4 of each)
 - Can combine school staff meeting with chapter meetings.
- ❑ Meet all WTU Election deadlines by May 31st
- ❑ 80% of campus must be **full dues paying members**.



President Davis' State of the Union Address

□ Representing Members on the Legal Front

- Upon entering office, inherited a large number of unfinished and unprocessed cases from previous WTU administration
- Currently litigating several arbitration cases, class action cases, and law suits from previous years
- Reclaiming all pending cases from previous WTU presidents; moving forward for positive results



President Davis' State of the Union Address

□ Taking the Initiative on IMPACT

- Hundreds of complaints come to our office daily
- Recently filed 200 individual grievances and a class action case for IMPACT 2014-2015
- Last year, WTU filed a class action case for over 135 members citing 30+ contractual/procedural violations
- Currently working with DCPS General Counsel to schedule Step II Hearings starting in November



President Davis' State of the Union Address

□ A Highly Regarded Professional Development Program

- WTU PD Teacher Center and program back on the map with now 20+ instructors & learning scholarships
- Enrollment has increased since 2013 to over 400 members enrolled in one of 10+ WTU courses
- New IMPACT T-3 and T-7 modules major success
- Registration still open for October classes



President Davis' State of the Union Address

□ Teachers Taking the Lead

- WTU Teacher Leaders (TL) program back from 2012!
- Last year, 15 TLs in 2014 cohort were the first to fully complete the WTU TL program funded by the AFT
- TLs engaged in policy making, action research, delivering PD at local and national conferences
- Looking for 2015-16 WTU TLs! Application deadline extended to October 2. See: www.wtulocal6.org



President Davis' State of the Union Address

□ An Improved Financial Situation

- Financial audits reflect dramatic improvement since I entered office in August 2013 faced with numerous in/external law suits and lack of funds to meet payroll
- From 2013-2014, we have increased cash flow, revenue and assets and decreased wasteful expenses
- Membership growth leading to solvency and increased income every year; FY16= \$450k+



President Davis' State of the Union Address

□ **WTU SMART and Strategic Imperatives and Goals for 2015-2016 – Timeline: by 6/30/16**

- Increase Union Mobilization from 84% to 95%
- Grow Member Engagement overall by 50%*
- Grow WTU Activists (political/educational) by 10%*
- Grow Regional meeting participation by 100% (50% each semester from 25 to 50 and 100 to 200 participants year-ending

**Baseline data currently being tabulated*



President Davis' State of the Union Address

- **AFT National Resolution for Member Engagement, Presented by Erica McDuffie, AFT National Representative**
 - Increase activists by 10%
 - Increase member engagement to 70%
 - Speak to 100% of WTU members by AFT 100th Anniversary



President Davis' State of the Union Address

**□ Reclaiming Members, Reclaim Your
Commitment Card – Join the Movement Now**

Essential Question for WTU:

Will you commit to help reclaim the promise
of America for quality public education in
your schools, community and
across this country?



Meeting Agenda Items Cont'd

Open Forum for New Teachers:

What's Working?
What's Not?



Meeting Agenda Items Cont'd

Raffle Drawing for
Door Prizes!!!!

Must be present to WIN!



We're Here to Help! Always Contact Us:



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dialogue@wtulocal6.net

Contact Your Field Rep: www.wtulocal6.org

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Questions/Comments?



***One Union, One Voice!
Solidarity Forever!***

*Thanks for your support and
commitment!*

Elizabeth Davis, President