

Framingham Teachers Association (FTA), Annual Meeting Treasurer's Report and Recommendations

Overview:

The Budget Committee oversees the financial operations of the ***Framingham Teachers Association***. The financial aspects entail the deposit of the dues from the three units – A, S, and T. Deposits are made into the business account and updated using the Quickbooks program. This program is cloud-based and used through the web. Bank of America is the financial institution that we use to have a savings account and account for bills. Although checks can be written, many bills that were once done by check are completed with Online Bill Pay. This year, with the **Paid Family Medical Leave Act (PFMLA), stipends were completed through the payroll company, PayChex - a small percentage of one's stipend was deducted and then paid into the PFMLA account.**

The Budget Committee met to prepare this proposed budget, and review it at E-Board. The group met at least 4-5 times to review expenses and make recommendations in preparation for next year. Big thank you's go out to Chris Mulroney, Lori Brockway, Judy Dagg, and Ann Loyd-Devito for support and feedback in developing this proposed budget.

Dues:

As of May, 31st, total dues collected for FY 2020 was **\$790,410.46.**

Please note, that due to the COVID-19 Crisis, dues deposits were off since FPS had to mail the slip to the FTA office and this threw timing off. This will be updated in June/July with a more up to date number.

Local dues are recommended to stay the same, but there were cuts made to some line items, such as Unit Socials. A recommendation is to utilize funds from the FTA Savings for arbitration. Therefore, funds that were once allocated could be moved to other line items (e.g., FTA Annual Meeting). At the MTA Annual Meeting (held virtually), it was recommended that dues be increased by \$3.00. For our local, we are not recommending an increase as we have made cuts to various line items, savings from not spending on certain line items (e.g., MTA Annual). We are recommending utilizing savings for unit negotiations moving forward.

Please note, a dues increase may be needed in the future as the stipend for full-time release of the President balances out (50-50, 50% from FTA and 50% FPS). NEA dues will be discussed in the summer and will be communicated to you as soon as possible.

Affiliation Payments:

Affiliation payments for MTA/NEA for FY 2020 was **\$721,955.04** (as of May 1, 2020). This focuses on paying affiliation fees for the MTA and NEA. One check is sent to MTA and the MTA disperses the fund to itself and then NEA.

Credit Card Purchases:

We switched from Capital One Spark (2% rewards) to Discover Business (1.5% rewards) as the fee for Capital One was going to increase to \$95/year. Discover is free and the same reward options can be utilized as Capital One (gift cards, statement credits). Further, Discover will match dollar for dollar in rewards in August. Credit card purchases were made for various things, such as office refreshments, cell phones/office line, office supplies, and community outreach (e.g., Salute to Framingham or supplies for FPS Picnic).

FTA Educational Awards:

Dues collected (A, S, T) for the FTA Educational Award was... (as of May, 2020).

Paul Thorp - 1 \$500 Award Granted (Balance Remaining: \$2,505.00)

FTA Ed Award: 3 \$500 Awards Granted (Balance Remaining: \$2,636.87; includes \$332 Venmo)

Total Scholarships Awarded for SY 2020: \$2,000.00

Congratulations to those recipients and best wishes in your future endeavors. Thank you to those who have supported the FTA Educational Awards.

I encourage you all to continue your involvement with the FTA. As I mention this each year, whether it's teaching a class/workshop, being a building rep, being a mentor, or whatever, every little bit helps!

Respectfully submitted,

Kevin C. Lynch, Ed.S., BCBA

Treasurer, Framingham Teachers Association

Contact Info: KCLynchFTA@gmail.com

Bylaws Committee Report

The Bylaws and Constitution Committee is charged with making sure that the FTA abides by the current Bylaws and Constitution document that serves as a guide for the many procedures and role descriptions for our union.

We are happy to report that we were able to complete a great deal of work on the Bylaws and Constitution in order to present possible amendments to the membership to vote on. Many of the amendments that are being presented helped to create consistency in the language of the Bylaws and Constitution in order to reflect the FTA's daily practice, as well as, better represent all members.

The committee met four times over the course of the school year in order to review the current Bylaws and Constitution document. We carefully read both documents to look for grammatical errors, look for inconsistencies in language, ensure that all roles were mentioned and clearly defined in the document, and to make sure the language was inclusive for all members. We look forward to presenting these possible amendments at our annual meeting in the fall.

A huge thank you to all the members of the committee who attend the meetings, wordsmithed amendments, and dedicated time to the creation of amendments that will help to create a more consistent, clear document.

Communications Report 2019-2020

The Communications Committee is responsible for ensuring that messages are clearly communicated to members. This includes having the newsletter sent out to members, as well as updating and moderating the website and social media accounts. Through these channels, we inform members of information related to our local chapter, as well as the MTA. Our social media accounts are also used to share the great things members are doing across the district and keep us all connected.

A focus this year was on re-organizing the website to make relevant information easier to find and having a more prominent presence on social media. Make sure to follow the FTA accounts:

Instagram: framingham_teachers

Facebook: Framingham Teachers Association

Website: framingham.massteacher.org

If you have something you would like shared through social media or the website, email jdrewsweller@gmail.com.

Respectfully submitted,

Jill Weller

Building Representatives Committee Report

Chair: Karen Dauer - ktdauer@gmail.com

The Building Representatives Association is a council of representatives from each of the sixteen buildings in the district: FHS, FHS @Thayer, Cameron, Fuller, Walsh, Barbieri, Brophy, Dunning, Hemenway, King, McCarthy, Potter Road, Stapleton, Woodrow Wilson, BLOCKS, and Perini.

The Building Reps (BR) attend monthly BR meetings at the FTA office on Mondays, hold meetings with the principal at their school, and hold meetings with their school/building members. Building reps submit their notes from monthly Labor Management Meetings = BR/principal's meetings for stipend/payment of \$25 from the FTA. This procedure has been fine-tuned to be a key communication method. In doing so, building reps are charged with planning and keeping detailed meeting agendas, recording minutes and notes on proposed plans of action in response to meeting's concerns, and submitting this information to the FTA office. As noted, the process has helped with the communication and record keeping of concerns and responses, as well as the actions taken.

At our monthly building rep meetings, information is dispensed from the E-Board via BR Chair (or FTA President), building concerns are presented, and topics are discussed. Building Reps then take that information back to their members. Some info may be dispensed through 10 minute meetings (all members at their school are welcome) or member's home emails. Building Reps are charged to hold Faculty Advisory Committee (FAC) meetings within their buildings comprised of BR and a few key members from the information chain - key people who then dispense/collect info.

BRs were charged with creating a communication system or tree also referred to as "*Charting your Building*" - *Communication Tree* - to help with the communication within each building. Along with the BRs, key people are each responsible for talking with *their members on a 1:5+/- ratio* to collect and dispense info. The key people report back to the BRs. In this way, members can stay informed and be connected with a personal touch. The system was very successful in some buildings. Other buildings are still working out the bugs. The intention of setting up a communication tree is to help with the personal connection we all want to feel as members of the FTA and our schools. Emails and flyers are helpful but do not have the personal touch. BRs cannot do it all. The communication tree is a valuable tool that helps all members keep connected.

This year, the December BR meeting was held at the FTA office as a regular meeting with a dinner of salads, pizza (from Bertucci's) and desserts.

Barbara Connery and Shanna Weston, MTA, have been present throughout the year to lend support and help promote the MTA concerns.

The role of building rep is extensive and varied. Informing fellow members to read and be aware of the nuances of the contract, encouraging members to speak up to administration with regard to questions that seem to not be going along with the contract, and helping to clarify and support when the need arises are ongoing concerns in the role of being a building rep.

Three successes this year:

- In Google docs, we implemented an Issues Tracker - a grid for BRs to enter building concerns and steps that were ongoing in their buildings. By entering topics in the grid, others - FTA BRs and FTA president, VP, BR Chair- could view and respond with input. Actions taken to address the concerns are also listed on the Issue Tracker. BRs are thus able to see what concerns are appearing at other buildings prior to coming to the monthly BR meetings.
- BR meetings were action based on current topics and those that were entered on the Issue Tracker prior to the meeting.
- BRs sent their Labor Management minutes to BR Chair, who kept track of the dates and attendees at each meeting, plus the minutes on a grid. Through Google docs, the grid was shared with BRs to acknowledge that the minutes had been received.

The Covid-19 pandemic closed buildings and turned our teaching and classrooms to remote learning. Wednesday, March 11, 2020 was the last day in our buildings - changes took place and altered many details that we had considered normal. BR meetings and Labor Management meetings became virtual along with our classrooms. The needs of members varied from internet connection with students - how to; to how do I do this with my own kids underfoot? The unreal situation has stretched and stressed us to new limits. The health and safety of ourselves, our families and our students became the underlying and primary concern for all. The year has been a challenge and I commend the FTA BRs and E-Board, as well as FPS colleagues for the support.

On a personal note, I extend a huge thank you to all 40 FTA building reps (names listed on the FTA website) for your hard work and dedication as you represent your colleagues throughout the year. You bring the needed energy, patience, and confidentiality while you respond to questions and concerns throughout your regular school day duties. As I retire from teaching in Framingham and I finish my time as BR Chair, I feel fortunate to have worked with dedicated and passionate colleagues. Thank you to you all for your excellence.

Thank you to Denise Gallagher, FTA Office Manager, for her assistance behind the scenes for the BR meetings. Thank you to Chris Mulroney, FTA president, for your passion and humor as you steer the ship.

Respectfully submitted by Karen Dauer, Building Rep Chair. May 2020

Unit A Negotiating Team

Linda Renault- Chair, Chris Mulrone, Lori Brockway, Mike Koziara, Sarah McKeon, Vanda Figueiredo, Maria Sequenzia.

Year 2 of our 3 year contract is coming to a close. Next year brings the reintroduction of the Masters +45 lane and the new +75 lane. This is a great opportunity for members to be recognized for their ongoing professional development.

Next year will continue our new tuition reimbursement system in which everyone who applies will receive an equal percentage of their application up to \$1000 per person.

You will need to wait longer to get your money back but everyone can count on getting something back.

No process is perfect and we plan to continue to work toward a better and better contract with each negotiation session.

We will be reaching out at the start of the year with a survey for your input and priorities for the next round of negotiations. Member responses are what set the priorities for negotiations, and your input is important, so please be sure to respond when the survey comes out.

Respectfully submitted.

Linda Renault

Unit A Chairperson

Unit S Committee Report

Chairperson, Judy Dagg

Unit S have had a few new hires this year due to retirements last year. We had PD in March and I feel every year it is getting better with Unit S members helping plan and organize the day. My hope is the FTA PD day will continue to improve going forward.

The Negotiation Team will start to meet in the Fall with each other in preparation for meeting with administration.

Respectfully submitted

Judy Dagg

Chairperson /Unit S/FTA Unit T - Committee Report
2019-2020

I recently met with the Framingham Public School's administrative team including Inna London, Laura Spear, Christine Mulroney and others to discuss the role and practices of our membership. It was with great pride that I heard all positive comments and compliments about the hard work and commitment of our Unit T staff. Your dedication to our students has been on full display and clearly recognized as you have strived to support your teachers and students throughout the difficult time of remote learning. Despite the challenges of the past several months we continue to have a very strong and respected team of professionals that I am most humbled to represent.

Our current 3 year contract will be ending with the 2020-2021 school year. However, during this contract we have realized two additional paid holidays for a total of 12. We have a bereavement benefit that includes extended family as well as "persons significant to the employee." Also, we have seen more members take advantage of our tuition reimbursement benefit. As we enter the last year of this contract and we prepare for negotiations, I encourage members to contact me with ideas or concerns.

All of our Unit T members have been the hardest working group of employees going above and beyond all usual work responsibilities, often while facing the overwhelming demands of their own households. Since we left our workplaces on March 12th, members have been reaching out by way of emails, zoom and google meet, personal contacts, letter writing, parent support and other varied activities to help students navigate their home schooling efforts. Unit T members have also made extraordinary efforts to work with teachers helping them to keep their virtual classrooms running with the same efficiency and professionalism exhibited within a typical classroom environment. I could not be more proud to be the chair of our team and look forward to supporting members during the upcoming 2020-2021 school year.

In Solidarity,

Ann Loyd-DeVito
Unit T Chairperson