

OUR GOAL

To maintain and improve communication with WGSD through Collective Bargaining.



What can collective bargaining achieve?

- Guaranteed plan time
- Manageable Class sizes
- A voice in the evaluation process
- Salary adjustments that keep pace with a rising cost of living
- Compensation for work performed outside of contract hours.
- Health, vision, and dental insurance.
- Transparent and fair leave policies
- Improvements in tuition reimbursement
- A sick leave pool
- Travel reimbursement for teachers who work at multiple schools.
- Retirement benefits
- Right to representation & Grievance procedure
- Sub pay

WGSD Board Policy on Collective Bargaining

Policy HA states - "If employees request to do so, the district will bargain collectively with representatives of employees, in accordance with law. Employees may join unions or other professional groups of their choice. However, the Board will not voluntarily recognize a union as an employee representative or recognize an employee representative in any manner other than by certifying the results of an election held by secret ballot where the employee representative has been properly selected."

How do we achieve the right to Collective Bargaining?

In order to collectively bargain, we must unite as a collective; it is not necessary to join WGNEA in order to unite for the common goal of collective bargaining but we highly recommend it. We then will call for an election in which all certified staff will vote yes or no to unionize as WGNEA and collectively bargain our working conditions, salary and benefits.

What other districts collectively bargain?

Parkway School District, Rockwood, Special School District, Lindbergh, Melville, Fox, Normandy, Ferguson-Florissant, Hazelwood, Riverview Gardens, Pattonville, Festus, Ritenour, Wentzville, Francis Howell, St. Charles, Brentwood, Fort Zumalt Northwestern and many more across Missouri.

NEA: An investment

Joining NEA is an investment. It provides a sense of security as teachers progress through the hours, days, weeks, months and years of teaching.

Analogies to joining NEA...

- 1.) Wearing a seatbelt.
- 2.) Wearing a bike helmet

Keep investing in yourself...

- 1.) If you think it best to pull from national resources to protect the investment you've made in your education and career, then join NEA.
- 2.) If you think it wise to join efforts with colleagues in how we communicate with the district, then join NEA.
- 3.) If you consider it in your best interest to establish a sense of security for you and your family by having access to legal representation for the cost of union dues, then join NEA.

REACH OUT TO US ANYTIME
WGNEA1869@GMAIL.COM