



STA Representative Assembly

October 16, 2019

Minutes

Meeting protocols as adopted by the Rep Assembly:

- ⇒ **Sign in on the rep list**
- ⇒ **Wear your badge**
- ⇒ **Announce your name and school after being recognized by the chair**
- ⇒ **Discussion items limited to 10 min.**

Guest Speaker from LEAD Freedom Now-Paul Siavarri – The work we do is a community issue, and we would like to bring this community. Children with even low levels blood levels have been shown to have reduced scores in school. We have over 700 kids in Onondaga county that suffer each year with lead poisoning. 90% of the lead poisoning distribution in Onondaga county is in the city of Syracuse. In Rochester, a community coalition was developed to pass an ordinance in 2005 that required testing for lead in a house before they were to be rented.

We are also looking to analyze the root cause; the families not having a voice in the community. We would like to mobilize a strong show of support to city meetings for interest in this issue. In February or March, Syracuse has our own ordinance on lead to be passed. We also need funds to support many endeavors. M. Root asks if there are there are concentrations of lead in the city. P. Siavarri has a map that says the south and north sides. J. Horn asks if there are any materials for younger kids. P. Siavarri has PDF files to send along. J. VanDoren asks mentions about the city government and state government groups that work in lead issues. P. Siavarri mentions that this is more about educating and organizing families.

- 1. Call to order by President William Scott: 5:00 pm**
- 2. Motion to approve the minutes from the September 2019 Rep Assembly: Motion to approve the minutes from September, M. Warner, Second, E. Clarke. So moved.**
- 3. STA September 2019 Financial Report** – R. Rogers reports on the September financials (see attached). The audit is ongoing, and when it is complete, it will be

presented to the Representative assembly. **Motion to approve the Financial report from September, D. Little, Second, B. Washington. So moved.**

- 4. Labor Relations Report** – R. Merola is attending negotiations training in Albany. Please refer to the Labor Relations Report (see attached). Please take the “Know Your Rights” cards for dispersal to your members.
- 5. President’s Report** – W. Scott mentions A. Palotta of NYSUT provided the check to cover the pay for W. Magnerelli. The Executive board met and D. Little and V. Woodall were nominated to the Bylaws committee as Executive board reps. Today, three people need to be nominated by the Rep assembly. The three nominated are K. Read, M. Krak, J. Randall, **Motion to approve K. Read. So moved. Motion to approve M. Krak. So moved. Motion to approve J. Randall. So moved.** D. Little clarifies that if more people are interested, the membership is by ratio, so if additional people want to be added, we just need to maintain the ratio.

Additionally, we need staffing for the Elections committee. We currently have commitments from L. Perry-Benedict, E. Clarke, M. Krak, J. Bennet, and J. Rath. **Motion to approve W. Oscarlece for the Elections committee. So moved.**

Congratulations to J. VanDoren for winning the \$50 gift card to Amazon. We appreciate all of your attendance.

Please let Reps know they can call STA at any time. Additionally, there is a “cheat sheet” for who you can have at STA talk to you as a point person about specific issues. When we get a call, we want to be as responsive as possible. In the past week, we have heard that many schools are either very cold or very hot. Thanks to the staff for their hard work in these challenging situations. In reaching out to administration, we have seen some response. Nothing is too small in culture or climate to reach out. M. Root asks that with construction, what is to be done when there is significant disruption. W. Scott states that that this shouldn’t be, and if we aren’t checking the system, it will be pushed. Please let us know.

Another concern we are hearing about is the level of violence at some buildings, both individual and in group. When there are fights, STA needs to know. We want to know to have a pulse on buildings. Additionally, we have referred the issue to the superintendent that oftentimes there are administrators who will fail to put paperwork in and just ‘send kids home.’ D. Little brings up the need to have training on a professional development day for Schooltool discipline coding. M. Root mentions the need to have the STA recommendation sent out to new teachers for breaking up a fight. W. Scott mentions that there is new training, including verbal de-escalation and restraint. A teacher doesn’t need to jump in, nor should feel compelled to. J. VanDoren brings up the issue with SchoolTool training from the librarian perspective, and the problem with it being insufficient. W. Scott states that a poor rollout allows, to some degree, for manipulation of data. There is concern over doing report cards on SchoolTool without training. W. Oscarlece describes the process for writing up a student in SchoolTool.

“Listen for a Change” is live, and B. Washington will take calls. Our first listening session is October 23rd at 3:30 around the topic of staff attendance. W. Scott

mentions that there will be an article on staff attendance in the news. Please let the staff know about the meeting.

6. **STA Reports & Updates** - N. Capsello states that there are envelopes including tenure pins for staff. Additionally, SLT's are not functioning properly. Please make sure that there are Professional Development needs listed as a standing item on your SLT agenda, and please let N. Capsello know if you have people know that can provide Professional Development. Also, make sure you send along Labor Management Team minutes. M. Root asks about getting administrators to nail down dates. N. Capsello requests information for where this is not happening so she can support staff there. There is a request for the requirements of specific positions, like coaches. There is a question as to whether administrative interns, for example, can be on SLT's. N. Capsello clarifies that if they were a teacher, then became an intern, they should be replaced. It is clarified that anyone can attend SLT, just not everyone can vote or be paid. Sentries can also be on SLT. D. Little clarifies that one member of the SLT has to be non-unit 1. There is clarification on the pay for SLT.

For APPR, there was one appeal, and it was won. For this year, the APPR in place is the same from last year. The window for new APPR plans will probably be in October and won't go into effect until next school year. We are looking to maybe have no individual SLO's, and instead have everyone tied to a district SLO. Also, there should be differentiation in rubrics.

There is no Summit of the Seasons. There were very few submissions. Going forward, we will look to the summer PD schedule. On November 1, we have Brian Mendler at Nottingham as a speaker. EventBrite will host the registration.

Please see the flyer/rental agreement for the group winter ski rate.

Administrative Bulletin #3 has concerning language over what the district guidelines are regarding weapons. Please review. Post it. Read it. Have it handy.

W. Magnarelli reports that there are 89 newer paying members, but still 317 non-paying members. The number remains in flux. Please call with questions. W. Magnarelli will come to staff meetings if necessary. The Breast Cancer walk was outstanding. If anyone wants to order a shirt, see W. Magnarelli. The shirts will be \$20. The proceeds will be donated to the Breast Cancer society. Anyone interested in supporting the endeavor to improve the STA website, please let us know.

D. Schuman mentions that the first representative training will be next week. Please let Sam know. The training will be in the afternoon.

B. Washington states that we have located a place for our December 14th book giveaway at 10 am. It will be at Shea/Bellevue. Please volunteer to support.

December 21st will be the bike giveaway. We would like volunteers.

The VOTE-COPE clambake was well attended, with 598 attendees, but 54 no-shows at a cost of over two thousand dollars. M. Krak mentions going back to the check system. There is clarification that the check system was too difficult. B. Washington mentions it is more about honoring your commitment to attend the clambake. D. Little stated it was a great event. W. Oscarlece mentions a thank you for the raw clams. One hundred members gave to VOTE-COPE.

There is a driver's education course this week at STA if anyone is interested. Six spots remain.

At Health and Safety this week, heat/cold in buildings and air quality were discussed. It should be fixed. Grant has issues with water, which the district said they were not aware of. M. Krak asks about heat regulations and recourse. W. Scott states STA is trying to track down an answer from NYSUT. D. Little mentions that there is a pattern of this happening in buildings being renovated. D. Little reviews the idea to get conversation going about renovated buildings.

See the handout about early voting around Syracuse.

Congratulations to the bag raffle winners!

7. Open Forum – *Principals are saying that teachers must use the same lesson plan template.*

No!

Motion to adjourn, W. Scott. Second, B. Washington. Meeting Adjourned.