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**Minutes**

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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.**

- 1. Call to order by President Megan Root:** 5:01 pm. Welcome to the new space.
- 2. NYSUT- Liz Smith-Rossiter:** The conversation will focus on mapping your workspace. Mapping is for building relationships, and thus power. There can be “black holes” in our workspaces, and mapping can help us understand our organization. Since Janus, we need to be in contact constantly with our members. Also, with moving around and turnover, we are only as good as our data. With things like our re-carding campaign, our data can help us or hurt us. There is discussion, led by Liz S-R, on what are important features of mapping. There is mention on the pieces of information that are necessary for mapping. It is clarified that the visual depiction of a map is the first step. It is also important to note building hazards, as a hazard might be a potential cause for member disengagement. There is an opportunity to practice mapping with colleagues. Chief representatives then have the opportunity to share their maps. There is discussion about new chief representatives in specific buildings and what they are familiar with. Potential challenges, like staff that run on different hours but are still on our lists, are a concern. To conclude, this is mentioned as a tool, and this can be used to help.
- 3. Minutes of the June 2018 meeting** Motion to approve June minutes, B. Washington, Second, R. Rogers. So moved. One abstention.
- 4. President’s Report** M. Root refers to the President’s report (see attached).
- 5. STA July-August 2018 Financial Reports** G. Bickett reports out on the July and August on financial reports (see attached). Motion to accept the July and August

financial report, D. Little, second, N. Liszewski. So moved. G. Bickett reports out on additional benefit funds, (see attached). It is clarified that the “administrative costs” associated with the transfers regarding the benefit fund will be looked into. It is asked about why we have COBRA premiums, and it is stated that now someone who is under 26 is free. Only retirees should pay this. It is asked why the administrative fund transfers are not noticed in an audit, and it is clarified that there is a “red flag.” Motion to accept the three benefit trusts. D. Little, second, M. Warner. So moved.

## **6. STA Reports & Updates**

- a. LRS Report: R. Merola reports out. Thanks for attending our trainings. They are beneficial. In June, there were fourteen disciplinary representations. ELT schools are being represented with regards to the bi-weekly stipend issue missed by the district. Both payments will go at the end of the month. Therefore, in the grievance, there will be a request for interest on the payment. There is also a grievance regarding administrators not staffing committees properly, or even having them. If this is happening, please let us know. D. Little clarifies that administrators are changing the language of the contract in that there should be a school climate team and school improvement team, which then feed into the discipline committee, which feeds into the school leadership team. N. Capselo clarifies that if you are unaware that committees are not being done properly or with integrity, please let us know.

Negotiations should begin soon, in November. We are waiting on some district funding information.

We have just signed a MOU's that is a calendar for Syracuse University employees, as well as lead sentries.

There has been an ongoing issue with a 75% disabled staff member. To clarify, the district pulled the supplemental income, as they did not classify the issue as an “assault.” The district classified a definition that was very specific, involving “knowingly” attacking. The assailant must know they are attacking someone, but a student flailing does fall under assault, only if the staff member is directed by an administrator to intervene.

N. Capsello reports that there is only one APPR appeal this year. New Teacher Orientation went well this year. We are continually getting new info from the district, and we will pass this along to reps.

G. Bickett mentions as LAPP coordinator that there are tri-folds for each building. There is a lot of helpful information about joining the union included within the document. Please, as you are filling out your vision card, encourage staff to use the social security number, as the district is struggling to get payment correct. In the document, there is also all of the meeting info, and all of the committees that need to exist in buildings, with your executive board info. There is then discussion about the lunch meetings from STA as being a struggle to talk to everyone. There is a suggestion to generate a staff binder with all of the STA

info in the staff lounge. It is also suggested to generate a list of personal emails of staff for informative content.

- b. **Social Media:** We need to get people involved. We have three thousand members. We are trying to encourage people to get more communication from us, including the text messaging service. There is information provided. Also, for Facebook users, we have a Facebook page, Syracuse Teachers Association. Please follow it. It is asked if bus monitors can be a part of it, and they are welcomed. We also have a Twitter: Cuseteachers. Please follow us. Finally, we have a listserv. There is a ton of information on the listserv. Try to get members on a few of these. We have some big plans for events, but they can't be sustainable if members don't attend.

**7. One on One Campaign for John Mannion with Paul Hypolite:** P. Hypolite introduces himself. John Mannion is running, and is a former classroom teacher and former union president from West Genesee running for State Senate. We are always fighting for things that we want. Sometimes, there are no allies at the state level, but to have someone in our corner, that would be able to educate people at the state level would hopefully transform our state. This has become a priority for many levels. In this district, we are asking a lot. We are doing one to ones using Minivan. There have been changes, as in Minivan, you can now use any email and one password. Also, there is the ability to sync the list and see who has been spoken to. Finally, most of the information should be broken down. We are asking you to speak to all members in Senate district 50. The script is in the app, and very simple. There is more information if necessary. Paul then walks staff on how to download or create.

## **8. Open Forum**

## **9. FYI's**

Motion to adjourn, P. Stoner, second, N. Liszewski. Meeting adjourned.