



**STA Representative Assembly                      October 17, 2018**  
**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.**

- 1. Call to order by President Megan Root: 5:01 pm**
- 2. Minutes of the September 2018 meeting:** Motion to accept the minutes from September 2018, B. Washington, second, M. Warner. So moved.
- 3. John O’Leary – Election Committee:** There will be information about the upcoming election. It will be out in January.
- 4. STA September 2018 Financial Reports:** G. Bickett reports out on the financials for September, via video. Motion to accept the September financials, M. Krak, second, B. Washington. So moved. M. Krak asks about the clambake line being mislabeled.
- 5. President’s Report** On October 30<sup>th</sup>, STA will host NYSUT’s “Take a Took at Teaching” Summit. There will be many people on our panel, as it is a national issue. Our district is being used as a model due to being ahead in terms of recruiting and diversification. It won’t be open to everyone, as NYSUT will only be hosting it at our office. It will be from 4:30-6:30 pm. B. Washington asks who will attend. There will be NYSUT attendees, the Board of Regents, Department of Labor, etc. There is a request that there be some STA representatives attending. It is asked if we can record or livestream this and host it somehow. This will be investigated.

Please return your class-size surveys as soon as possible. The data is helpful. They should have been sent to chief reps in each building.

Last week, our local was picked to receive 350 books from NYSUT. We plan to brand them additionally and get them out in the community.

Senator Flanagan came out as labeling teacher's unions as "forces of evil." Think about who you are voting for, what their political stance is, and what they are interested in.

We are getting a lot of calls "on behalf" of a member. If there is a situation with a member, we really request that we talk to that member, not a spouse or another teacher. Oftentimes, we do not get the correct information.

**6. STA Reports & Updates** N. Capsello reports out that there are brochures for a discount on Song Mountain. Please get them back.

There will be paid district IEP labs available at PSLA to teachers for pay with limited hours at first that may increase if funds are available. Also, there are 8 hours available in funds for PD for each teacher that could be used towards IEP writing (PLC funds) provided it is mentioned to the SLT. It is asked about a principal not approving a lab writing-session. If this is the case, please write the STA. It is asked if teachers need to register to attend the district labs, and they do not. These are Pre K-12 hours.

If there is a situation in a building where parents are wandering the building, we have found concrete language in the contract to grieve against this. (See attached) If this is the case in your building, be sure to contact us.

In our local APPR agreement, (see attached) we now have an observation chart that clarifies the timeframe for providing the post-observation. If there are situations where someone is not receiving feedback quick enough, please let STA know. There is a question about administrators only "discussing" your lesson, and it is clarified that there must be adherence to the timeframe on the chart. There is a question of whether teachers will be observed by teachers in similar content. The district and STA strive for alignment, but it does not always happen. It is asked if an administrator should ever mention posting the scores *after* the post-conference. This should not happen. A score should be there. If this is not done, we could grieve this. There is clarification that there could be situations where observations are done close together. If this is the case, talk to your observers to work on their timing.

AIS teachers are observed under Danielson. There is a question of an MCL/AIS combined position. That should not be happening. Please let us know about this.

There should not be situations where you reach out to students or parents on your personal cell phone. You are not required to have anything on your personal cell phone. If the building wants you to have something, the building should provide the technology for it. That is a labor management issue, and you should have access to a phone. It is asked to be put it in writing and distributed from STA. There is question about an application on phones, like Seesaw, that sends student work to the teacher's personal phone. This is not acceptable. It needs to be accepted by SLT, and someone

needs to provide the technology. It is under Board Docs 6412. It is, again, advised strongly to staff to not “friend” students or parents on social media.

B. Scott reports that November will be busy. On November 17<sup>th</sup>, STA will host a defensive driving course. Contact the office. There will be a fee of \$25. It is from 9:00 am until 3:00. If a married couple on a joint policy take it, they both would get 10% off. We will have another course in the spring.

SRP Orientation will be here November 19<sup>th</sup>. We will be providing information about union benefits. This is not mandatory, but will be worthwhile. It is open to untenured SRPs.

SRP day is November 20<sup>th</sup>. We will be circulating decals. NYSUT will have a competition for SRP acknowledgment.

From the clambake, we raised \$50 in solidarity bingo, \$350 from the living local fundraiser, and \$350 from the 50/50 raffle. We had \$797 in total cash contributions. We raised, through payroll deduction, \$4,309, and our rebate check will be over \$10,000. We have done well. The online registration was great this year. We had a few no-shows, probably due to weather. Thanks to all.

B. Washington reports as the PAC coordinator. We have a Mannion phone bank for any members interested at STA on the 27<sup>th</sup>. There will be refreshments.

## Open Forum

***Why do some schools have higher numbers than others?*** There are inequities. Let us know if they aren't capping. We will work to see about talking to the district about hiring to fix.

***Can we negotiate to use the beginning days for better PD. The PD offered in the beginning of the year is not helpful. Can we get those days back? It is embarrassing that we can't get teachers trained.*** We have been pushing the district. The district has been circumventing the CCPD process for years. PAX training is an example of this. ***We need to create a survey to fill out to let the district know what we need for our own PD.***

***The EWA and paycheck numbers do not match.*** The stipend is broken down into the correct rate. You are not paid by the days, as some weeks you will see a higher number and others a lower number. The average is the correct number.

***Is it true that if you fell setting up a room not during schools hours, you would not be able to file workman's comp?*** No. That is not a disability claim. You must be officially “on the clock.”

***UMR is causing problems.*** UMR has been making a LARGE number of errors in processing. Jennifer Wells is very good at dealing with these.

***What are we doing, as an association, to get rid of UMR?*** The district is looking to maybe make a move to Excellus after hearing a presentation. There would be significant savings, and the capacity to get rid of the high deductible policy.

***There has been a huge increase in violent students in our schools, students with ankle bracelets, violent crimes, etc. Are there plans for***

*them?* Our district has had a history of failure to provide programming for this type of students. We will advocate for this. We have reached out specifically on behalf of Danforth, as there building specifically has seen an increase in criminal behavior.

Motion to adjourn, B. Washington, Second, M. Warner. Meeting adjourned.

## **7. FYI's**

*NYSUT*

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*AFT*

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