



## **STA Representative Assembly**

**April 18, 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: 5:02**

#### **2. Minutes of the March 2018 meeting** Motion to accept the March minutes, B Washington, Second, B. Scott. So moved

#### **3. LRS Report-** We have received a lot of information for negotiations, and we have been meeting to discuss potential areas of concern.

The MOU's have been worked on for IEP writing and Montessori training. There is a rumor that Twilight rate will be less in summer school. This is false. We will make a note of it for distribution and clarification.

There have been discussions with the district about use of sick days. Also, please alert us if you are contacted by the district for a disciplinary meeting.

**STA Financial Reports-** G. Bickett reviews the March financials (see attached). Motion to accept the financial report, B. Washington, Second, D. Little. So moved. Next, there is a presentation of the budget. It will be tabled, for voting at the May meeting. See attached. Motion to table the 2018-2019 budget to vote on it next month, D. Little, Second, R. Rogers. It is asked what the dates are for the informative session, and the dates are May 2<sup>nd</sup>, and May 10<sup>th</sup>. It is mentioned that it is great that there is this level of reduction. It is asked if, with the savings, could we decrease the cost by an amount to further show the members how hard we are working to keep costs down. So moved.

**President's Report** The district budget was recently presented to the board of education. Please note the comments to the board by President Root. There is a major concern with the district and mental health services and education. There are now more district funds.

STA has been out for the feedback forums. The major issues are inconsistent accountability, safety, unclear protocols, and general lack of communication. It is clarified that these meetings should only include Unit I staff. The assurance of discontinuance is up this summer, so there may be an opportunity to make adjustments. It is clarified that the Attorney General would not be a part of anything moving forward.

There is movement towards standardization of protocol for safety. We are looking to tighten up the procedure and come up with common terminology. The forum will be soon, and we will let you know.

At our recent problem-solving meeting, specific to TA's, we are looking to give them more notice about transferring so they can minimize the logistical nightmares it can cause. Being placed before school starts would be helpful.

The goal is to get our next contract done before our current one expires. We have some current schools in crisis, Danforth and Henninger. There is a tightening up at Henninger with administration. It is discussed that there is no consequence for behavior. It is mentioned that culture and climate is set by the administrative staff. There is a reset plan being put into place at Danforth, hopefully after break. There is clarification on protocol at the building level to avoid insubordination. It is asked why students are not arrested. It is clarified that members often are not willing to press charges. It is recommended to call police if behavior is serious enough. It is mentioned that untenured teachers are often scared to press charges because they might lose their job. It is mentioned that this is an unsafe environment. There is a question whether charges can be filed if the kid is under 16 years of age. It is clarified that that is incorrect. It is asked if we are allowed to call 911, and M. Root said if you feel threatened, or are assaulted, you have the right to protect yourself. There is mention of a story of a threatened staff member, and the staff did nothing. There is mention of the letter from the Henninger SRO and his response.

The question is brought about the board social media policy. The LRS clarifies that it is about being careful; the district can't govern what you post. There is discussion of the untenured teacher contingent, and what they post. There is concern over the lack of reply coming from issues over Educator Handbook, etc. It is clear that the highest levels of district communication are not communicating with each other, and it is a concern. The question becomes what can be done as a member. A member can become "Work to rule," which is protected, by walking in the door at the bell, and walking out at the bell, avoid activities, etc. There is question of whether the STA office can go to the press. It is mentioned that the people in the office are working, and it might be tough to balance what work is done moving forward. There is a suggestion to threaten going to the press. If a member calls the police, can the district reprimand, and they cannot. Transfer could be an option, or a conversation, etc. There is a story of a staff member calling the police on a student.

Please post the file for Julie Trainham's fundraiser. We will be passing the hat at the next representative assembly.

### **STA Reports & Updates** Officer's reports and updates –

N. Capsello reports that you must RSVP for Repignition. Minivan is doing ok. Please let us know if you need help. It is asked if it can be updated, but it won't show who everyone. We will talk to Ian. It is clarified that Cuomo signed a new Taylor Act amendment that says we do not have to represent non-members in disciplinary matters. It is clarified that an agency

fee payer is paying for collective bargaining, nothing else. It is mentioned that substitutes are often agency fee payers, but it is stated that if they become a longer position substitute, they should sign. It is stated that the district must also report new hires within thirty days. You can give people cards if need be to sign, we have more now.

There are PAR-in-waiting positions available. If you know people are interested, let people know. The 'in-waiting' is one to two years, and the PAR position is four years.

Rosters for APPR are due April 30<sup>th</sup>. They need to go into Performance Matters and check. On your roster, you only should have students above an 80, and are in a Regents. If they passed a Regents, it should be sent as a discrepancy. If you don't have enough kids with above an 80, you will receive the district score.

Reporting CTLE hours is different. You are responsible for keeping your hours, the district will provide hours, but they won't track it. Keep your record. They used to report to the state. You will need to send this along if you are audited. It is asked what happened to the previous hours. They shouldn't be needed, but they are archived. If you need to provide them, the district can get them should they be called to question.

We are working with the district to work on New Teacher Orientation. We are also working on Summer Summit. We have also started reworking the Mentor program. If you have suggestions, let us know. It is clarified that some of the stipend positions lack accountability. They also need measures and data-tracking. We desperately need support for PAR as well. The MTIP positions are contractually structured, but in the past, we have not been able to be involved. Now we are involved. It is mentioned it will go in the bulletin when a position becomes available.

B. Scott reports that there are people in the STA text service, but we need more. Let members know. Please email B. Scott with issues with code of conduct issues. There are horror stories that exist, but they never are making it to STA. We need people to reach out to us. Members have a pathway, and if something happens, contact Bill Scott. It is our responsibility to do something, but we have to hear it. There is discussion about speaking at a board meeting. There is discussion about unifying, and providing data to the STA office, and we can move forward.

P. Bartolotta reports that the STA merchandise for sale is closing Monday. Please order soon. It will be opened with a different "line" of items before the end of the year. If you have anything for the newsletter, please send it along. Beginning in May, the elections for STA representation as Chief and Building Representative will take place. Try to get new members and/or non-tenured members. They are the next generation, and we need to cultivate it. The elections can be taken care of in September if your building has high turnover, just please let us know. Also, the Labor Management Team can be organized in any fashion that the Chief representative decides.

**Bylaws Committee** - D. Little reports that the bylaws meetings are still ongoing. The ratification vote process is a focal point. Right now, we are examining other districts. Right now, it is 48 hours, but we have some members looking for more. We would like transparency as much as possible. We will continue to talk about it.

Please see Don if you want to purchase a bracelet for a good cause.

**Open Forum:** *We need more time than April 30<sup>th</sup> to verify rosters for SLO's. There are still*

*many teachers not attached in E-School.* It is being addressed.

*Special Education Transportation is three hours late today.* That is a problem. We will contact. There have been many quit.

Motion to adjourn, P. Bartolotta, Second, D. Little. Meeting adjourned.