



STA Representative Assembly

April 24, 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.**

1. Call to order by President Megan Root: 5:00 pm

D. Little, the acting parliamentarian reminds members to wear their member badges for any upcoming vote. In addition, audio and video recording is not permitted. If you are a guest, welcome.

2. Minutes of the March 2019 meeting: Motion to accept the March minutes, V. Woodall, second, J. Horn. So moved.

3. Election Committee- The retiree candidates will speak at the May meetings. Their resumes are posted and available.

4. STA March Financial Reports: G. Bickett reports out on the March financials, (see attached). It is clarified that the inner harbor run that we will sponsor is October 6th. J. Horn asks about bank charges, and G. Bickett clarifies that this was a bill being sent to the wrong building and will not be ongoing. **Motion to accept the March financial documents, D. Little. Second, T. Conkey. So moved.**

B. Washington makes a motion to untable the 2019-2020 budget, Second, D. Little. G. Bickett reviews the budget (see attached). G. Bickett states that there will not be a dues increase. The benefit fund will no longer receive transfers. Our dues checks have been showing increased funds, showing an increase in members. The NYSUT line has increased slightly so we can bring more people to the Representative Assembly in Albany. The budget shows a 6% increase, and we should be able to work within it. D. Little asks about what happens to the LAP funds after LAP is complete. G. Bickett states that that will be a conversation for after LAP is complete in the summer. K. Reed asks why we have credit cards if we have so much money. G.

Bickett states that they are used for booking, office supplies, etc. It is paid off each month, so there is no interest. **Motion to approve the 2019-2020 budget, D. Little, second, R. Rogers. So moved.**

G. Bickett states that there are boxes of information for the legal plan, and it goes into effect May 1st. Many thanks to those to the STA staff that helped sort and file the information. Staff will receive a letter with a card, a brochure, and information. Please bring them to your building and get them to your members by May 1st. We do not yet have a plan for the will days. The June retirees will be of the upmost priority. There is also discussion about some summer STA sessions. We want will days to happen as soon as possible, but it won't be guaranteed to be before the end of the year. J. Horn suggests an email blast to let people know this is coming so they don't throw it away. G. Bickett states that if there are people missing, please let us know. If you have some that don't belong, send them back to STA through school mail. D. Little asks if we can send them along to staff. G. Bickett says you do not have to do that, we can do that for you.

5. LRS Report: R. Merola reports out. Negotiations for unit 1 began on March 29th. We agreed to ground rules and had negotiations on April 8th, starting with non-monetary proposals. R. Merola states that although we will not provide public press releases, we will share the district proposals. R. Merola then outlines the district's non-monetary proposals (see attached). B. Washington states that it seems that the district wants to take a lot out of our contract. M. Root states that a majority of the district staff negotiating the contract have not done so before. A. Stroman asks if there is something in the contract for buildings to send students to an alternative setting without a hearing. R. Merola mentions about the legality of this type of proposal. M. Root brings up the Alternative Placement Committee as an option after being referred by the SIT committee. J. Horn asks about the timeframe on the SIT committee. M. Root states that the district is looking to tighten the turnaround. M. Krak asks about STA members joining the APC. M. Root states that this is a process, and there needs to be the Unit 1 members on the committee. There is discussion of the clerical work that special education teachers will be responsible as a result of the district's proposed language. There is a question about how elections would affect negotiations. The negotiation team could change July 1 if there is a change in Executive Board members.

R. Merola reports out on additional unit negotiation preparations.

An MOU was signed to incentivize new teachers to receive their pay earlier, and also for moving to specific schools. K. Reed asks how this may impact NYSTRS. D. Little states it won't. It is asked if someone started late this year, did new teacher orientation, could they take the incentive the next year. It will be examined.

We have one active grievance for improper transfer. There is one 3020A hearing moving towards settlement. In addition, an employee has filed a duty of fair representation act against the STA. PERB has said the claim was deficient due to timeliness and substance. STA has an attorney for the case. The case is active. The person thought we wronged them, and for privacy sake, we can't say anything else.

For any additional concerns about negotiations, please contact your LRS.

6. President's Report. M. Root revisits the PERB case that was filed, stating it was put forth by an Eboard member. We do not want this to be political. It will be reported about more in May Rep. Assembly. It is being handled internally.

Please view the proofs for the unified basketball teams for Corcoran and Nottingham, sponsored by STA. Note the other events on our bulletin board. In addition, it is recommended to vote 'No' on NAFTA. Syracuse is especially hard hit.

M. Root has been elected to serve on the local labor council. It advocates for local and state trade unions. It is an exciting opportunity.

EWA's are ongoing. We have had some wins, and some losses. Some schools have been trying to impose a 6 period schedule. The goal was to take away unencumbered planning time. The issue is in giving up contractual rights. Grant has done a great job, going back to an 8 period schedule. Flexible group decision making on veteran SLT's have worked. Unexperienced, untenured SLT's have given up as many as 3 periods of unencumbered planning time. SLT is a decision-making body for that building, not for one downtown administrator. J. VanDoren mentions that SLT's were told that STA had approved things they were putting up for changes, and these were lies. J. Horn asks if there is specific language about scheduling. In addition, this is setting a precedent. Contractually, we are trying to make language that says planning is unencumbered. Also, we are planning on attending all SLT meetings to clarify the purpose of SLT. Additionally, with building elections, we want to be clear about who can and should be on these SLT teams. The push would be to get diversity on your SLT. Having four untenured teachers on an SLT is not a good idea. There is mention that too many tenured people don't want to be on SLT. There needs to be more coming together as a whole staff. M. Root clarifies that it may be better to go talk to the full staff at a building. A. Stroman brings up the power that teachers have in taking the power back, and learning the roles, and learning what they do. Teachers need to motivate each other. There is also a fear in an EWA school of being moved for having a voice. There is also concern about having multiple admins voting. D. Little mentions that at meetings, many can show, but only few can vote. There is a concern in some buildings that have two functioning SLT's, like LeMoyné, that are transitioning from one 'school' to another. M. Root mentions that that will be a deeper discussion. J. VanDoren mentions that years ago, SLT must have received some form of training, but now the principal seems to determine the agenda, and the voting process has deteriorated. M. Root mentions the idea of bringing up an SLT meeting decorum refresher at Problem Solving.

V. Woodall asks about the untenured substitutes and discrepancy in team meetings depending on their team. M. Root will follow-up.

M. Root brings up the idea of changing hours. There has been positive discussions about hours being restricted by transportation. There will be continued discussion, and a continued attempt to make these changes.

We have agreed to incentives, but the district has put some things on that we did not agree to, but they are not mandated subjects of bargaining.

Thankfully, the independent evaluators rallied, argued their value, then spoke with downtown, and saved their jobs.

If your admins are incentivizing test-taking, let us know. It is unethical.

M. Root will join the trauma committee and the district-wide safety committee.

7. STA Reports & Updates

N. Capsello states that there is a green folder that has a purple sheet (people needing recarding) and a yellow sheet (voting roster). Check these for accuracy and send them back for accuracy through district mail. They need to be ready for election day. J. Horn asks about those in split buildings. M. Root states that they will vote at their home building. N. Capsello states that they can reach out to Sam to make any adjustments. The voting day will be May 14th.

APPR law passed. The major change is for decoupling. We can look at how many observations take place, the rubrics that are used for specific teachers, etc. This takes time and research. The current MOU is up in June, and we want to extend for a year, using PEER Observers, PARS, etc. to make some meaningful change. There are a lot of opportunities to protect our members here. K. Reed asks about this current year. N. Capsello says the rosters should be in, and you should get the opportunity to review and edit them soon. We will let you know. Also, Repignition is soon. RSVP. Randi Weingarten will be our speaker!

A. Stroman asks about the district researching extended day. M. Root says that extended day is the easiest measure the district uses to try to move off the 'list.'

D. Little reports out, highlighting the pension meeting (see attached). The oldest person in the state drawing a pension is 109. The election for NYSTR delegates will be coming out soon. In November, you get your pension profile, and check your beneficiary. Also, any public work done can be bought back. If you are going in for surgery, please fill out a disability retirement form "For Protection Only." You would then be retired at your greatest benefit to the beneficiary if something happened. If you are interested in attending, please become a delegate.

P. Bartolotta mentions the building elections. You will receive, as the chief rep, the paperwork. That is our official record. We did not receive all of the paperwork back this year, so please get the paperwork back this year. Please, if you need assistance holding an election, we can help. The deadline is usually the end of June, but if there is a degree of turnover in your building, you can hold the election in September. Again, please take good records and get the paperwork back to us.

Content for the last newsletter will be due the last Friday of May. The deadline for Expanding Horizons is May 15th. P. Tanguay states that this is for curricular expansion, not class trips.

8. Open Forum

Motion to adjourn, M. Warner, Second. J. Smith. Meeting adjourned.