



## STA Representative Assembly

October 18, 2017

### 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: 5:02 pm**

Don Little clarifies Roberts' Rules.

#### **2. Minutes of the September 2017 meeting** Motion to accept the September 2017 minutes, C. Reed. Second, J. Horn. So moved.

#### **3. President's Report** – The report will be emailed tomorrow. M. Root speaks to the lack of mayoral endorsement. There is clarification on the confidentiality clause that exists in our emails. None of the three candidates were behind our big asks; charters, the Constitutional Convention, and funding for our district. Juanita was closest to accepting our endorsement, but accepted funds from charter supporters. Ben Walsh supports the Constitutional Convention. H. Hawkins was murky in his answers. L. Lavine was not brought in due to mayoral control issues.

There was a lawsuit against us for paying positions on release. It was dismissed two days ago.

We are close to hiring an LRS. He has not committed. Hopefully, it will be set soon. Faculty meetings are great times for visits, so if you could provide the time and day of them, it'd be helpful for visits.

School safety is a concern. Henninger has had many fights. We are visiting there soon. Danforth is becoming a concern, and we will visit. D. Little asks about how many sentries we are short, and the answer is six. The next civil service list comes out in January, as the pool to hire from now is currently empty. B. Washington asks about doing a study and looking at the Code of Conduct. It appears that the violence is increasing. D. Little clarifies that 1850 students are at Henninger. J. Randal clarifies that the Code does not seem to be working anywhere. M. Root clarifies that the School

Board likes to hear from everyone, specifically regarding the Code of Conduct. K. Dorsey states that parents are an even better option as speakers. J. Horn asks about school capacity. It is clarified that some schools are over, but some under due to them being “choice” schools. D. Gilbert asks about the 28 students per day class number cap, but it is clarified as a K-3. It is stated that 125 students per day is for high school, and 4th-6<sup>th</sup> grade is 30 students. There is discussion about the discrepancy between facilities, class sizes, and cleanliness across the district with little change and no concern about what is best for students. N. Capsello brings up Monday’s board meeting, at 4:30, as an educational work session. It will be about class size, and STA Representatives are encouraged to attend. D. Gilbert mentions bringing our own data. D. McIntosh Clark asks about the change to 30 from 28. G. Bickett clarifies that the K-6 number is not to be larger than 28, not 30. There is a question about inequity in requisition funding. M. Root states that there will be an examination. W. Oscarlece states that the numbers for class size are a recommendation. N. Capsello states that the district is usually good about it. J. Horn asks about the point of central registration. M. Root clarifies that in theory, it is the way it should be, but in practice, to get kids on rolls, they put kids in spots. In the first week of school, there are 10,000 calls for registration.

Lockdowns have become a frequent issue. Unfortunately, STA does not find out about it. STA would appreciate communication about an event of this nature when the situation has become safe. Oftentimes, people assume that STA has heard from the district, but we have not.

Remember, in December, bring a 20-year representative.

Happy Birthday, Marissa!

M. Krak asks about continuity across buildings for SLT directions. L. Buck brings up the “red folder” that used to exist in buildings for use in emergency situations. There now should be lack of codes, and instead explicit directions. J. Horn talks about the need for more universal elements. Phone tree, opening packet, etc. M. Root states that we will work with T. Ristoff on these.

It is asked about evacuation plans, and if we are supposed to practice these. It is clarified that they should be practiced. There is also a question about transportation in such an event.

- 4. STA September 2017 Financial Reports** G. Bickett reports out on September financials, see attached. There will no longer be advanced payments for conferences. Instead, people will be reimbursed with proper receipts. See Greg with questions. The cost of the tee shirts is \$9 per shirt, and there are more than enough. It is a one-time purchase. Motion to accept the September 2017 financials, D. Gilbert Second, B. McIntosh-Clark. So moved.

#### **5. STA Reports & Updates**

- a. Officer’s reports and updates- N. Capsello reports out. APPR reports were changed, all 12, and they will be recalibrated correctly. Going forward, Regents teachers should have the chance to review rosters and set targets, including IEP and ELL students. This was a miscommunication from our district. Tim Moon is

the contact on the district side. M. Krak asks about goal-setting and people coming to buildings. N. Capsello states we will talk with Tim Moon on this, and that Regents teachers with students that have above and 80 would be included, setting the passing rate at a 65. The issue will be on addressing students with IEP's and ELL students. B. McIntosh-Clark asks about teachers being put on improvement plans, as there is miscommunication. N. Capsello states that with an overall score of developing or ineffective, a TIP would be created. But, a TAP is for untenured teachers on JUUL agreements. TAP is clarified as a Teacher Assistance Plan as opposed to a Teacher Improvement Plan. Teachers are supposed to hear about this at least 45 days before their tenure date. Of the 150 teachers last year up for tenure, 95% were tenured. Basically, teachers need to be have ongoing conversations with their administrators about practice. E. Clarke asks about the number of people that were put on JUULs and still tenured. We will find that out. M. Shanahan asks about who can be put on a TAP, and it is stated that anyone can. It is clarified that just because a teacher has been recommended for tenure does not mean that tenure has been granted. J. Horn asks about plans, and if there is a way, as a building rep, to find out who is on the plans, to help follow up and provide necessary assistance. N. Capsello mentions that it can be a privacy issue, but we will look into it. B. McIntosh-Clark clarifies that this type of information is good to bring up in a building representative meeting. It is asked if a chief representative can sit in on the meetings, and the administrator may ask for assistance if it may be contentious.

Phone call procedures. The buildings have been broken off by quadrant, but they will be handed off as well to the proper person. Be patient, as we are trying to streamline how to best serve our members. W. Scott clarifies that crisis calls will be treated as such. Root is Corcoran quadrant, Bickett is Henninger, Capsello is Fowler, and Scott is Nottingham and everything else. There might be overlap, but again, we will be working on it.

D. Little. No report.

P. Bartolotta. There is clarification on the chain of command at the building level, and it should be the chief representative and/or representative. This will minimize the duplication of phone calls. Also, the contract is available on the website. The newsletter is out. There are some paper copies available to post at the building level. It is for members, and if you are doing something at the building level, or would like something added, contact Pete. We are trying to change the narrative that the district is doing everything, and we want to emphasize that our members are the ones that get it done. B. McIntosh-Clark asks about hard copies of the contract. Also, we need to double-check whether or not we are on the listserv. Some emails end up junk or spam mail.

**Congratulations to Ann Marie and Kevin for winning the raffles!**

W. Scott. Contracts. N. Liszewski found an error in the contract that forces some units to pay a higher premium. We are in discussion with the district, and some of these members should be owed funds. The contracts can't be printed until they are correct.

There is a discussion over the sick bank and attendance. The district wants to cap it at \$50,000. The sick bank, as it is currently written, does not make one financially whole. It provides enough for insurance. We are divided with the district on this, and we need a tally of the days across all units, and a dollar value of them. K. Egerbricht asks whether we are looking to get rid of the requirement of looking at financial documents. W. Scott says absolutely. Since the negotiation has been opened, it has to be seen through. There is discussion about the ramifications on retirement as well. It is clear that catastrophic medical necessity is what should qualify. It also not indefinites, it is 60 days per illness. W. Oscarlece asks about capping. W. Scott states that we would look to cap, and then when we dip below a point, we would look to replenish. D. Little asks about the amount of days used. W. Scott says there is a disagreement on what they think. J. Beardall and W. Scott are on the Sick Bank Board.

There is a question about sharing perfect attendance. Some find it offensive. W. Scott states the district has encouraged this as a positive. J. Horn asks about buildings where administrators have not told staff about the policy of letting them know. If they haven't told staff how to do it, they can't. There is a question about attendance in extended day. Basically, too few people are causing issues for too many. N. Liszewski suggests about stress and what the district is doing to help employee health. There is a question about the number of days that denotes an attendance 'issue.' The answer is 8. There is clarification on wedding personal days, workers comp, medical leave, etc. They are looking at patterns. If you are a Monday/Friday person, they know it. The generous amount of days is for a member to create a personal sick bank in the event of a catastrophic issue. There is also an issue with the different school districts and schedule that is discussed. There will be a November 1<sup>st</sup> support group meeting on stress and secondary trauma. We are calling this Perpetual Stress Disorder. Arrive at 4:45, starting at 5:00. This is confidential. Posters will be provided, as will emails.

G. Bickett reports out on LAP. We purchase 2 kits with banners and tents. If you would like access, let us know. We are going to do a survey after the Constitutional Convention. It is our hope that if you know this call is coming, you will answer.

**Open Forum** *D. Gilbert asks about generating a cheat sheet of information that representatives can use for things that are not in or hidden in the contract.*

*What is the expectation for lesson plans?* Though it is not written, five days ahead has been the standard, but it is not clear how detailed they need to be. SLT should be involved with this process.

*Who should be looking at the plans?* Administrators. An MCL, AIS teacher, or coach may provide feedback but should not be using this in an evaluative manner.

*D. Little clarifies that the bylaws info should be sent out.*

*J. Horn mentions that PARs are asking for excessive amounts of work. This will be addressed tomorrow at PAR panel.*

*B. McIntosh Clark mentions an issue with half days.*

*There is a question as to whether EWA language trumps contract language. EWA language is specific to schools, is voted on by building and SLT, and there should be conversation before it is voted on. Based on these factors, it is, and it is monitored yearly. M. Root states these are not supposed to supersede the contract, just to supplement the extra time. But, these vary greatly by building. Teachers writing individualized learning goals and monitor progress. This shouldn't be lengthy. There will be discussion about this to find clarity. 1-1's TA's are being pulled, put in the cafeteria, and then can't do time cards. Cafeteria duty is a paid duty. This will be addressed. Later meeting times? Tough to get here. We can push for release time. Emergency meetings during student contact time. Most buildings use one day for this a week. Administrators not doing pre-conferences. It is even happening with non-tenured teachers. This invalidates the observation. Where do we find directions on how to set targets? We will get them to you. The target will be set for you.*

Motion to adjourn, D. Little. Second, B. Washington. Meeting adjourned.

## **6. FYI's**

NYSUT

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