



**STA Representative Assembly**

**November 14, 2018**

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**Agenda**

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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**
- 2. Minutes of the October 2018 meeting** There is time to review the minutes, as they were not sent out in time to review via email. Please take the folders that include tenure pins. Make sure newly tenured people get a pin. Motion to accept the minutes from the October 2018 meeting, B. Washington, second, P. Stoner. So moved.
- 3. LRS Report** – R. Merola is training out of town. Contact Rob with concerns.
- 4. President’s Report** – On October 30<sup>th</sup>, STA hosted a NYSUT event called “Take a Look at Teaching.” This was to work on opening the discussion on retaining teachers, diversifying the area, as well as to speak about successful programs like MTIP, PAR, and other various programs that exist. There is a serious crisis in needing teachers in the next few years. Students also benefit from diversity in their instruction. We need to encourage our youth to look at the practice of teaching. Finally, we, the city of Syracuse, need to provide something that is worth staying around for. Part of this included visiting the teacher prep program at SUNY-Oswego this past Saturday.  
We need to modify our policy on member re-entry in the wake of the Janus case. There needs to be discussions about a fee, amount of re-entries possible, restrictions, etc. We have agreed that, at minimum, there should be a year-long minimum signup.  
There was recently a day spent at Danforth over safety concerns. There is a push to keep the daily safety check of students, in addition to keep the wandering for late students.

TA's will be brought in for paid training for applicable content.

Some recent "hot topics" are complaints from principals about staff calling STA. STA can file a claim for this against a principal without names if we have the data to back it up.

Staff has the right to make a student be removed for the entire day. STA can have that conversation with principals if principals are struggling to understand this. If you put a referral in, print a copy or screenshot it, as some principals have changed the language.

You can't be told specific formats for DINs, lesson plans, etc. Some principals are pushing this, but there is nothing contractual.

Please don't ask the STA to intervene if you have an issue with another STA member. This is the responsibility of HR or your building principal.

The principal can't tell you what can or cannot be on LMT. When minutes are done, add topics, dates, resolutions, and notes.

**5. STA October 2018 Financial Reports-** G. Bickett reports out on October 2018 financials, see attached. Motion to accept the minutes from the October 2018 meeting, D. Little, second, K. Reed. So moved. The administration cost transfer (\$2,000 a month) for the vision benefit application will be analyzed to see what should be a more accurate amount to transfer. There is mention of the issues with the LAP funds, and how the giveaway monies have certain parameters on them that are difficult to meet, especially with a larger local. There is a discussion about the cost of certain items purchased (business cards) and in over-spending with certain items. M. Root clarifies that a lot of purchases should be union-made. W. Oscarlece asks about the costs about the fees associated with 9A. M. Root and N. Capsello clarify that it is ongoing, and that it will not be an additional fee.

G. Bickett reminds people about the text messaging service. We are looking to get people informed. We need people to care. Please talk up these things with reps and members. Also, all of the Joe Schram grants will be funded. We are also looking at the possibility of re-opening for additional funding. J. VanDoren mentions the issue with winning a grant, but not getting the supplies yet.

**6. STA Reports & Updates** – N. Capsello reminds people going to NYSUT committee meetings to report out to Rep. Assembly when they come back. N. Capsello recently attended the NYSUT Women's meeting. If you are interested in helping start an STA chapter, let us know at STA.

N. Capsello provides a BIC rubric for SIT teams around behavior modifications for return to class behaviors for disruptive students.

There has been recent discussion with the Coordinating Committee on Professional Development on improving the quality of Superintendent's Conference days.

They have extended the moratorium on teacher scores for specific grades. We will need to renegotiate soon and look to have scores decoupled from evaluations. N. Capsello will sit with the NY Chair of Education to discuss these issues in the future.

We are lacking in about 500 commitment cards. We were told by the district that the number was closer to 1700, and they'd stop taking dues November 15<sup>th</sup>. As a result, we have had people in here to remedy the issue and have found about 1100 of the 1700.

The date has been pushed off until November 30<sup>th</sup>, and we have sent over copies of all the data that they need. The goal would then to be to focus on the remaining 500 non-members. The goal, for December 31<sup>st</sup>, is to get that number near 100 going into negotiations. A lot of these are sentries, so please send them our way. Most of these people are in other units.

D. Little mentions that the Bylaws committee needs three members from the Rep Assembly to serve. The committee meets at the request of the Eboard when amendments are needed. It is usually not a monthly commitment. M. Krak is interested. K. Marcey is interested. A. Allesandro is interested.

D. Little reports out on recent NYSTRS information. There is a "For Protection" document that can be filled out if a member is undergoing a medical procedure. See D. Little if you need more information. There is also question about the NYSTRS email being sent out for more people. Be weary when you are nearing retirement that your years for retirement are EXACT. It is a 27% hit on your pension if you retire early. Also, Domestic Relations Orders, or DROs, need to be submitted if you are divorced, as pensions are subject to fund removals.

P. Bartolotta mentions that Friday, December 7<sup>th</sup> is the deadline for the STA newsletter. Please, if you have the tenure pins, please send us a picture. If you attend committees, please send info along to Pete so we can put it in the newsletter.

B. Scott discusses that PSLA will again host the bike giveaway from 8 am until noon on December 22<sup>nd</sup>. STA will be handing out flashing safety lights this year. Please volunteer. Contact Audrey if interested. We will give out hot cocoa again. CNY Family Bicycle will drop of a bicycle collection trailer here at STA. If you are volunteering early, 7:45 am is a good early arrival time.

Please pick up your SRP stickers for SRP day. School-Related Professionals day is next Tuesday. Please take pictures and send them to us.

The drivers' education class is this Saturday from 9 am to 3 pm. There is still time to sign up. Let Bill know ASAP.

Please take lanyards.

- 7. Open Forum –** Why do we arrive on time on a two-hour delay day? *We are working with the district on adopting a "proceed with caution" language*  
Class sizes are unequal. *We will review this info and bring it to the next problem-solving meeting. Henninger, for example, is way over.*  
Should homework be assigned for Thursday PD's? *There are book studies, etc. Unless the homework is a lesson plan, and you aren't paid. This will be addressed. It is clarified as ongoing PD that is done on your own-time.*

- 8. FYI's -** V. Woodall mentions that if you have shoes, please let us know, and Ralph at Discount Shoe Repair will fix them.

B. Washington mentions that if there are concerns about the qualities and quantities of food, push parents to call the school board with issues. There is discussion about specific schools not getting full lunch or any breakfast. Schools are mentioning

other concerns with food waste, and then eliminating food waste by creating share tables.

Motion to adjourn, D. Little, Second, R. Rogers. Meeting adjourned.

*NYSUT*

*Megan Root, President, [mroot@syrteach.org](mailto:mroot@syrteach.org)*

*AFT*

*#07-115*

*450 West Kirkpatrick Street Syracuse, NY 13204*

*#2999*