



**STA Representative Assembly**

**May 16<sup>th</sup>, 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: 5:06**

J. O’Leary addresses the need to fill the position of Unit 8 Director based on the untimely passing of Julie Trainham. There will be an election in accordance with the bylaws.

M. Root introduces Mayor Ben Walsh to say a few words. Mayor Walsh speaks to his first one hundred days in office, and discusses his team, and the culture of the city. Mayor Walsh invites members to engage in the government process by viewing the process on livestream. The school budget was approved as brought, and it was a collaborative process. Mayor Walsh mentions being a proud parent of a SCSD student.

D. Little mentions the fence around Grant middle school, and it is an eyesore. Also, at Nottingham, there is a plumbing issue as a result of asbestos. Water should not be an issue. Mayor Walsh mentions looking into these issues personally. As chair of the JSCB board, it is clear that this is an imperfect process. It is mentioned about the issue of a lack of property tax paid, as roughly half of the property owners pay taxes. Mayor Walsh mentions other ways that other institutions can support. School parking lots are an issue. Mayor Walsh mentions the lot across from Delaware as a particular issue, and the bureaucracy of the situation is being addressed. There is mention of the safety task force, and how it will identify working across districts to improve safety. M. Root mentions that we will look to establish consistency with protocols. One point of agreement is in the lack of interest in arming teachers. There is mention of a lack of safety in the buildings, and whether or not there will be a plan to help us to do our job effectively. Mayor Walsh mentions that there seems to be a change in policy recently, and that Jaime seems to have realized this. M. Root clarifies that it does not seem to be better, even though the data might be better. There is question about incentivizing teachers, fire fighters, or police to

move into the city. Mayor Walsh says yes, but they need to be real incentives. There is discussion of mixed-income housing. There is repetition of the idea that the situations in schools are not getting better, but getting worse. The community does not realize what we deal with. There is clarification that the safety committee is a direct result of the recent mass shootings, not for the current discipline issues. There is a question about the opportunity for other teachers and involvement. There is a question about plans for building more social emotional support in the schools, and Mayor Walsh says that that is a clear area of focus. N. Liszewski brings up teacher injuries as a result of trying to support students. There is mention of the CORE program lacking supports and resources in our highest needs. Mayor Walsh brings up the recent response at Danforth, and it is assured that that will not happen again. N. Capsello clarifies the idea that the county recently closed two facilities, and we do not have the supports that the students need to make up for that. It is encouraged to continue the snow removal fight. It is asked how much responsibility the businesses have for that snow removal, and it is stated that they should be and will be considered a property owner. Rules are on the books and they need to be enforced. There is mention of providing to city employees an overview of the things you have done, and are working on.

- 2. Minutes of the April 2018 meeting** Motion to accept the April minutes, E. Clarke, Second, P. Stoner. So moved.
  
- 3. April Financials** G. Bickett reports out on the recent financials (see attached). Motion to accept the April financial report, M. Warner, Second, J. Horn. So moved.  
G. Bickett brings up the budget for 2018-2019. G. Bickett emphasizes the need for there to not be a dues increase. There are alternate budgets available for a “doomsday” scenario. We also have been making reductions. Overall, the budget is down 6%.  
**Motion to accept the proposed, 2018-2019 budget, D. Little, Second, M. Krak, So moved. Accepted unanimously.**
  
- 4. LRS Report-** Negotiations teams have all been formed, and have met. Teams have discussed priorities, tactics, etc.  
Recently, a Memorandum of Understanding was signed for Montessori trainings. It has moved from a stipend to hourly pay. There is also a contract component.  
Additionally, a Memorandum of Understanding was signed for Latin School. Teachers receive credits and they must stay for five years, and if they leave, they must pay at a prorated rate. It is clarified that if a teacher is not brought back/transferred/let go, they would not be forced to pay it back. It is asked about new teachers coming in, and new teachers would be governed by those MOU’s.  
Current grievances include LMT grievances relating to building level discipline issues. There was a letter received from the superintendent in response, and therefore the grievance was repealed. It is asked about receiving a template, and the staff will receive this.  
Discipline is mentioned, whereby if a staff member goes out on administrative leave, they should contact STA. It is asked about counseling memos, and R. Merola clarifies that some administrators do not have a conversation with staff.

D. Little mentions parliamentary process, and holding the questions until the end of the report.

**President's Report** – This has been a difficult month, and we have lost several members. We recently lost Julie Trainham Sunday. A moment of silence is observed for our lost brothers and sisters.

June 25<sup>th</sup> is a concern. The calendar and the language are not contractual. What is contractual are the amount of days. We owe a day. The district does not intend to pursue people that take a sick day on June 25<sup>th</sup>.

Patty Clark has convened a task force. The assurance of discontinuance appears to be up. We need to push back against the code of conduct. The process must happen with fidelity.

Some schools have made some changes to their fire drill process. Some schools are announcing that administrators are saying not to dismiss during the fire drill. This is unclear and this could really be a fire. A fire drill is a fire drill. A fire drill can't be delayed unnecessarily. If your building does this, or calls out staff, please alert STA.

Currently, during the time of receivership, we are focused on Danforth and West Side at Blodgett. There currently are no plans to close any buildings.

The SCSD is looking at chronic absenteeism. Chronically absent kindergartners will receive a daily postcard if they are out. This will take place at 9 schools. There will also be a new attendance song. There will also be summer home visits for transitioning 6 graders. The attendance document will also be adjusted.

We are in discussion with HR to do a 15-day timeline/turnover on observations. This is important for untenured staff. We can't mandate what administrators do, but we are pushing back when teachers aren't getting what they deserve. G. Bickett asks about sending information in when you hear about major discrepancy. Administrators should be finished with observations today, but peer observers might still be ongoing. There is a Go Fund Me for the family of a lost member,

There is question about AIS observation. It is clarified that untenured AIS teachers need an observation this year, but not tenured.

It is mentioned that the mentor teacher positions are on teacher match. Also, kindergarten orientation people are not being provided compensation. We will look into it.

It is stated that some people are being denied for personal days, and other people will be approved. There is discrepancy. There is also a question about untenured teachers taking off the 25<sup>th</sup>. It is mentioned as technically being a day, but it is difficult. It is a contractual day. It is asked if we work more days than other districts. The answer is no. It is mentioned that the document and calendar is confusing. It is clarified that there would be building level PD on the 25<sup>th</sup>. It is suggested to email the principal and CC the superintendent requesting that the building level PD be an opportunity for room cleanout.

**STA Reports & Updates** Officer's reports and updates – N. Capselo mentions the mentor teacher position, and that there will be one per building. Our second and third year teachers are struggling. It is asked about the role of MCL's and coaches. Pre registration for Summer Summit is open. Thanks to Repignition attendees. We are working on Representative training dates this summer. We are looking to do a Unit 7, 8, and 10 orientation next year.

Minivan is running into a system issue. We are getting cards. You guys are doing great. We will be out to help buildings. Let us know if you need cards, as we need to print more. From now until the end of June, the decision could be out any Monday morning on Janus. Once the decision comes out, and people must sign up year to year, we will lose members and fee payers. We can't put our resources into people that don't support us. Non-members would lose vision, the disability benefit that has been talked about. There is discussion about bringing about a laptop for signups to streamline the process next year. There is discussion at the end of staff meeting of having an STA staff meeting, and it is discussed that it works. There is a discussion about teachers on special assignment at the district office. It is asked about dealing with people we are missing. We are receiving supports now from NYSUT, and then we will run reports by name to fix issues. There is an ask about percentage, and it is estimated that we are just under 50%. There is a question about the number of mentors, and whether it is off of untenured teachers. It is asked about whether or not NYSUT will check temperatures of buildings like last year. B. Washington has the thermometers, and he will provide them when he is at the next meeting.

D. Little mentions catching agency fee payers during elections. With transition, some do not know. Call Samantha for forms. It is mentioned that non-representatives can sign up members.

P. Bartolotta reminds members to take care of elections. Schools in transition are allotted to elect in September if needed. Send lists in to Pete or Samantha. If you are running uncontested, send us the list. There was an email that was sent to Nottingham to organize an election, that was not meant for all buildings. Please send any info along for the last newsletter.

B. Scott mentions the success of the Repignition. There was a text sent out about the Clambake. Please preregister. It is asked if you need to print your registration. You can bring an E ticket, or a printed one. It is asked about buying a ticket in person at STA. STA will provide a pathway for it and let members know. We received our VOTE COPE funds this year, nearing \$9000. We had the chance to double it, but left that money in

## **Bylaws Committee**

### **Open Forum:**

*When is Patty Clark going to make up all the climate meetings she missed? She has sent out a revised schedule.*

*Music teachers, elementary, middle school compensation? There is no money for all-city, nights etc. We are working on it.*

*There is a rumor of a proposition of being able to retire at 30 years no matter of age without penalty. We have not heard anything about it. It comes up at NYSTRS. There is no traction on this. There is a teacher shortage everywhere. It is asked if a teacher can move from teacher to TA in their last three years. This has been done in the past. If there is interest in doing so, call STA.*

Motion to adjourn, G. Bickett, second, J. Smith, meeting adjourned.

*NYSUT*

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*AFT*

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