



## **STA Representative Assembly**

**March 21, 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 pm**
- 2. Minutes of the February 2018 meeting** Motion to accept the minutes, B. Washington, Second, R. Rogers. So moved.
- 3. Election Committee/ Unit 1 Director Vote.** J. O’Leary introduces those running for Unit 1 director. K. Reed is first to speak. W. Oscarlece is second to speak. Voting commences. J. O’Leary reports that W. Oscarlece is the winner of the Unit 1 Director position.
- 4. STA February 2018 Financial Reports** G. Bickett reports out on February financials (See attached). Motion to accept the February financials, B. Washington, Second, N. Liszewski. So moved. B. Washington asks when we can move into the new building. It is clarified that we officially begin on September 1, but we can move in starting mid-August. G. Bickett states that the index card of contract information has been cataloged. The current elements that the cards seem to focus on are salary, benefits, job time, focus of the job, the sick bank, and personal/sick day usage. Tell members that we appreciate their responses. Also, please see Greg for a current petition he has circulating. Also, one of our scholarship winners, Liam DeChick, will be recognized for academic achievement.
- 5. LRS Report** R. Merola reports out. Some members are being terminated, and this can take place if an employee is sick for four years. There are currently some issues being grieved. One is at Montessori for the lack of pay for training. This has moved to stage two.

To do some troubleshooting, please advise members to be cautious about the mandated reporter role. Also, in employee disciplinary interviews, do not walk out. You can remain silent. If you are interviewed, even though you feel like it is not about your own discipline, immediately ask for representation. If your answers could lead to discipline, ask for a representative immediately. P. Bartolotta asks for clarification for mandating reporting. Under NYS law, you only have to mention something if you witness something in your capacity. But, if a member sees something, it is always best to error on the side of caution. There are cards about rights to representation, please take them.

**6. President's Report** – M. Root reports out. M. Root recognizes teachers who made their National Board Certification. They are Renee Valerino, Elizabeth Neeves and Susan Furcinito-Edwards. Congratulations on your hard work. There is a list of comments that were drafted to be presented to the school board (see attached). We have gotten great feedback on the index cards for the contract. We have three more focus groups coming up for the contract. Thanks to all the reps for using the MiniVan application. If you need additional support, please reach out to Nicole Capsello. D. Gilbert asks for a percentage of response. M. Root says 100% is ideal.

Some feedback on your LMT minutes. Please make sure you have the meeting. Make your administrator have the meeting. We need to know if your administrator refuses to meet so we can help. We need to know what the ongoing issues are. There should be a concern listed with some form of resolution within the minutes. If there isn't resolution, then I know it is ongoing. A representative asks about a member paying for a destroyed student telephone. It is clarified that that shouldn't be on teachers. It is mentioned that some concerns are brought up because there is a lack of clarity on whether they are SLT, personnel, or LMT issues, and by having them in the minutes, it is recorded. M. Root clarifies that it is not a place to air personal grievances. Quality of life issues can and should be listed on Labor Management Team minutes. Sometimes, things might be discussed that don't make the minutes. J. Van Doren clarifies to be sure that a person that lodges that specific concern gets personal feedback to the resolution so they don't feel slighted.

The calendar is a point of concern. The district shows STA a calendar draft. We don't negotiate a calendar. We provide an opinion. That being said, we do not work 188 days next year. Currently, if we have another snow day, we would have to return a day via April or June. K. Reed asks about the situation of another snow day, and taking that day from April or June. The decision would be made immediately. B. Washington asks about the guidelines set by the state. It is clarified that student days are mandated, but staff are negotiated. D. Gilbert mentions how some districts take two-hour delays, and how it is not fair. M. Root clarifies that the state is moving to hours in seat time versus days, which benefits us.

Boundaries. As a general rule, do not interact with your students, especially at night. You should not be alone with a student behind a close door. You shouldn't have a student behind your desk in your personal area. If you ever think you may be crossing a line, think about it from the perspective of the parent. Use common sense.

There has been another school shooting. We need to continue pushing forward the correct agenda. M. Krak asks about the video on the 14<sup>th</sup>, and any drills with or without students. M. Root clarifies that from the school safety meeting, T. Ristoff has accumulated 27 pages of questions from the video. The goal is to have concrete, building-specific procedures, and allow buildings to create their own plans. That being said, some buildings are uncomfortable using clear language or even doing drills. Also, some people are in multiple buildings, and these can't be answered at a building level. The district was not pleased with the video. It should have been school-specific. We do work really well with the district safety people. B. Washington mentions that the Armoured One training is much better. It did not have the same effect in some schools.

**7. Don Little- ByLaws Committee** D. Little reports out. Recently the changes were sent out for referencing. Motion to remove "executive vice president" language from the bylaws, B. Washington, Second, D. Gilbert. So moved. Motion to amend article six to remove "building representative" to be replaced with "tenured member," W. Oscarlece, Second, G. Bickett. So moved. Motion to modify the process of voting for the retiree representative from executive board vote to a representative assembly vote, K. Reed, Second, G. Bickett, So moved. People would submit a resume, just like a special election. We are trying to strengthen our relationship with our retirees, and thus let our representatives select the retiree representative, making it more democratic. M. Krak asks about only one retiree being allowed. Only one would be allowed, and they would be voting. W. Scott says the intent is to allow people to compete for the process. It instead has been a dictated position, and we would like a fair, open, and democratic process. P. Tanguay comments that she has been on the executive board for many years. D. Little mentions that there are envelopes with specific applications for fee payers. It is clarified that many people that are fee payers do not know that they are fee payers.

## **8. STA Reports & Updates**

a. Officer's reports and updates- N. Capsello states that rosters for SLOs and Regents providers will allow for 30 days to fix discrepancies. Currently, they are not fixed because in Performance Matters, the district has issues. Wait for an email from T. Moon and/or C. Miller. Anything popping up is not accurate.

Minivan. Currently, it is moving along. Some buildings are completely done. Thank you so much for your work. If you have members that are not on your list, have them fill out a card, and we will fix it. If they are on your list, don't worry about it, the card being filled out should fix it. M. Krak asks about STA providing a staff list. N. Capsello says that with something like an official vote, you get an official list. This is not something that necessitates it. It is asked if cards should be collected as they go, or when finished. Turn in cards when finished. K. Reed asks about reaching out to central office teachers. There is a representative for them, and we will work on checking outliers. P. Bartolotta asks about fee payers showing up. If they sign up, they become members. D. Little clarifies the difference between a fee payer and a due payer. J. Van Doren asks about the fee payer component going to political causes. G. Bickett clarifies that the money is going to negotiations which is a grey area, but it is not technically 'politics.'

EWA's are going out, as are the opt-out lists. The district is in agreement that some non-tenured people will be considered for other positions. Unit 8 members are wondering about the EWA. That won't be out until fall. Some schools are going to extended Thursday. It is at the discretion of the administration whether the Unit 8 member will be a part of the agreement.

The *Backpack Full of Cash* screening is next Thursday. We have pushed it out through many avenues. We will be handing out flyers. We encourage people to attend, and wear your shirt if you go. A day after follows.

P. Bartolotta reports that the samples for the STA website attire can be viewed. Thanks to all that attended the Shamrock Run. We raised over \$100.

W. Scott states the March for our Lives will be at the Everson. It is at noon on Saturday. We will be at STA at 9 am to make signs and enjoy some warm drinks. STA has started a text message alert system. Please join. As of July 1<sup>st</sup>, your insurance will be managed by United. United can change and lower the rate of reimbursement, so they choose to not provide anymore. It is legal. The district is not happy about it and is looking into who our next provider might be. It is recommended to call ahead to your doctors to see if they are covered by United. We are working with the district for a list of doctors, hopefully by the last representative assembly of the year. It is mentioned that the reimbursement rate on counseling is incorrect. It is asked how this will impact those with a flexible spending account, and it shouldn't. It is asked about the deductible for newer hires, and that will remain the same. B. Washington asks about finding a new carrier. It is contractual for one more year. We could come to the table with the district if they find other options.

## **9. Open Forum**

## **10. FYI's**

**Motion to adjourn, D. Gilbert, Second, B. Washington. Meeting adjourned.**