



STA Representative Assembly

January 17, 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

2. Minutes of the December 2017 meeting Motion to accept the December minutes, B Washington, Second, P. Stoner. So moved

3. STA December 2017 Financial Reports G. Bickett reviews the December financials, (see attached). It is clarified that Mr. Mathews has, at most, one final payment. Motion to accept the December financials, M. Warner. Second, D. Little. So moved.

- a. LAP- There will be a monthly LAP update added to the meeting.
- b. Rep Cards with information should be submitted by February.

4. LRS Report- R. Merola reviews the state family leave act. State employees are exempt. We are negotiating it. If we were to bargain for it, we could get a maximum leave of eight weeks leave at 50%. It is funded through a payroll tax. The tax is maxed at \$85 a year in tax. It is asked whether all employees would have to pay this, and they would, but it is not necessarily clear whether all units have to pay the same. It is mentioned that we should survey the membership about interest in the family leave. It is clarified that FMLA can be used for surgery recovery, hospitalization, taking care of sick children or adults, etc. We will find a way to survey the membership about this. FMLA would be administered by the district, and the district would have to follow the state and federal guidelines on it.

Please advise employees that they should not walk out of disciplinary meetings. This could be taken as insubordination. This information will be emailed. It is clarified that when an employee is called in by an administrator, they should have time to ask for representation. It is suggested that a representative always be invited. It is clarified that

if the representative of an employee's choosing is not available, a different representative, or release officer, should be sent in place.

There is clarification with regards to student return to classroom, and if a teacher disagrees. In section 6, B-6 a teacher can petition the Labor Management Team to dialogue with the superintendent. There is question about whether a student's right to education supersedes a staff members right to safety due to the district's inability to address safety. There is no definite answer. It is asked why special education students are exempt, and it is clarified that they aren't, as they can be suspended up to ten days. The district will take action.

5. President's Report – There is an active-shooter training. Contact Samantha at STA if you are interested. It is February 10th at 9 am. It is being put on by a company called Armored One. This is the first in a series of four, and if there is interest, the training will be ramped up.

This is a big year for unions. The Janus case will be heard in February. It is our mission to get union members re-signed before the end of the year. We need to educate our members. See attached facts. We need to retain our membership in order to say the way we are. NYSUT is having a training to knock for door to door contacting. There are stipends attached to this. It is asked whether NYSUT will put out information about Janus. It will be investigated.

It is recommended to create a little, logoed informational note/flyer when a student is written up so that a teacher can see what the union does for them.

The Syracuse Women's March will march in Syracuse on Saturday.

Our Unit Negotiating team has been pretty much created. We would like to have focus groups come together to discuss big issues.

Can a teacher on hall duty be asked to remove a kid? Use your best judgment. Some things are not your job. In some schools, teachers are being asked to do resets and restorative conferences, and if this is the case, there should be some practices established. If you physically can't do this, talk to your administrator.

If your administrators are telling you not to call STA, we need to know. Please get us information, as this is a problem.

It is stated that in major times of strife, like during the last court case, our union actually looks to become informed.

STA Reports & Updates

- a. Officer's reports and updates – EWA schools will have visits during SLT, a union member and a district member. The idea is to cover some ground rules. Also, when EWA's are signed, they should be copied and kept. It is asked why they aren't carbon copied. It will be asked. Why are schools in good standing asked to EWA's? They shouldn't have to. It is stated that they must not be in good standing in some category. We will look into it. It is also asked why the timeframe is February 9th for submitting paperwork. The timeline is short, and everything is due by the end of February so they can do the transfers in March and the hiring in May. Teachers want to know if they are on the list, and what puts them on the list. It is asked if principals are required to tell detailed

information. It should be presented so the staff can make changes, and it should be given to SLT so they can make the SEP plan. It is asked why there aren't more SLT meetings before this bigger required EWA meeting. STA is at the meeting as an observer to make sure the process is followed. The main idea from STA is to make sure there is nothing violating the terms of the contract. We also want to make sure other units sign it. It is asked whether there can be an extension to do it. A building could ask if need be. It is asked if all of the buildings have notified of the SLT meetings, and most have. It is asked if there is a number, or cap, for administrators to deny an EWA employee. It is clarified there must be mutual consent. There is no cap.

Nicole and Greg attended seamless meeting about IEP and CDOS. Go to the website and check for more info and handouts. They do not have to pass the Regents exam, but they do have to attempt. Also, the science lab requirement is 1200 minutes of lab time for students with IEP's. They can then sit for the Regents exams. It is asked how the minutes will be calculated. It is mentioned that there is a section in Eschool for counting minutes.

- b. Bylaws Committee - Don Little – Bylaws continues to meet. We are still hammering out some language.
- c. Shamrock Run - Peter Bartolotta – We will have sales of STA branded things soon. We will also be out at the Shamrock run. We will be giving out tokens for Now & Later as outreach, and also collecting food for St. Patrick's. We need people to see that we are supporting the community. We are also looking to do a food donation for March Madness.

B. Scott – Support group will be next Tuesday. Please reach out to any members that you know might need support. It is warm and welcoming. Also, the district put out a notice on vision. The wording is very confusing. STA Vision is not changing, as your vision is paid to STA and NYSUT. Make sure employees know that they have to enroll in their vision through STA. It is open enrollment. Their payment does not go to vision. Also, if there is a change in job status, let us know. It is asked if agency fee payers get vision, and they do. It is not fair. Great job with the bike giveaway, STA.

R. Merola would like people for the grievance committee from the elementary level.
K. Reed and K. Roesch volunteer.

6. Open Forum –*Is the sick bank only for single people? It is financial. It should not be. We are renegotiating this. The district is being stingy with the days.*

What is the latest date for announced, tenure observations to be done for tenure?
The beginning of May/April. You need to know 45 days before the end of the year whether or not you are being tenured.

For an FMLA Member, who could return 3 weeks prior to the end of school was told no returns with three weeks left. People on a leave have been denied the ability to return. We are looking to grieve this. You can't be told you can't come back. You can return the day you are back. It is only for the year leave when the five-day window goes into affect.

It is then asked if you go on COBRA, then come back, are you a new enrollee? NO. Contractually, Unit I can't have outside door duty but hesitate to say anything as they don't want to get on principal's side. That's ok. It is within the job description.

When we end POMCO in July, do any service providers change? POMCO oversees the private plan. They process the claim. United came into town and bought them. So they have sent out information. POMCO still exists for us. Our plan has not gone away and none of your benefits change, but United may begin to reimburse at a lower rate. You may not be able to go to the same places then. Right now, you still have the same negotiated benefit. If there is an issue, speak with Jennifer Wells downtown. We are going to ask them for an updated list of providers. A physician could conceivably drop. Will we look at self provided plans in negotiating, or is there a chance of paying for a layered plan? Everything is open in negotiation.

People have been missing their planning on ½ day testing in K-8. Many more days have been planned. What to do? LMT and Admin should have building level meetings to discuss this. This should be settled at the building level.

Work load/paperwork requirements have changed and increased without training significantly for special education teachers. This has resulted in: Working without pay, differing feedback, protocol, expectations given to teachers in middle/upper management, and limited teacher voice in the annual CSE meeting. They are working on an MOU with the district that would give special ed teachers compensation. This would be up to the director of special education based on caseload. Amy Evans really wants teachers to have the time to get the paperwork done. This will be signed well before the end of the year.

What happens for students that walk out, and hall monitors falling very far down the street? If a student leaves property, this needs to be an administrative responsibility. This should go to LMT, and building-level protocols. In some buildings, they have established mobile sentry units. M. Root will seek clarification on this.

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