



STA Representative Assembly

September 20, 2017

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: 5:00 pm

Introduction of the Executive Board members.

M. Root mentions the change of procedures. Handouts being referred to will be in the meeting room. Things being taken back to the buildings will be in the main lobby. In this information, included, are some informational tri-folds and some Con-Con magnets to take back.

There is a new calendar posted. If there are events coming up, like parent nights, multi-cultural events, please list them, and STA will share it out.

The open forum has also been moved to the back of the room. This will hopefully allow for less interruption of speakers, but still providing a voice to everyone.

T-shirts are still available. If there are extras, please bring them back. If you have a list of what you need, let us know, or pick them up.

Parliamentarian review of Roberts Rules – D. Little. Each month, we will try to stick to a proper procedure. If we are on a topic, we should stick to the topic.

1. Minutes of the June 2017 meeting: Motion to accept the June 2017 minutes, Second, M. Warner B. McIntosh-Clark. So moved.

2. President's Report: Huge shout-out to Steve Orlando for the new logo. We have many options with this. We are proud of all units, as evidenced by all of them shown in the leaves of the tree.

The Local Action Project was attended, and will be discussed in detail.

We “negotiated” a meeting with the district relating to the amount of days at the end of the year, but everything was already in the contract. Some of these “concessions” included things like calling an administrator, and they are already in the contract.

We are negotiating on behalf of the Montessori teachers. Some teachers are getting paid differently for similar jobs.

The response from Summer Summit was positive. There was a vast number of new attendees; this was a really rich mixing of staff. The Coordinating Committee on Professional Development will look to use this information and develop a Winter PD.

Retiree health-care has been switched without the STA's insight. We were told four hours before the meeting. We asked them to table it, as it violated our contract. They voted for it. It passed. The

board of education has since written a letter of apology. The Superintendent has guaranteed a seat at the table for any RFP's (Request for Proposal) on this. There may be a grievance. B. McIntosh asks if this would be setting a precedent. It is clarified that if the plan doesn't change, or is better, a grievance would cost us money.

A discussion was held about stipends not being received with the superintendent. He was frustrated. They should be paid. It shouldn't happen again.

There will be interviews next week for the LRS position. Jim Mathews has helped us, but he is ready to go back on retirement. We would like to hire by Thanksgiving. The person would need time. J. VanDoren, as a point of clarification, asks if they will be a lawyer. It is stated that they do not need to be a lawyer, but instead a labor leader or specialist. J. VanDoren, as a point of clarification, asks if we are going to a position that can't be a district employee. It is stated that they can, but they would then be hired out of their position.

Release officers have been to about twenty buildings. Patterns and trends have been discussed. As such, special education is a concern. Bussing has also shown to be a recurring problem. Some elementary schools want to add a third day for open-house. The logging of referrals is an issue, and the "We write too many referrals" comments from administrators are a concern. The issues with planning and duty time have been seen as a concern. Release officers meet with the SCSD. J. VanDoren, as a point of clarification, asks if we can we use the word "unencumbered" in front of planning? D. Gilbert, as a point of clarification, asks if these planning can be a team-meeting? It is stated that they are unencumbered. B. Scott states that they can ask for planning time for a group except for during unencumbered time. S. Grad, as a point of clarification, asks, and it is clarified, about the amount of planning time. B. McIntosh Clark, as a point of clarification, asks about unencumbered time being taken, and it is stated that it could be taken, provided you get the full amount of time over five days. C. Reed requests for copies of B. Scott's information.

K. Dorsey is attending the On-Tech charter meeting. Anyone interested in attending or helping him, reach out to him.

Thanks to all for helping your union.

3. **STA July-August 2017 Financial Reports** G. Bickett reports out on the financials, one for June, and one June through August. (see attached). It is clarified on why there are two sets of colored documents. Motion to accept the June 2017 financials, B. McIntosh-Clark Second, J. Horn. So moved. B. McIntosh-Clark as a point of clarification, asks about the cost of the t-shirts, and it is clarified that it will be stated in September. Motion to accept the June-August 2017 financials, D. Little Second, E. Clark. So moved. W. Oscarlece, as a point of clarification, asks about the cost of the Summer Summit. It is clarified that STA paid for the shirts, and the lunch for students, although we have not been billed for that yet.

4. **STA Reports & Updates**

Officer's reports and updates

APPR – Nicole reports out. 1% or less of our district was found to be developing. We have between 10-15 appeals, with more coming in. They are due by Friday at 5:00.

Transition scores are a bit confusing. M. Krak asks how rosters and percentages were applied. It is clarified that a bulk of the issues are of this type. D. Little as a point of clarification, asks about changing rosters. Did other people have this? It is stated that people must have. M. McCarthy as a point of clarification asks about other grades, but the teacher was highly effective, so it can't be appealed. M. McCarthy as a point of clarification, also asks how some schools can have awful scores but still not be labeled as an issue. Nobody understands how people got what they got. Going forward, this is an issue to look at. M. Krak as a point of clarification, asks about those students taking and passing in previous years, and it is clarified that it goes back to roster verification. C. Deluca, as a point of clarification, asks about teachers on TIP plans, and if teachers will still go on them. It is stated that if they are on a TIP plan, and get ineffective or developing, and M. Root, as a point of clarification, states that C. Miller is not putting people that

received transitional scores of effective or highly effective on TIP plans. It is asked what is used to factor the score, and it was the score of the following Regents: Global, US History, Algebra, English, and Living Environment. Also, principals need TIP plans done by Friday.

Non-tenured teachers, on a JUUL plan, should go on assistance plans. They are just re-using the TIP plans. This is incorrect; they should just be on an assistance plan. J. Horn as a point of clarification, asks about observation issues (no observation, observation with no post conference, late observation). We aren't really hearing many of these. C. Reed as a point of clarification, asks about administrators going in months after. It is clarified that it should be no soon than three days, but no later than roughly five to ten days. E. Clark as a point of clarification, asks about when there is no post conference after a long time. It is recommended that you email your administrator and cc the union. If you go in for your post and the scores are not there, it is recommended that you keep track, make sure you get what was said, and don't sign off if anything is wrong. C. Reed as a point of clarification, asks about pre-conferences not being scheduled. It is clarified that an announced observation technically can't take place without a pre-conference. It is clarified that you can request it. L. Sherman asks about the timeframe between the pre-conference and the observation. It is stated that again, it should be roughly five days. J. Horn as a point of clarification, asks for some detailed information for other representatives and members. E. Clark as a point of clarification asks about being observed during non-instructional time. It is stated that you must be observed during instructional time. J. VanDoren as a point of clarification, asks about picture requests, and whether or not that is appropriate. It is clarified that it is part of the initial report to the PAR panel. It goes into a file, not on a bulletin board. D. Little mentions that the topic is no longer germane.

There is a FAQ list of info going out. It will be interesting to see how things change with no more Common Core.

D. Little reports out on the bylaws. We need new members for the bylaws committee. They will go online when all the new committee changes go through.

P. Bartolotta reports out on the Representative cards. Please take one. Take special note on attendance. The stipend comes from attendance at meetings. Please email M. Root if you can't make it, and find a representative to go in your place. The building elections list needs to be clarified. It will be done soon. Please let us know when your building will elect if it has not yet done so. At your schools, please be sure to have accurate notes, as they can be subpoenaed. There were two representative trainings over the summer. We appreciate those who came out. We are looking to see if we can get a half-day release for the superintendent's day for those who still need it. J. Horn, as a point of clarification, asks where minutes should be sent. The can be sent to Meg still, or Pete.

B. Scott welcomes our new representatives. There is a printed copy of the information mentioned about unencumbered planning time. D. Gilbert as a point of clarification, asks about SLT, and if they can agree to it. The SLT would be advised by the association that they are not a bargaining unit. L. Clark as a point of clarification, asks about EWA schools. The duty can be used as planning time, but the unencumbered planning time must still there.

B. Scott then provides clarification about the NY State Constitutional Convention, with talking points to use. There are magnets that were paid for by VOTE-COPE. An open-forum question asks *What can happen to pensions, are only new pensions being eliminated?* All can be eliminated under this. B. McIntosh Clark as a point of clarification, asks about NYSUT pins that are floating around. We will look into it.

B. Scott mentions the clambake, and we are near five hundred people signed up. There is a shirt available.

Under our Local Action Project, we want people to know they are not alone. We are forming a support group for stress and second-hand trauma. NYSUT is interested in how we do with this. It will be solution focused.

B. Washington is the new PAC coordinator for this district. We will be doing Con-con phone calls out of this office. If you are interested, please sign up. This Monday, we will meet with the mayoral candidates, but we will not meet with the republican candidate. Ben Walsh and

Juanita Perez will attend. C. Reed as a point of clarification, asks about extended-time people, and if they can attend. Bernard mentions we will adjust the time. M. McCarthy asks who the republican candidate was. Laura Lavine will not attend.

G. Bickett discusses LAP. We were invited to the NYSUT Local Action Project. We have not participated in it in around fifteen years. It is designed as a way for a local to improve. The local develops a project, and we focus on increasing member engagement and public relations. We are looking to maximize the representative structure. We want at least one representative for every fifteen. We want, ideally, ninety representatives to attend meetings. There will be some events. Next month, we would like chief reps to bring a new rep. We also really want to reward tenured staff. The CNY bike charity will be a focus, as will a March Madness event. We would love to do a Recognition dinner (Representative Recognition). We will use the Minivan Ap as a way to contact people. P. Bartolotta will be bringing the STA newsletter back, and B. Scott will be looking at creating an app. NYSUT has provided feedback, and it has been positive. We may see a slight uptick in dues next year from this. NYSUT seems to be really supportive. J. VanDoren as a point of clarification, asks the type of newsletter, and what it will include. Services are mentioned as something that would be interested.

Nicole Capsello and Michele Krak- Breast Cancer Walk – There is a pink sheet for the event coming up October 15th. Please think about walking in it. We need help designing some shirts. We are looking at doing a penny drive. There will be raffles, like Paul McCartney tickets, gift cards, etc.

- 5. Open Forum –** *Has the contract been published:* It is on the district website under “Staff Relations” and on STA’s as well. It can be printed from either website. You can’t access it unless you are a member.

There is a question about receivership: There will be meetings at schools. State Education wants to take copies of lesson plans, and it is clarified that administration can make copies. It should not be your responsibility.

Staff is concerned about the stipend. Does it get prorated? No.

The code of conduct used to have information about removal and not taking a student back for up to 24 hours, but it is not in there anymore. That is still in our contract. Section 6, Part C states that you can also request a parent conference. There should be an assessment of whether or not they then move on to ISS, not go right back to the class after twenty minutes. D. Little as a point of clarification, mentions that according to Project SAVE, persistently disruptive students should be included.

PD during faculty meetings. They can, it is their time.

Planning done by Literacy Coach. Once a week is too much.

Obligation to check email beyond the work day. No, they have your phone.

Motion to adjourn, M. Warner. Second, D. Little. So moved.

Meeting adjourned.