



**STA Representative Assembly**

**September 18, 2019**

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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 William Scott: 5:00 pm**

Welcome to the chief reps and building reps, new and old.

**2. Motion to approve the minutes from the June 2019 Rep assembly, M. Warner, Second, J. Horn. So moved.**

**3. Reports**

*Change of presenters due to other commitments for 4<sup>th</sup> VP Bernard W. and 1<sup>st</sup> VP Nicole C.*

- **4<sup>th</sup> VP Bernard Washington** – The STA Clambake is coming up soon. The registration will end tomorrow at 5:00 tomorrow (9/19). If you give to VOTE COPE, you will receive a shirt. If you registered and did not receive a response/email, you are not registered. Please see Sam or Audrey to get a correct registration with confirmation.

There will be a book giveaway soon with over 15,000 books to give away in December. We are seeking volunteers and are attempting to track down a location. J. Horn asks about a district location, but it is clarified that sports can be prohibitive. We would like a central location to make it accessible. Henninger will be examined as a possible location.

A teacher at Blodgett has reached out to STA about volunteering at a Soap Box Derby. Thanks to all those who attended the Labor Day march. We had 38 members march in the rain, and our goal is next year to have over 100.

On October 19<sup>th</sup>, we will host a Drivers' Education course. There is a thirty-member limit. It costs \$25. If you do it, please bring your driver's license and a check.

- **1<sup>st</sup> VP Nicole Capsello** – Welcome to the new faces of the executive board. Remind all members to check APPR scores and call if members need to appeal their score. There is hearsay that if a teacher refuses a student into the room, they are responsible for contacting parents and planning re-entry. This is against the contract. If this is happening in your building, reach out to us.
- **Labor Relations Report** – R. Merola reports out. See attached. As always, please review the Labor Relations summary. Going forward, 4:00-5:00 pm everyday will be office hours for R. Merola to discuss negotiations.

Soon, you will be receiving “Know Your Rights” cards. They are to be handed out at the faculty meeting following your receiving of the cards. You are entitled to time after of the faculty meeting. If there are issues with this, reach out to STA. The smaller cards are for educational staff, and the bigger cards include additional information regarding OT/PT. Make sure everyone covered by STA receives one.

In contract negotiations, we are discussing student discipline. One component is in challenging a disciplinary result at the building level. Our proposal is to speed up the timeline and add a face to face meeting with the superintendent or their designee. The district has agreed to everything, except for the face to face meeting. R. Merola asks if this is a necessity. D. Little states that it is important. It has some long-term power if it is used judiciously to keep people on track. R. Merola mentions that we could prepared to hold out for this. M. Krak asks about forming a committee, and R. Merola states that this is being discussed. R. Merola mentions that the high deductible is being negotiated. K. Read asks about renegotiation and how other units feel. It is clarified that all units discuss with each other.

- **Treasurer Rich Rogers** – R. Rogers reports out on the financials, see attached. It is clarified that there is a line for the new legal plan. There is an issue with the PAR line and books being purchased on the wrong budget line, which will be remedied in the next financial report. D. Little asks about payroll tax payment in June, as it is over budget. R. Rogers states it will be investigated. D. Little asks about line 9D being budgeted, and it is clarified. Motion to accept the treasurer’s report, K. Read, Second, J. Horn. So moved. (1 abstention)

The LAP budget has been submitted. The legal plan has promised will days, and we are considering offering it at STA instead of doing it in the buildings. It would take about 15 minutes and it is private, so a staff room might be challenging. The issue is that if we did it at STA, it might not have as many people. D. Little mentions that that when they came here, they promised they would come here. M. Krak mentions the idea of using a cafeteria. It is mentioned that the NYSUT legal team is very accommodating. J. Horn brings up the idea of scheduling specific places with the representatives. It is also clarified that you would receive the paperwork ahead of time so you would not need to have your spouse with you. It appears that STA members what it to take place in the buildings.

- **President’s Report** – STA has had a very busy summer, what with trainings, renovations, LAP, and a district server shutdown. Instead of waiting for a

sidewalk to be installed, we had a buzzer added to the back door. J. Dyer mentioned the concern of not signing in if you went through the back door.

This summer, we launched a Facebook page called Union Hall. It is a place to allow for the answering of questions in a public forum. People like it, but we want people to be aware that though private, it is not totally private. Know that private messages and emails should be used for more personal information. If some posts get too volatile, STA executive board members can step in to moderate. Please help us vet members, as people should be current members or retirees.

The parliamentarian of the association will be William Magnarelli.

The STA has many committees needing staffing. The Grievance, Bylaws, and Elections committees are all needing support. Either let the executive board know, or we will have an election if necessary through nomination. We are looking for representatives from all grade levels. W. Oscarlece asks if existing members will remain, and W. Scott is saying that we are starting from scratch.

This summer, Andy Palotta (NYSUT) and Viri Peterson (AFT) met with W. Scott regarding internal member engagement. Mr. Palotta volunteered to pay for half salary through a Solidarity grant, we can pay W. Magnarelli's salary and benefits. The position will be half day, as released by J. Alicea, for the year. W. Oscarlece asks about the budget paying for this in the future. W. Scott mentions it is paid now, we will revisit it in May, and vote on it in June for the next year.

In October, B. Washington will run a program called "Listen for a Change." The idea here is to contact STA with concerns, and officers will meet relative to topics generated. The goal is to make sure ideas are heard.

We have recently endorsed a group regarding lead issues in our community. Too many of our families are impacted by lead. The point person for the program will speak to our Assembly next month. D. Little mentions having J. Driscoll come in on this, as he is passionate about the topic. W. Scott mentions that the group is looking to build coalition.

D. Little asks if there is an ability to generate an ad hoc committee for renovating schools, with two people committee, to report out to Executive Board, with issues. W. Scott agrees, and work with D. Little to move forward. The resilience from the staff is outstanding. That being said, there are issues in renovated buildings. D. Little mentions the issues at Nottingham, and not being able to speak for the entire buildings concerns to the district. There is an air quality test form that will be made available to staff. M. Krak mentions that we need an independent test, not a test done by the district. J. Horn asks about health concerns in a building that is not being renovated. Bring these concerns to B. Washington. W. Scott mentions that anyone can visit the district health and safety meeting.

- **Second VP William Magnarelli** – W. Magnarelli reports that he is focusing on making sure all members are carded. The district data reports that we have 361 members that are not members. The numbers are currently in flux, but we are currently at 89% membership rate. Thanks to those that have been helping with the process. Please grab your packet and check your list for accuracy.

There is the inner harbor 5K coming up soon. We are a sponsor. Please stop by and wear STA gear and receive a drink on the STA. Also, the Making Strides Breast Cancer Walk will be at OCC, and we are putting a team together. The first thirty people will get a free shirt, and the most successful building will win a happy hour. See W. Magnarelli for more details.

- **Third VP David Shuman** – Thanks so much for representing your buildings. We need election materials from several buildings including: Westside, Corcoran, Dr. King, Adult Education, Johnson Center, the Justice Center, the Refugee Center, and Van Duyn. (Most schools have already submitted this). One representative per 15 members. We are looking at doing a representative training soon. M. Krak asks about Otesaga training, and the 12 slots are full.

**4. Open Forum** There are multiple teachers running classes completely in Spanish. How would PAR observe this? *Nicole is working with PAR to remedy this.*

Independent evaluators are in positions for a long time. *They don't have term limits.*

Will ESS be able to be accessed from home again? *The district is limiting outside district access at this point.*

What do we do if Canvas still doesn't work? *Put in a help desk ticket. If it is not fixed, contact STA.*

There is a concern in not receiving a physical paycheck on the correct contractual day. *This is not acceptable.*

When and if will we be able to see student transcripts in SchoolTool? *The district is looking to see who should have access to what. We will ask.*

There is a question about suspensions, and that to suspend, principals have to call downtown. *We will talk to the Admin union.*

There is concern about admins not allowing referrals or downgrading them in SchoolTools. *It will be closely monitored.*

It is asked who is in charge of SchoolTools. *Tim Moon.*

Could we ask people to silence cell phones during the call to order going forward. *It will be done going forward.*

What do we do about TA shortage? *There is a difference of opinion with special education administration with regards to delegating teacher assistants. We will clarify.*

There is a question about student attendance data in renovated buildings. *There is discussion about the issues with attendance reporting in our district.*

There is concern over transporting students to school. *You cannot be asked or expected to bring students to school.*

Why are retirees on the Union Hall Facebook page? *They are allowed on the page.*

What budget line paid for the wall to be filled in. *It was paid for out of W. Scott's pocket and the work was done by W. Scott and R. Rogers.*

**5. FYI's** Mental Health First Aid will be offered to members by T. Little at the STA office on October 19<sup>th</sup>.

If you have a question about NYSTRS, ask D. Little.

On Helpdesk, there is a tab that shows what is currently running, what is up, and what is down.

Motion to adjourn, D. Little. Second, P. Bartolotta. Meeting adjourned.