



## **STA Representative Assembly**

**December 19th, 2018**

### **Minutes**

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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 Megan Root: 5:00 pm**

**2. Minutes of the November 2018 meeting** Motion to approve the minutes of November, B. Washington. Second, M. McCarthy . So moved.

**3. LRS Report** Negotiation proposals have been drafted. The district response for financial info took far longer than anticipated, so we are a little behind in getting salary components set.

There have been several grievances filed. The ELT Receivership Grievance, surrounding the stipend allocation for ELT schools was denied, and although it would have been a clear win in arbitration, we elected to not move to stage three in grievance. It is clarified that the language of the document will change. The transfer grievances revolve around the building transfer for discipline as opposed to need. We have moved onto appeal for one of these. There was a grievance filed on the thirty-year stipend, saying it would be conferred at the end of the thirtieth step. This is false, as we only have twenty-five steps. We have won that, and if there are any veteran teachers, they should be made aware of this. There is a grievance for unit seven relating to superintendent's conference day related to an incorrect training opportunity. There is clarification that staff are to watch their videos on unencumbered planning time. It asked about staff without unencumbered planning time, and we will look to negotiate this. M. Root clarifies that unit 8 and 7 should have had specific days for this.

There have been a multitude of disciplinary hearings. There is currently one 3020A hearing undergoing with a pending resolution. If people are put

on administrative leave and need to attend a meeting, tell members to let someone at STA know immediately.

**4. President's Report** M. Root describes the concern with willful blindness. We, as people, do not tend to step in we see something, and instead operate on the diffusion of responsibility. Margaret Heffernan has delivered many TED talks on the power of small changes. We as teachers, struggle with being willfully blind. We ignore behaviors. We tolerate. Last week, the staff of Huntington came forward to speak up to talk about behavior to the school board. But, we are tired of waiting for results. We need to speak out, not in complaining, but in solution. The superintendent wants to know, and wants to help. We are asking to become willfully aware. The hope is to have one school present to the school board each month. STA will help. There is power in numbers. Staff, students, retirees, etc. The hope is to keep the momentum going. If, each month, a mass of people show up, this can't be ignored. We need to be collective. Force the board to be willfully aware.

A. Stroman speaks on the Huntington experience at the board. The situation came around a teacher where one side of a difficult situation was provided. Huntington got fired up in a constructive way to deal with what is best for the kids. There was a presentation on changing and revamping a leveled support system with supports and academics. At the podium, with everyone behind you, the presentation is moving. We have to lead a charge. It was passionate, but we need to better, and we need resources. We knew that we were doing the right thing. It was great. It is great for the staff.

M. Root mentions that School Board work sessions are conversational. Please, come and talk, as they are desperate for feedback.

**5. STA November 2018 Financial Reports:** J. Pompo reports out on the current year financial audit and report (see attached). It is clarified that Pompo provides an opinion on the financial statements of STA. It was a "good," "clean" audit. The bookkeeping is mentioned as being well done. "The organization is in great shape." It is clarified that the STA and the building cooperation are two separate entities, where one is an asset of thirty thousand and one is a liability of thirty thousand, so they cancel each other out. There are some investments in the range of five hundred and sixty five thousand dollar range. This is classified as a "safe" amount, and no changes are recommended. There is a discrepancy mentioned in salary over previous years, as some back pay was sent to the former president. There was a net increase of roughly two hundred twenty five thousand dollars over the last year. The revenue exceeded the expenses. There are additional notes detailed in the document that detail specifics of various transactions, fees, gains, etc.

G. Bickett reports out on the STA quarterly report, (see attached). Library subscriptions were incurred as a significant cost, but we are trying to make sure that we are receiving a viable product. One company overcharged us for a basket at the clambake, and we have since received a refund. Also, the teamsters have received three payments due to the fall of the payments in the month. Additionally, several events this

month, like a donation to the Kirkpark cheerleaders, various events at STA, are shown. Congratulations to the Kirkpark cheerleaders for placing third nationally on their trip.

G. Bickett reports out on the STA benefit fund, (see attached).

There was a question of the administration cost of the benefit fund being transferred monthly to the main account. Working the benefit fund is a daily task. We have since stopped the transfer, as we want to see the appropriate amount, if any to put into the main account to administer the benefit fund.

G. Bickett reports out on the STA building fund, (see attached).

Most of the components of the move are detailed in this account. The termination of the phone and Internet account is included. Shutters for the office manager are included, as are the cost of the movers. Various office supplies are included. It is clarified that both floors are running off separate meters for power.

G. Bickett reports out on the teachers' trust, (see attached). Motion to accept the financial report for December, B. Washington, Second, N. Capsello. So moved.

## 6. STA Reports & Updates

N. Capsello reports out. There is an updated list for union membership going out. Please email Nichole with any questions. The district is giving us until December 31. It is asked whether we should tell administration that non-members are not our problem. It is clarified to instead use it as a tool to try to get them to join. We currently have three hundred people that aren't signed which equates to a significant amount of lost dues revenue. People on leave should not be worried about. M. Warner mentions that a lot of people assume that they are automatically a member.

D. Little states that the bylaws committee will meet in the first two weeks of the New Year relative to address change and elections. It is also noted that the elections committee needs additional members.

P. Bartolotta thanks those that contributed to the newsletter. The district is promoting service day in January. Buildings appear to be doing services projects around MLK day. Please send any of these activities along.

B. Scott states reps should have received decals that are static cling stickers, and reusable. Hand them out. This Saturday is the bicycle giveaway event at Fowler. Please sign up. It appears to be a big turnout. The doors open at 10. Please get there are 8 or 8:30 to get a shirt and become oriented. We will also hand out reflector lights and light refreshments. Students are made aware from the district.

B. Washington discusses share tables and how they can be done at a school cafeteria. It is clarified that it will also be put out on the listserv.

## 7. Open Forum

*There are concerns about the quality of subs, as they seem to be disregarding plans. Are there a set of expectations?* They are required to have a bachelor's degree. They are trained. We will bring it up at problem solving. We will look into it.

*There are students that are violent and gang-affiliated coming to our school. Are there any talks of starting a true alternative school?*

*Teachers are tired of it. Teachers are working in an unsafe environment.* There is an “Alternative Education Committee.” There are talks of a STEAM building, and renovating the CT, but at a cost of seventy million dollars, this is not feasible. The recommendation is for teachers to press charges. D. Little mentions that there is no code of conduct bill of rights for victims. Hearing findings allow perpetrators back to continually violate victims.

*Teachers are still being asked to administer medication.* This was discussed at problem solving, and will be revisited. This is a consistent problem for some buildings.

*There is concern about no evaluation system for the peer-evaluators. There should be a mechanism for feedback for administrators.* There is a survey that STA puts out.

*Some administrators are asking teachers to use their duty-free time to plan.* Unencumbered time is not to be used.

*Administrators are sending emails from TeachScope.* It is asked that they follow up with a detailed email.

*When teachers call for sentries and receive critiques on their classroom management, this is an issue.* This will be addressed.

*Classes are over capacity at the elementary level.*

*Teachers are receiving inequitable stipends for MCL, coaching, 1/6<sup>th</sup> period, etc. and they are not doing what they are expected.* The district’s stand is that some staff is better equipped to teach these classes. It will be discussed with district administration.

*Teachers are refusing to give lesson plans to CT teachers.* This will be addressed.

*Teacher assistants that are administrator friends are getting teaching courses that they are not qualified.* This will be brought up with Human Resources.

## **8. FYI’s**

Motion to adjourn, B. Washington. Second, J. VanDoren. Meeting adjourned.