

# Monroe 2 - BOCES Teachers' Association

## Executive Committee

Agenda for 11/1/23

**Officers:** Mary Etta Chorbajian, Heather Case, Kim Stephenson, Melissa Pound, Chris Gold, Tiffany Feldman

**Representatives:** Leigh Nenni, Dave Shalke, Katie Carmina, Laura McNally, Jim Jewel, Felicia Robinson, Andy Fowler

**Coordinators:** Grace Keegan, Jennifer Montanino, Carrie McKain, Catherine Jackson

**NYSUT:** Jason Cooney

**Absent:**

1. Review To-Do List
2. Open portion of meeting
  - i. Coordinator updates (see public relations for upcoming events)
  - ii. Basic Negotiation Updates - Timeline and Mandatory Negotiation Items
  - iii. Contract Review
  - iv. Open Forum - Q & A
3. Coordinator Updates
  - a. Membership
  - b. Treasurer
  - c. Political Action
    - i. Vote Cope Meeting held October 18
  - d. Public Relations
    - i. Breast Cancer Walk was 22nd of October
    - ii. November 9th-member get together at McColley's
    - iii. Remember to wear you B2UP gear on Wednesdays
  - e. Action Committee
    - i. Apparel Sale
    - ii. Buttons
4. Negotiations
  - a. Pre-Negotiations committee work is finished
  - b. Next steps
5. Member Contract Questions and Open Forum
6. Selection Committee
  - a. Had a meeting - received a proposal from Admin to discuss Selection Committee

7. APPR Committee

- a. Still have not met and there isn't a date scheduled yet for the meeting.
- b. Melissa has a copy of the books related to APPR
- c. Question about changes to the dates of announced and unannounced observations - we gave admin more time to be more beneficial to our members then wouldn't be rushed to get in timeframe.

8. Teacher Liaison

- a. Meeting on November 7
- b. MOA about subbing - related services and teachers being paid to sub as a SBA in classrooms
  - i. Follow Up meeting about how subs are placed with Upper Administration on November 2
- c. Conference request form - changed the form and now it is 2 forms instead of 1, used to be put in what you already paid up front - the form is very confusing and does not have directions on the form like the past forms used to. Difficulty determining how to route it.
- d. Process of purchasing is complicated - certain programs have multiple supervisors and are getting different information from purchasing and the supervisor
  - i. In many cases because of limitations with purchasing, we often wind up spending more than necessary.
  - ii. Melissa to ask either Steve Rawling or Wendy to come to the meeting in order to discuss these issues.
  - iii. Can we advocate for Amazon to be a vendor
  - iv. Most staff members do not have access to a list of approved vendors

9. MCFT

- a. Information from ED 5/6 meeting - no information to share with us. More information about Vote COPE and elections.

10. Newsletter

- a. Sent out October 20 Newsletter
  - i. Had information about Vote COPE, Subbing, new people, Jim spotlight. NYSTRS retirement system.
- b. Next one will be in February

11. Supervisor Monthly Meetings - to foster relationships with Supervisors to help minimize surprises - reassigned see list START OCTOBER

- a. Make sure to at least give Melissa and Kim heads up on information

12. BOCES Board Meeting Updates

- a. October update - no one was able to attend.
- b. November meeting - Mary Etta still planning on attending.

13. Open forum

- a. Email Joe Kelly to see if there will be a Union member on the hiring committee for a new Director
- b. Melissa and Mary Etta going to next NYSTRS meeting
- c. Non-tenured staff members who are having 2 supervisors for their APPR - one doing one observation and the other doing the 2nd observation. (Kim to check with our APPR book that both announced observations should be the same Supervisor).
- d. Heather- awards recognition - we have a lot of awards for staff members still doing Amazon gift cards. Mostly newer staff.
- e. Dave- do we need to FOIL personal contracts for Admin and when does this need to be done by? Ask Jason when we need to FOIL by? Can we request before we open negotiations?
- f. Andy - with so many concerns about space- should we have someone on the union be on the district space committee? Andy heard that BOCES is looking at actual real estate due to accessibility issues
- g. Melissa will be participating in the violence in the workplace committee

14. CADET rights - tenured teachers do not have to answer questions during a potentially disciplinary meeting. Civil services employees and nurses are not protected by this. If you are repping someone is that is tenured they are able to invoke CADET rights if they feel the meeting is moving towards potentially disciplinary actions. The meeting ends at that point in time. Member could still be disciplined via outside information. If the information they receive indicates you are culpable they can still go through with progressive disciplinary actions. Most times administration does not share reasons for meeting beforehand.

15. If someone is not tenured recommend giving minimal answers- anything you say will be put into the write-up document. Our job during meetings are to listen, take notes, and make sure their rights are protected. More difficult for non-tenured people as disciplinary action can effect tenure.

- a. Recommend meeting with person prior to the meeting to see if they have any indication of what the meeting is about.
- b. Always remember the meetings are confidential and you cannot say anything outside of Union presidents.

- c. Typically have 2 people go to every meeting so that you can debrief about the meeting.
- d. May and June tend to be more prevalent issues requiring repping.

Next Meeting November 15, 2023