

Monroe 2 - BOCES Teachers' Association

Executive Committee

Agenda for 5/21/2025

Officers: Dave Shalke, Heather Case, Kim Stephenson, Melissa Pound, Chris Gold, Tiffany Feldman

Representatives: Katie Carmina, Laura McNally, Andy Fowler, Mark Straub, Amanda Bianchi

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

NYSUT: Jason Cooney

Absent: Mark, Chris

TO DO	WHO IS RESPONSIBLE	COMPLETED/FOLLOW UP
APR Minutes on Website/FB New Contract on Website/FB	Kate Kim	
Board Meeting Sign Up ☰ 24-25 Board Meetings	Executive Board	
Mark and Amanda's Pictures	Jen	
Payroll deduction MOA for VOTE COPE	Kim	Karen from MCFT is reaching out to NYSUT to assist with routing information so we can get payroll deduction

ONGOING ITEMS	
MOAs-inform members when any new MOAs are signed	Kim, Melissa, Heather

1. Review To-Do List
2. Coordinator Updates
 - a. Membership - waiting on 3 new people
 - i. List of retirees - Laura Maxon, Tom Noto, Lisa Steen
 - ii. Still have random aide from a different district on NYSUT list that Jen is trying to get removed from our list
 - b. Treasurer - absent
 - c. Political Action -
 - i. No Vote Cope - maybe will have payroll set up for next year
 - ii. Cell phone ban - Tom Schulte is determining how it will be rolled out in BOCES for next school year
 - d. Public Relations
 - i. Happy hour - June 5th at Blue barn again? Try to collect money for cancer walk
 - e. Action Committee
 - i. No updates
3. Negotiations Update
 - a. See open forum for paid parental leave information from RA
4. Selection Committee
 - a. April 22 and May 20 meeting cancelled
5. APPR Committee
 - a. Several workshops at the Representative Assembly about how to move forward
 - b. Committee is getting together in early June to discuss proceeding to change the 3012d to 3012e guidelines
6. Teacher Liaison - Met on 4-30-25
 - a. APPR - Heather Malone's Caseload - John supposed to be doing tenured people. Suzanne supposed to be working on people who are non-tenured
 - b. Related Chair Positions - 0.2 FTE next year then re-evaluate
 - c. Work from Home Policy - not ready to discuss it , on agenda for next year
 - d. Instructional Specialist - Curriculum Stipend - now adds on to duties. Used to get stipend will discuss at next meeting
 - e. Supervisors not responding to emails -

- f. Dress Code - BOCES 4 Science - there's no dress policy and people should not be written up for wearing jeans.
- 7. MCFT - 5/14/25
 - a. Now have a shared folder of Monroe County Districts contracts, MOAs, summary of changes in latest negotiations
 - b. 2026 Legislative Forum - looking more towards Happy Hour in February, used to be a breakfast at RIT
 - c. June 10 - Local Finance Zoom
 - i. Encourage executive board to join and learn - helps with accountability
 - d. Workplace Violence Meeting
 - i. Can have members send you a copy of form, but can't make them
 - ii. Some districts meet monthly with Safety Committee to review reports and update form to gain more information before the year is up - helps to stay on top of things
 - iii. Cannot tell members to fill out form and submit to us, but can suggest they submit form to us
 - iv. Kim and Melissa meeting with Safety Committee tomorrow
 - e. Representative Assembly will be in Albany next year - 1st weekend in May, NYC following year → DC, then back to Rochester
 - f. VOTE-COPE - Karen (MCFT) is helping us get a contact for our payroll to get this set up
 - g. RASHP Consortium
 - i. Many districts are starting to switch to high deductible for base plan
 - 1. 54% met deductible
 - 2. 7% made it to max out of pocket
 - h. STEPS - BOCES 1 will share documents - they have started negotiations
 - i. Head Concern Legislation - will there be a or is there a policy?
- 8. WPV training with Jason
 - a. May 12th at Westview 2:45-3:45/3:45-4:45
 - i. Had about 15 people show up between both unions
 - b. May 22 - Annual WPV Review Committee Meeting
- 9. Newsletter
 - a. Carrie completed and sent out to members
- 10. Supervisor Monthly Meetings - to foster relationships with
 - a. Make sure to at least give Melissa and Kim heads up on information

- 11. BOCES Board Meeting Updates - none
- 12. Monthly Membership Meetings - no updates
- 13. Open Forum
 - a. BOCES Leadership Dinner Meeting
 - i. Wayne Finger Lakes, BOCES 1 & BOCES 2 are invited - all units that NYSUT supports
 - ii. Challenges Across All BOCES
 - 1. Staffing and Retention
 - 2. Misuse of Restorative Practices (Lack of Discipline)
 - 3. Union Haters - Administration
 - 4. Lack of support for new instructors
 - 5. Lack of support for students who need different programs
 - 6. Leadership Pipeline - lack of people interested in Executive Council
 - 7. Understanding cost of CTE
 - 8. Work from Home - If good for Admin, good for others
 - 9. Increasing Membership Numbers and Knowledge of what is going on
 - iii. Completed an activity to be solution focused - good thing to do with our membership
 - b. CTE Foundation Aid - just approved from \$30,000 to \$60,000 and will happen over the next 3-4 years
 - c. Summer Conference - August 11-13
 - i. Chautauqua Lake, Harbor Hotel - information will come out this week or next
 - ii. Theme: Meeting the Moment
 - d. Representative Assembly
 - i. Paid Parental Leave
 - 1. [Elmira Teachers Association](#) (page 21-22), [North Shore Schools, Ogdensburg](#), and OEA/UFT are the 4 districts in NYS that currently have it in their contract
 - a. Can't go into negotiations without pay stories
 - i. Compare and contrast men vs. women at retirement sick days they have taken
 - ii. Cost it out

- iii. Swap FMLA paid days to Parental Leave Paid days
 - iv. New hires and those opted in gave up "x" amount of days to get paid leave
 - v. Tenure issue
 - vi. Loss of income
 - vii. Young members feel valued - shows that their life and baby life matters, loyalty to district
 - viii. Recruitment and retain incentive
 - ii. [Health Care Powerpoint](#)
 - iii. [Internet-Enabled Device Restrictions in NYS Schools \(Cell Phone Ban\) Fact Sheet](#)
- e. Election Results
 - i. TRS - Melissa Pound (Delegate) - unanimous yes (14 votes)
 - ii. Executive Board Votes
 - 1. President: Kim Stephenson (134 votes) and Melissa Pound (136 votes)
 - 2. Corresponding Secretary - Heather Case (138 votes)
 - 3. Representatives: Andy Fowler (118 Votes), Laura McNally (111 votes), Katie Carmina (93 votes), Darlene Miulski (46 votes, and Jim Payne (30 votes)
 - 4. Political Action Chair - Grace Keegan (139 votes)
 - 5. Technology Chair - Kate Jackson (139 votes)

Next Meeting 6/4/2025