

# Monroe 2 - BOCES Teachers' Association

## Executive Committee

Agenda for 11/20/2024

**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:** Tiffany, Mark, Carrie

1. Visitors - one from RBERN and CTE to see if they would like to join our union, neither one showed
  - a. As we move forward we need to have more of a discussion of who is invited and if that person is a good fit for the entire organization, not just one department
  - b. Invite for a visit, then Board will have a discussion to accept person onto the Board at a different time with a majority vote, not personal decision based, evidence decision based
2. Review To-Do List
3. Coordinator Updates
  - a. Membership
    - i. No welcome/swag bags
    - ii. NYSUT page is very slow at updating the site on their end to add or remove these people
    - iii. Chris gave Jen a list of members we are being charged for by NYSUT, but shouldn't be - Jen will confirm the changes needed and we should receive refunds
    - iv. Can we have substitute be part of the union if they are hired full time and receiving benefits from BOCES?
      1. Need to check Constitution, By-Laws, and Contract - yes they can be a member of our unit
  - b. Treasurer
    - i. Had an expense from CATS for employee recognition envelopes with our logo on them for \$150
    - ii. Audit Committee is formed, will meet in December to go over the books at RTP
    - iii. Not ordering checks until we need to due to the name change

- iv. Dave needs to go with Chris to add his name to the account
- c. Political Action
  - i. January we will focus on VOTE-COPE and send out the flyers and sign ups
  - ii. Next happy hour have a sign up and promotion to get people to join VOTE-COPE
- d. Public Relations
  - i. Happy Hour - had about 25 people show up, staff was amazing, many compliments about the space
- e. Action Committee
  - i. Apparel Sale - new vendor? Another one?
    - 1. Check with Tina how Faculty Council is able to keep their apparel sale open all year
    - 2. Do we want a different logo? Andy will develop something for December meeting to vote on
- 4. Negotiations Update
  - a. Raise should go into effect in Nov 22nd paycheck and retroactive to September
  - b. Following paycheck will include ESY retroactive pay
  - c. Please check the raises to be sure they are accurate, if not, please reach out to Anne Johnson for clarification - bringing up this at Liaison
- 5. Selection Committee
  - a. Further clarification on the proposal with answers to our questions since last meeting
    - i. Administration is looking to have a meeting in January with Teachers and Related Services separately to explain the proposed changes with a vote to see if it passes
    - ii. Union brought up that this may not be the best time to propose this with the low morale and lack of trust with the new administrators. New administrators have not built trust, new supervisors taking over Related Services, how will employees trust the process?
  - b. If people feel their department is not following the Selection Process, they are to bring it to the Union and/or Selection Committee - this will be added to the Exceptional Children Handbook and sent out on one of Kerry Macko's Friday Updates
  - c. Next meeting is 12/17
- 6. APPR Committee
  - a. Still waiting for SED for guidelines

- b. 8 years to develop the plan and has to be approved by the state to utilize the plans, if changed
- c. Portal probably won't open until March due to public comment
- d. Current process stays in place until SED opens portal for approved changes
- e. BOOST is a new program to utilize it, this year is a choice to choose old way or the BOOST way

#### 7. Teacher Liaison

- a. Morale continues to be an issue and getting worse
  - i. CTE wrote letter to Dr. Putnam regarding issues and concerns specifically at CTE and it was presented to liaison at last meeting
    - 1. Dr. Putnam scheduled a problem solving meeting at CTE in December to talk about things brought about in this letter
  - ii. Advising different people in Exceptional Children to do the same - that way others are being heard, and not just from the Union
  - iii. Seems Dr. Putnam wants to prioritize a list of what to fix now and address step by step
- b. Upper admin not present or helpful
- c. Can we have substitute be part of the union if they are hired full time and receiving benefits from BOCES?
- d. When will stipends be retro that have already been paid?
- e. School Tool Training for Discipline Reports
- f. Medically Fragile Name - changed name, where is MOA, details, etc.

#### 8. MCFT

- a. Negotiations chairs
- b. First Educators of Colored Conference - December 7 & 8
  - i. Taking a bus to Albany
  - ii. Cost is \$225 - includes hotel, registration, transportation, keynote speaker, t-shirt, events
- c. Heidi Miller - new Director of Rochester Regional Office
  - i. No one from MCFT was asked to be on the hiring committee - MCFT board went to Albany office to voice the displeasure - from now on, someone will have a voice in those hirings
- d. NYSUT is looking at NYS Consortium for Health Care

#### 9. Newsletter

- a. Sent out

10. Supervisor Monthly Meetings - to foster relationships with Supervisors to help minimize surprises - reassigned see list START OCTOBER
  - a. Please make sure that you are sending meeting notes either email or interoffice to our Union Office at RTP
11. BOCES Board Meeting Updates
  - a. Health Insurance will go up 14% in January
  - b. Audit Presentation - everything seemed pretty good
    - i. Deficit in Special A Fund due to Preschool
    - ii. CWD is moving in the right direction
    - iii. Retirement has plenty in reserve
    - iv. 50% increase in regional summer school - because of changes to tests
  - c. O&M and B2UP contracts were approved
  - d. Discussion regarding regionalization - Dr. Putnum doesn't seem worried
  - e. Space Updates
    - i. O&M - waiting on being signed by end of October for the building next to CTE to be built - if not signed would have to start over with the time
    - ii. Want to find a place for Exceptional Children so we are not in districts as much as we are - condensing
      1. Looking at RTP, Canal Ponds, and Regency Oaks
      2. Want to lease, not buy
12. Monthly Membership Meetings
  - a. Need to send out a reminder weekly/monthly
  - b. Melissa and Kim will send out the agenda prior to then bring back to us with the notes
13. Open Forum
  - a. After each election, one At Large Representative will be selected and approved as the grievance coordinator.
    - i. Dave Nominated Andy, Melissa Second
    - ii. All in Favor, Vote: unanimous by the group that is here
  - b. Faculty Council - need a representative to attend these meetings from the B2UP Executive Board - Amanda Bianchi
  - c. CTE MOA -
    - i. Staff will get paid \$25 for half day and \$50 for full day with administration approval
    - ii. Question - what happens for the singleton classes where they can't combine with another class?

1. Instructional Specialist can cover daily - however, they will be relieved of job responsibilities when covering
- iii. Question - What happens when classes are combined?
  1. Same process, they will be compensated for half day vs. full day
- iv. Very similar to the Exceptional Children MOA for subbing
- d. Faculty Meeting
  - i. Meeting lasted 20 minutes
  - ii. Feedback
    1. Many felt they were scolded
    2. Weren't given examples of what is going on
    3. Felt that Kerry threatened to leave if we cannot be kind to one another

Next Meeting 12/18/2024