

Amityville Teachers' Association Legislative Council

**Regular Monthly Meeting
Held Virtually through Zoom**

November 2, 2022, 2022 at 4:00pm

Meeting Minutes

ATA CONTRACT 2018-2021

Presiding: Nakia Wolfe

Recording Secretary: Tina Smith

Council Members Present:

		Present	Not Present
Nakia Wolfe	ATA President	x	
Francis O'Brien	ATA VP/NYSUT & AFT	x	
Matt Greiss	ATA VP/Grievances	x	
Tina Smith	ATA Recording Secretary	x	
George Alexander	ATA Treasurer	x	
Maria Lievano	NE BVP	x	
Theresa McCormack	NE ABVP	x	
Nancy Davi-Ortiz	NW BVP	x	
Lydia Robinson	NW ABVP	x	
Paul Grasso	PAMES BVP	x	
Billy Maisel	PAMES ABVP	x	
Stacey Bura	PAMES ABVP	x	
Kelly Ann Wilson	MS BVP		x
Renee Silon	MS ABVP	x	
Margot Howard	HS BVP	x	
Janine Sarlo	HS ABVP	x	
Sandra Whitney	HS ABVP	x	
Christina Aversano	HS ABVP	x	
Kristina Komsic	LAP	x	

Kathleen Thorn	LAP	x	
Nancy Davi-Ortiz	Suffolk's Edge Chairperson	x	
Beatriz Offitto	NYSUT/AFT delegate	x	
Lydia Robinson	Elections Chairperson	x	
Michael Greco	Health & Safety Chairperson	x	
Hank Carpenter	RTA President		x

Minutes:

This meeting was called to order at: 4:02pm.

Nakia Wolfe made a motion, 2nd by Nancy.Finizio, to approve the of October 12, 2022. Without discussion, the minutes were approved 16-0-0.

PRESIDENT'S REMARKS:

The negotiations main team has met to begin the negotiations conversation. The next meeting of this main team is November 14. The district-wide negotiation team met on October 31; and they discussed some elements for negotiations.

Treasurer's Report:

1. Please inform George Alexander when new teachers are hired to the building.
2. Rent will be over budget this year, but it will not affect dues.

Old Business:

1. Morale: There is a continuing conversation to improve each building's morale.
2. Substitutes: This item is in consistent conversations with district administration.

New Business:

Negotiations and morale are high in The ATA's priorities in conversations with administration.

BUILDING CONCERNS:

Please note that updates from any past concerns discussed at an EC meeting will be located on EC MINUTES ONLY.

High School:

Past Concerns:

Date originally presented	Concern	Update
9/14/22	There is great concern about not assigning six classes to teachers to address the need for instruction and student coverage.	<p><u>1st Update 10/12/22:</u> There is no update at this time. Nakia said that scheduling will remain an EC Agenda item.</p> <p><u>2nd Update 11/2/22:</u> The sixth class teachers have been identified and they will be Board approved shortly. Subs are still covering regents classes.</p>
9/14/22	There is no Special Education Coordinator in the HS. School psychologists are performing the roles of the Special Education Coordinator	<p><u>1st Update 10/12/22:</u> There is no update at this time.</p> <p><u>2nd Update 11/2/22:</u> This remains a concern.</p>
10/12/22	Class sizes are very large.	<p><u>1st Update 11/2/22:</u> The classes have started to be divided up, but many classes are still oversized.</p>

New Concerns:

1. Ms. Stephens is looking into addressing the needs of students in need of home instruction.
2. There have been inconsistencies with payroll. There are some teachers that have not been paid at all; some teachers who did not get the appropriate amount of insurance money deducted, some teachers with flex benefits issues, etc. Some remedies were more immediate than others; and some discrepancies have yet to be solved. **This will be an EC agenda item issue.**
3. There are inconsistencies with walk-throughs. It is only a concern with one administrator. It is creating a difficult work environment. Every walk through should not be a write up. **This will be an EC agenda item issue.**

Middle School:

Past Concerns:

Date originally	Concern	Update
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presented		
9/14/22	<p>A Math chairperson, a SS chairperson, and a Science chairperson do not exist in the building. Ms. Hutcherson said there is no money for grade level leaders or lead teachers, but Nakia will check into this statement. Buildings should have either chairpersons or lead or grade level teachers. Administrators should NOT be holding these positions.</p>	<p><u>1st Update 10/12/22:</u> Interviews are in progress. Ms. Hutcherson said lead teachers will not be hired.</p> <p><u>2nd update 11/2/22:</u> The duties that were previously taken on by chairpersons are now being taken on by teachers with no compensation. There have been no chairpersons for two years. The AP said there will be no additional hirings of these positions. This will become an EC agenda item.</p>
9/14/22	<p>Detention: Teachers are concerned how it will be assigned.</p> <p>Referral return time There is concern that the referral process has a long return time. Ms. Hutcherson will look into a digital referral form.</p>	<p><u>1st Update 10/12/22:</u> A referral process is in place.</p>
9/14/22	<p>The start time for the Empire program will not change, according to Ms. Hutcherson. And, she noted that students will go to extra help until the program begins.</p>	<p><u>1st Update 11/12/22:</u> There is no update at this time.</p>
9/14/22	<p>Ms. Hutcherson will be calling in teachers for excessive absences.</p>	<p><u>1st Update 10/12/22:</u> There is no update at this time.</p>
10/12/22	<p>Parking lot concerns: The parking lot has been shut down due to safety issues. Teachers requested security. Ms. Hutcherson is against parking on the street. Towing can't happen if someone is parked legally. Nakia is recommending that she open the Smith street gate to allow for traffic flow.</p>	<p><u>1st Update 11/2/22:</u> There is no update at this time. Teachers are parking in spots they can find; sometimes Ms. Hutcherson asks them to move their car. This will be an EC agenda item.</p>
10/12/22	<p>Special Education classes are not distributed appropriately. There are more Special Education students than there are General Education students.</p>	<p><u>1st Update 11/2/22:</u> Administration is working on this, but the student/teacher ratio is still not appropriate.</p>

10/12/22	Teachers are overwhelmed with PLC forms. A digital copy has been requested and not received.	<u>1st Update 11/2/22:</u> There is no update at this time.
10/12/22	Coverages remain an issue. Teachers are covering during their lunch. Coverages should be by department first then by duty.	<u>1st Update 11/2/22:</u> Nakia is directing members that any time that any member covers a homeroom and has an additional prep coverage that day, they need to submit for payment for full coverage for both.

New Concerns:

1. Some IEPs are not finalized from the 2021-2022 school year. Teachers are not comfortable signing the Chapter 408 Memorandum and Acknowledgement forms because they cannot view these documents.
2. Teachers are feeling overwhelmed with coverages and the fact that there are no available bench substitutes . **This will be discussed at the next EC Meeting.**

PAMES

Past Concerns:

Date originally presented	Concern	Update
9/14/22	After school busing concerns: Mr. Plaia mentioned that he would look into having teachers be paid for their time after the 2:30 dismissal time.	<u>1st Update 10/12/22:</u> Mr. Plaia has said that by Oct. 19th it will be rectified via Board Approval. <u>2nd Update 11/2/22:</u> This issue is resolved.
9/14/22	There are not enough Chrome books for each class. Mr. Plaia's response is to share chrome books. Mr. Quinn is also short on chromebooks.	<u>1st Update 10/12/22:</u> There is no update at this time.
9/14/22	Class sizes: The third grade ICT class is at 21 with 10 IEP students. Most class sizes in third grade are 16-17 students. This concern was shared with administration at the end of last school year. The ATA has shared concerns regarding class size and lack of classes	<u>1st Update 10/12/22:</u> There is no update at this time. Currently, the class has 11 Special Education students with IEPs and 10 general education students. Nakia asked that Ms. Bura keep him updated as to the addition of any students to her classroom. <u>2nd Update 11/2/22:</u>

	to accommodate the large numbers of students and needs.	This issue is resolved.
9/14/22	There is still no Special Education Coordinator. The school psychologist has been asked to assume some of the roles. Nakia is asking that the school psychologist document all responsibilities that are not within her scope of responsibilities	<u>1st Update 10/12/22:</u> There is no update at this time. <u>2nd Update 11/2/22:</u> There is no update at this time.

New Concerns:

1. No contractual issues
2. The Board of Elections have, in the past, destroyed the gym floors. A request was made to put down a tarp to protect the floor. This was brought to the attention of Mr. Plaia; and he sent an email to the district about these concerns.

Northwest:

Past Concerns:

Date originally presented	Concern	Update
10/12/22	AIS has consistently been canceled. There remains no sign up sheet to cover these classes for teachers to get paid for these coverages. Nakia asked for a record of the amount of times that AIS, ENL, and any support services have been canceled this school year. He also asked for the amount of times teachers have been asked to cover during their prep or their lunch.	<u>1st Update 11/2/22:</u> The concern remains the same. Services are still getting canceled. Substitutes are limited. Teachers have been asked to sign up to cover during their preparation times. Nakia recommends that NW School create a running record of services that are canceled: dates, services, etc.
10/12/22	There have been an overload of meetings in the morning. Nakia reminded LC that meetings can only be scheduled every other day.	<u>1st Update 11/2/22:</u> Ms. Hyland will work on these meeting schedules. Training and PD cannot be added onto the weekly meetings. Extra help is not considered a "meeting."

	<p>If the administrator directs you to attend the meeting, you must do so. At this point, please let your building rep know as it is a contractual violation and it can be grieved.</p> <p>This does not include committee meetings since participation on these committees is voluntary.</p>	
10/12/22	<p>There are currently 65 ATA members at NW. What is the number to appoint an additional BVP? Nakia will look into this option.</p>	<p><u>1st Update 11/2/22:</u> NW is at 66 members currently. Three members are split with another building. The by-laws state that buildings with 65-69 members will have two BVP's. There will be an election for this second BVP position.</p>

New Concerns:

1. Observations for the 2021-2022 school year have not been distributed. End of year evaluations have not been distributed for the 2021-2022 school year. In the event that an End of the Year evaluation has not been distributed in a timely manner and when the teacher receives this evaluation late, the ATA will advocate for the member on the grounds that we cannot improve if timely feedback is not given.

If an administrator wants to conduct a post observation and they don't give the member a draft of the score or the narrative prior to this conversation, the member should ask them for it. If they don't give it to the member, the member should inform the administrator that they are willing to have a post observation conversation only when they give this narrative to them before the post observation conversation. It is a grievable offense to withhold the post observation narrative/score .

2. MLP hasn't been updated since mid-May. When will this be updated? Nakia shared that when the new secretary for Dr. Lange took over, it wasn't initially communicated that this was her responsibility. It has since been communicated with Barbara Hunt, and she is back tracking to update each MLP account. This will take time, but if you have any questions please reach out to Barbara Hunt or Dr. Lange.
3. Parking Lots: People are still parking in the mud. Nakia said they are interviewing architects to address this concern.
The district is responsible for providing parking. This is provided. There is also parking near the school. The district is not failing their obligation to provide parking. The district is working on improving the NW parking situation. This is not a contractual issue.

Mike Greco updated the team about this parking situation: Fred and Mike offered to see if the village would allow the district to use the paved parking lot at the ball field. Mike is waiting for a response from the village.

Northeast:

Past Concerns:

None

New Concerns:

No contractual issues

There is a lack of PD's available for our grade level. Dr. Collins will post some PD's for her school, but she may have to waive the 30 day rule. This will be an EC agenda item issue.

Reports:

Vice President/ Grievances report:

1. From 9/14/22:

We are currently in step three of a grievance relating to the involuntary transfer of a teacher. We are awaiting the opportunity to present our case to the school board which must be done by the next board meeting, or the district will be out of compliance with our contractual grievance procedures.

10/12/22 UPDATE: The district is out of compliance. The ATA is looking into what to do next. We are looking into filing a perp case.

11/2/22 UPDATE: The ATA is scheduled to present, at Step 3, to the BOE, on November 16.

2. From 9/14/22:

This grievance relates to a teacher being entitled to receive pay while out of work from injuries sustained by an assault from a student. We are in step two of a grievance, awaiting a decision by the superintendent, which was to come by September 21st, otherwise we can begin the process to step three.

10/12/22 UPDATE: The BOE will hear our concerns regarding this grievance.

11/2/22 UPDATE: The ATA is scheduled to present, at Step 3, to the BOE, on November 16.

3. From 9/14/22:

There is a grievance with the district with regard to the accrual of sick days. We get **TEN sick days and TWO personal days**. There was a discrepancy regarding when these days are accrued. There has never been a past practice in this district to not accrue your days on day ONE of the school year.

10/12/22 UPDATE: A grievance was filed. All new hires of the ATA DID NOT receive their sick days at the beginning of this school year. Moving forward, new hires will accrue sick days one per month. It is Nakia's understanding that this is not the case for non-new hires. The district is making the case that this is the rule for new hires. This is in discussion.

This grievance will codify language in our contract.

11/2/22 UPDATE: As of today, the ATA is officially at step 3 with this grievance.

4. The ATA filed a grievance regarding SALARY STATEMENTS. All teachers have not been given their salary statements. This grievance is at a Step 1 level.

Vice President: NYSUT/AFT

1. Student debt forgiveness plan is accepting applications.
2. [NYSUT ENDORSEMENTS](#)

LAP:

The ATA raised \$1,600 for The American Cancer Society.

August	New Teacher Luncheon Back to School Bash : Some backpacks are left. Let your building rep know if you know a student in need.
September	Meeting

October	<p>Breast Cancer Kick Off OCT 14 at Carney's at 2:30: \$5 donation at the door, raffles</p> <p>Apple Festival OCT. 1</p> <p>Breast Cancer Walk OCT. 16 9-12pm at Amityville Beach : \$5 to participate</p> <p>Homecoming Festival: OCT 1</p> <p>Homecoming Parade OCT.1 Parade is at noon</p>
November	<p>American Education Week</p> <p>Marc Engler Memorial Scholarship Fundraiser</p> <p>Police/Fire Department- Cookie Platter Thanksgiving</p> <p>Nov. 18: Chris LaMarco fundraiser at Carney's</p>
December	<p>APTC Holiday Sing Along</p>
January	<p>Mid-Winter Blues Happy Hour</p>
February	
March	<p>Kiwanis Spring Social</p>
April	<p>Autism Awareness Kick-Off</p> <p>Autism Fundraiser</p>
May	<p>Autism Walk</p> <p>Tentative Tenure Celebration</p> <p>Teacher Appreciation Week</p>
June	<p>June : Awards Night</p>

	June : End of Year Party at Captain Bill's in Bayshore, NY
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Other discussion:

None

Negotiations:

Nothing to report.

Suffolk's Edge:

Daniel Ruggiero has been replaced, but no additional information is known.

Elections:

1. The ATA will look into moving to an electronic elections process
2. The ATA will be adding another BVP for NW.

APTC:

The APTC is working on fundraising to help schools. The next fundraiser is November 15 from 6-9pm at the Dairy Queen in Massapequa.

The raffle this month is a \$100 gift card to Shoprite. Nakia will send this information out on REMIND.

Contributions:

Nothing to report

Mentoring Program:

Nothing to report

Correspondence:

American Cancer Society: We received a request and The ATA is looking into donating via NYSUT.

Health & Safety:

- Many of the schools are having some phone issues that are being worked on. The issue is supply of new phones to replace the non working existing ones. Building and room numbers were given to Fred. He also advised the individual Health & Safety reps to add a tech ticket for each room so that there is a record in the tech department.
- There are some parking issues in multiple buildings. Fred and Mike offered to speak with the Amityville village about temporary parking in the parking lot next to NW. The lot shares a fence and is no more of a walk to the building than Park Ave when they walk from the back to the front.

- All other issues are being taken care of by the building custodial staff. The “Acting” Head Custodian at NE was brought up to speed and is beginning to take care of issues that have been a problem since last year.

The Health & Safety Committee met October 27.

The next Health & Safety meeting is December 8th.

There was no meeting in November because of the various days off and holidays.

Sick Bank

NOTE TO MEMBERS: There is a distinction between the sick bank and donation of sick days. Donations of **sick bank days must be voted on by ATA members.**

An ATA member can request a donation of sick days independently, outside of the sick bank. This request must then be approved by the BOE. **An independent donation of sick days does not have to be voted on by ATA members.**

Bereavement/Condolences:

The process remains the same.

Building reps should share information with Nakia and then Nakia will share with George.

Communication/Website/Social Media/Facebook/Twitter

This year’s main project will be to create and maintain a website and social media site. The purpose of this website is to maintain updated communication in real time. This work is in progress.

Matt and Nakia are working on creating a website for the ATA through google sites. The plan is to have this completed by the end of the school year. This will also serve as our social media platform.

The new ATA website will be launched sometime in October.

Matt and Nakia are requesting pictures of events throughout the year.

Suggestions are welcomed!

LC Members: Please send pictures to Matt Greiss or Tina Smith so that your photo can be represented on the website.

The MINUTES section of our website will have ONE GENERIC password to enter this section.

A flier will be distributed soon to share information about the website.

Retiree Chapter

Nothing to report

The next Legislative Council Meeting will be December 1, 2022 at 4:00pm. This will be a virtual meeting unless otherwise noted.

The next Executive Council meeting is November 22, 2022 at 4:00pm in the Park Ave BoardRoom.

The meeting was adjourned at 5:14pm.

Respectfully Submitted,

Tina Smith

Recording Secretary
The Amityville Teachers' Association