

**Amityville Teachers' Association**  
**Executive Council Meeting**  
**Location: PARK AVE NORTH BoardRoom**  
**October 18, 2022 at 4:00 pm**  
**Minutes**

**Presiding: Nakia Wolfe (ATA President)**

**Recording Secretary: Tina Smith**

**Attendance:**

<b>Executive Council Member</b>	<b>District Role</b>	<b>Present</b>	<b>Absent</b>
Dr. Fale	Superintendent	x	
Dr. Lange	Assistant Superintendent for Curriculum & Instruction	x	
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 Recording Secretary for this meeting	x	
Nancy Davi-Ortiz	NW BVP	x	
Paul Grasso	PAMES BVP	x	
Kelly Ann Wilson	MS BVP		x
Renee Silon	MS ABVP	x	
Margot Howard	HS BVP	x	

## Minutes:

Dr. Fale began the meeting by thanking our union for all we do!

### **OLD BUSINESS:**

#### 1. Coverage Pay:

The ATA worked with administration to offer coverage pay for substitutes needed.

January 18, 2022	<b>Coverage pay is being denied (at PAMES &amp; NW) for subbing when an ICT teacher is out (at PAMES)</b> Dr. Lange will follow up with Ms. Hyland and Dr. Martin to start the process to move forward with coverage pay as soon as possible. The rate will be \$43.44 per hour.
March 17, 2022	Nakia shared that there was discussion about options to help with lack of sub concern: One option is securing ATA members that are willing to cover preps This is not being offered to our ATA members, especially on the elementary level. It appears to have been taken care of at the central office, but it hasn't translated to the building level.  Dr. Fale and Dr. Lange will follow up with Dr. Martin, Ms. Hyland, and Mr. Paternostro.
May 20, 2022	There is no update at this time.
September 15, 2022	AIS, Special Ed, and ELL services will

	<p>not be canceled under any circumstances. Grant money allows for five permanent subs per building. Dr. Lange inquired why secondary teachers are paid for coverage but elementary teachers are not.</p> <p>Nakia stated that coverage pay for elementary schools was never a common practice in the district. AIS, Special Ed, and ELL services have been canceled at unprecedented rates in the last several years.</p> <p>Dr. Lange and Nakia will meet to discuss this concern.</p>
October 18, 2022	<b>This issue is resolved.</b>

## 2. **Parking at NW:**

Some parking was removed due to the construction of the Kindergarten wing.

Administrative Response	
May 20, 2022	The District Administration will look into options for parking lots.
June 14, 2022	Dr. Fale will ask Mr. Metzger to create a diagram of the potential plan. This plan will need to be Board approved.
September 15, 2022	<p>Dr. Fale shared that when we met in Spring, we discussed expanding the parking lot. In order to make this happen, the district would need to hire an architectural designer. It is more involved than was first thought. There are many considerations.</p> <p>An option is a gravel-like substance. The district is in the process of interviewing architectural</p>

	firms. It will be one of their first projects.
October 18, 2022	There is no update at this time.

### 3. **Morale:**

Morale has been fluctuating in recent years, mostly in the secondary schools due to subs and behaviors. Remedies have been tried. Most of the HighSchool and much of the Middle School did not know what they were teaching until the beginning of the school year. Then, schedules continued to change in the beginning of the year.

Staff are feeling undervalued because, for example, they had no time to plan for the start of the school year. Dr. Lange shared that the district invested much time to learn and understand the concerns and needs of the secondary level teachers.

## **NEW BUSINESS:**

### 1. **Morale:**

- a. Much of the morale issues for this school year include some residual from last year. This start to this year placed staff members at a low morale rate.

Administrative Response	
September 15, 2022	<p>Dr. Fale asked what the district can do to help. Nakia stated that much is currently being tried. He mentioned that there is a good foundation for listening and growth at the high school. There is much collaboration in the H.S. currently.</p> <p>In the future, student and teacher schedules will be completed by June. Nakia noted that the ATA is grateful for all the efforts that the</p>

	administration has put forth (cheering , bags, etc).
October 18, 2022	<p>Morale (brand new curriculum, excess of meetings, class sizes)</p> <p>~Some buildings have felt a change in positivity. There are many initiatives taking place that have many meetings attached to them; and this is overwhelming. We want to be mindful of burning teachers out, especially in upper grades. Teachers are extremely upset and overwhelmed with the class sizes, schedules, meetings, checklists, spreadsheets, etc. Dr Lange is working on schedules of more than 30, but there are very few. Dr Fale does not want to excess teachers in order to hire those that need to fill our needs.</p> <p>~Matt spoke about lack of equitability in terms of how supervisors “supervise” their teachers.</p> <p>~Going forward all ENL classes need to be looked at for appropriate regulation practices. Matt asked for the micromanaging and abundant walk throughs to be minimized because it's adding to stress at high school. Dr Fale agreed to look into it.</p> <p>~Response timeliness of supervisors- Dr Fale said if no email response, then call or text your administrator.</p>

## 2. Coverages

In the Middle School, Homerooms exist and staff have had to cover Homeroom class. Nakia suggested an extended first period to include Homeroom.

Staff would like to eliminate congestion in the hallway and the Homeroom period adds to that transition congestion.

Administrative Response	
September 15, 2022	<p>The district will work on a solution.</p> <p>The district is also working on problems with staff lateness and absences because this also has an effect on coverage.</p>
October 18, 2022	<p>In the Middle School and in the High School, teachers are being asked to cover homerooms, for various reasons. In the ATA contract, you can be asked up to ten times to cover before you can say no, all these are paid. Homeroom coverages are not included. One solution could be not having homeroom with first period classes.</p>

### **3. Schedules, Class sizes, ICT and Special Ed**

Last year, there were concerns about maximizing classes. 50/50 is a concern. There was discussion regarding the district's limitations in these classes.

Administrative Response	
September 15, 2022	<p>The district will investigate this concern.</p>
October 18, 2022	<p>Dr. Fale wants to change the ratio to 60/40 instead of 50/50. The third grade ICT needs to change as the current ratio</p>

	class roster is 11 (SE)/ 10 (General Education). Nakia will provide ratios for disparity.
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**4. Consolidation of roles and responsibilities**

There is a concern that some buildings do not have Special Education Coordinators. In those situations where this position has not been filled, some of the responsibilities of the role have been absorbed by the school psychologist.

It is suggested that the district develop definitions of staff titles.

Administrative Response	
September 15, 2022	The district will investigate this concern and confirm Special Education grade level leaders or building leaders.
October 18, 2022	The district is looking to fill positions left by co-chairs. Math and SS will be filled in November. The science position remains open; but there is conversation about implementing grade level leaders instead of chairpersons.

**5. District Chromebooks;**

They have been purchased and are en route. There are no available chromebook supplies in the district. Any staff member who does not have one should inform their building principals.

There is a concern that some assessments, ie. iReady, may not be completed due to lack of chromebooks.

Administrative Response	
September 15, 2022	Dr. Lange will investigate this concern.
October 18, 2022	There is no update at this time.

**6. Late bus payment:**

One building principal has promised payment for bus duty. A posting has not been distributed for this duty as of yet.

Administrative Response	
September 15, 2022	Dr. Lange will investigate this concern.
October 18, 2022	Teachers applied for after school compensation at Park Ave School. There has been no compensation for teachers as of yet. The district indicated that this will be approved at the November 9 BOE meeting.

**7. Empire program:**

**MIDDLE SCHOOL ISSUE:**

There is a gap between dismissal time and the start of the Empire Program. The Middle School is asking to start the program earlier because students are displaced until the start of the Empire Program. At the MS, last year the program started at 3pm. Students involved in the Empire Program were told to attend extra help or clubs during the in between time. This puts a strain on the extra help or club sessions.



Administrative Response	
March 17, 2022	As soon as Mrs. Hutcherson returns, central administration and building administration will collaborate to solve this problem.
May 20, 2022	There is no update at this point.
June 14, 2022	These students will go to a club or extra help for this year. This process will be revised for next year.
September 15, 2022	The Empire Program at the MS has strict attendance rules for qualifying for the funds. The district is working on correcting this concern.
October 18, 2022	There is no update at this time.

### **NEW BUSINESS:**

1. Professional Development vs. Training  
Everything the district offers on MLP is Professional Development, not training.  
All afterschool are categorized as either Professional Development hours (through MLP) or hours you are paid for through other district work.
2. Extra help will be modeled the same way as high school.
3. Leaders of tomorrow Site Coordinator postings  
Administration certification requirement  
An administrator must be assigned to a building.
4. My Learning Plan  
Meetings are not being added to teacher MLP records.  
Professional Development hours have not been listed from conference days  
Dr Lange will speak to Barbara Hunt about it.
5. Lesson Plans (PAMES)

An item in the ATA LC minutes under PAMES concerns.

Lesson plans will be discussed within the new lesson plan committee.

Mr. Plaia agreed to approve of already written SAVVAS and REVEAL plans, but requested social studies and science lesson plans.

This discussion will be followed up at the next LC.

6. Concerns about AIS at the High School were shared.

As shared at the October 12, 2022 LC Meeting: AIS is not a preparation class. Lessons are being prepared. The ATA has argued that AIS should be a prep.

7. Vacant sections at the Middle School have been covered/taught for more than 30 days. These salaries will be covered.

8. Department chairs

Two department chairpersons positions have been filled and they will be approved at the November 9 BOE Meeting.

9. The ATA is requesting curriculum writing for classes without curriculum (Research class at MS, FACS, STEAM)

Resources and programs are being reviewed currently.

We have a FACS curriculum at the State Ed website.

The Research class is being taught in the High School gym in the Fall semester under Capstone.

10. Sixth class pay at High school for coverages that have been ongoing since the beginning of the year

Matt will provide names of teachers to be compensated.

Matt asked about a social studies teacher teaching a science lab. Dr Lange said teacher will be compensated and was concerned that an uncertified (science) teacher was placed in the class

11. Attendance and salary statements- Dr Fale will look into it.

12. Seniority list- Nakia will provide a list that is in the ATA possession to move things along.

## **DISTRICT CONCERNS/COMMENTS:**

Attendance and lateness- The district and the ATA are open to discussing different ways of solving the absentee issue.

**The next Executive Council Meeting is Tuesday, November 22, 2022.**

**The location will be in the Park Ave Board Room unless otherwise notified.**