

Amityville Teachers' Association

Executive Council Meeting

Location: PARK AVE NORTH BoardRoom

November 22, 2022 at 4:00 pm

Minutes

Presiding: Nakia Wolfe (ATA President)

Recording Secretary: Tina Smith

Attendance:

| Executive Council Member | District Role | Present | Absent |
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| 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:

OLD BUSINESS:

1. Parking at NW:

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

| Administrative Response | |
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| 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 | 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. An option is a gravel-like substance. The district is in the process of interviewing architectural firms. It will be one of their first projects. |
| October 18, 2022 | There is no update at this time. |

2. Grade Level Leaders (Middle School Issue)

There is no grade level leader for Science.

| Administrative Response | |
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| November 22, 2022 | The district is holding off on this position. |

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| | The acting dean assumes the responsibilities of the science chairperson position. |
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3.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 | |
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| 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 administration has put forth (cheering , bags, etc).</p> |
| 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</p> |

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| | <p>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> |
| November 22, 2022 | There was no additional conversation at this time. |

4. 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 | |
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| 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 | In the Middle School, teachers are being asked to cover homerooms, for various reasons. In the ATA contract, you can be |

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| | 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. |
| November 22, 2022 | There is no update at this time. |

5.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.

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| Administrative Response | |
| September 15, 2022 | The district will investigate this concern. |
| October 18, 2022 | 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 class roster is 11 (SE)/ 10 (General Education). Nakia will provide ratios for disparity. |
| November 22, 2022 | There is no update at this time. |

6. 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.

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| Administrative Response |
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| 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. |
| | There is no update at this time. |

7. 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 | |
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| September 15, 2022 | Dr. Lange will investigate this concern. |
| October 18, 2022 | There is no update at this time. |

8. 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 | |
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| September 15, 2022 | Dr. Lange will investigate this concern. |

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| 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 9th BOE meeting. |

9. 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 | |
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| 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. |

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| 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 offerings 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. Leaders of Tomorrow Rollout:
 - For the 21st century program, the teachers would distribute packets to students, and then the students would submit the packets to the main office. The classroom teachers had no interaction with the 21st Century program. But with LOT, the classroom teachers were asked to fill out the forms for the students about which programs they were joining. This was done at the end of the day.

This is the responsibility of the site coordinator.

There was a conversation with the administration.

The administration understood and stated that any help from the teachers was appreciated.

When students went to LOT, the information was not filled out and the students were sent back to the teachers to fill the information out even though it was stated that it was not the teacher responsibility.

The district was working against a timeline.

The Empire Program grant was lost because follow through did not happen. Dr. Lange wrote a new grant. This is a competitive grant, and we were awarded it but they didn't award the money.

The procedures and rollout were untimely and disorganized.

The ATA will continue to have conversations that encourage members to be a resource to the after school programs. The ATA asked for a respectful timeline for us to be able to help the program launch and succeed.

Dr. Lange apologizes for this disorganization.

The second rollout will be happening soon.

The district will send out a detailed posting for LOT teacher needs.

5. My Learning Plan

- Meetings that teachers have attended 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 updating MLP. Barbara has been entering these hours and it will take a while to catch it all up on MLP.

6. 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.

7. 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 preparation period.

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

9. Department chairs

Two department chairpersons positions have been filled.

10. 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.
- Dr. Lange spoke to Lynn and they are getting the research. The district is in the process of purchasing the STREAM curriculum. This will be a purchase vs. a modification, ie. in PAMES. Nakia asked what the teachers should be doing until the curriculum is purchased. The new curriculum must go through the CAC. In the meantime, the current instruction is being taken from the internet.

11. Sixth class pay at the 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 course. Dr. Lange said the teacher will be compensated; and she was concerned that an uncertified teacher was placed in the class.

- If the teacher was held responsible for the normal duties of a teacher, then they will be compensated for the sixth class. The teacher needs to show evidence of lesson planning, etc.
12. Attendance and salary statements- Dr Fale will look into it.
- This impacts our members.
 - Teachers need to know their salary so they can verify their paychecks.
 - We need to know our sick bank numbers in order to join the sick bank.
13. Seniority List- Nakia will provide a list that is in the ATA possession to move things along.
14. Payroll/salary statements and attendance :
- Every two weeks at least one person is left off the payroll with our salaried employees. Sometimes checks are cut, and sometimes members are told to wait until the next pay period. Nakia is concerned that in order for these teachers to have received their salaried paycheck, HE needed to reach out to the district to facilitate these checks being distributed.
 - The explanation for this nonpayment has not been satisfactory to the ATA.
 - There seems to be a disconnect between payroll and HR when these situations arise.
15. Response timeliness of supervisors
- For classroom teachers, when they need anything from a supervisor (concern, student discipline, etc), there are times when teachers do not get a response from the administrator.
 - The District recommends that if there is a delayed response from an administrator, the teacher should reach out to the principal's secretary for a meeting or response.

DISTRICT CONCERNS/COMMENTS:

The Professional Development committee did an amazing job with their work. The PD is rich and robust and relevant. Dr Lange asks that when the PD committee attends the faculty meetings, please welcome them and seriously consider the options they will share.

**The next Executive Council Meeting is Tuesday, December 20, 2022.
The location will be in the Park Ave Board Room unless otherwise notified.**