

Amityville Teachers' Association
Executive Council Meeting
Location: PARK AVE NORTH BoardRoom
May 20, 2022 at 4:00 pm

Minutes

Presiding: Nakia Wolfe (ATA President)

Recording Secretary: Tina Smith

Attendance:

Executive Council Member	District Role	Present	Absent
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
Yvette Carmen	NE BVP	x	
Nancy Davi-Ortiz	NW BVP	x	
Paul Grasso	PAMES BVP	x	
Kelly Ann Wilson	MS BVP		x
Margot Howard	HS BVP	x	

Minutes:

OLD BUSINESS:

1. Coverage Pay:

Administrative Response

January 18, 2022	<p>Coverage pay is being denied (at PAMES & NW) for subbing when an ICT teacher is out (at PAMES)</p> <p>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.</p>
March 17, 2022	<p>Nakia shared that there was discussion about options to help with lack of sub concern:</p> <p>One option is securing ATA members that are willing to cover preps</p> <p>This offer is not happening 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.</p> <p>Dr. Fale and Dr. Lange will follow up with Dr. Martin, Ms. Hyland, and Mr. Paternostro.</p>
May 20, 2022	There is no update at this time.

2. HIGH SCHOOL ISSUE: Teachers are not receiving pay within an appropriate timeline. Carolyn Stone is not responding to emails. Nakia recommends that members should inform Nakia about their services, dates of service and amount of money missing in pay. This item was first addressed at the ATA LC on 1/5/22.

Administrative Response	
March 17, 2022	<p>Dr. Lange shared that Carolyn Stone indicated that there is a two week lag in payments due to processing . She also mentioned that they are receiving time sheets from many months ago so that adds to the lag in payments as well. The district is working on creating</p>

	a digital timesheet submission process.
May 20, 2022	There is no update at this time.

3. MIDDLE SCHOOL ISSUE: There is no end of the day bell schedule, which there is no end of day time for students. There have been discrepancies with dismissal times. This issue was first brought up at the ATA LC on 9/15/21.

Administrative Response	
March 17, 2022	Administration will discuss this situation with the building administration.
May 20, 2022	There is no update at this time.

4. HIGH SCHOOL/MIDDLE SCHOOL ISSUE: Home instruction: there is still miscommunication about procedures. It appears that teachers are not getting first right of refusal. The BVP is asking for this procedure to be in writing by the Central Administration. Nakia advised that we seek out documentation that teachers are not getting first choice.

Administrative Response	
March 17, 2022	Dr. Lange said that parents have been asking for home instruction to be facilitated during the day. Dr. Lange will create a document detailing the procedures for the first right of refusal to go to the teachers. If a parent requests for their child's tutoring to be done during the day then the tutoring session has to go to an iTutor. Dr. Lange will also include procedures for making up hours, no show situations, and cancellations.
May 20, 2022	This issue is resolved.

5. MIDDLE SCHOOL ISSUE: Advisory block concerns: There is no work being shared for these advisory blocks. If work is shared for these blocks, it is minutes before the advisory time. This issue was first brought up at the ATA LC on 11/13/22.

Administrative Response	
March 17, 2022	Building administration will work on implementing activities during the advisory blocks.
May 20, 2022	This is a work in progress.

6. 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.

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.

NEW BUSINESS:

1. Involuntary transfers

There is an understanding that it might be necessary for the district to make these decisions. The expectation is that the district will have these conversations with the individual.

2. Communication and morale

Communication in the district has not been ideal. There isn't an understanding of who to send an email to and what content gets sent to which staff member. Dr. Fale indicated that the starting point of communication should be the principal. The principal should forward it appropriately. If the sender does not receive a reply, they should call the department or staff member to follow up. The district will create a chain of command document to outline district contact persons and departments.

3. Safety

There are safety concerns at the Middle School and at the High School. This adds to low teacher morale.

The Ruler Program will be implemented and it will improve safety and building culture over time.

There is also an administrator on each floor in the MS and HS.

The ATA suggested more administrator presence in these buildings.

The district will consider more security at the MS and HS.

4. Arrival and dismissal

There have been many conversations about teachers staying beyond dismissal daily. Dr. Lange suggested considering fluid staff scheduling for arrival and dismissal times.

5. Parking at NW

Some parking was removed due to the construction of the Kindergarten wing. The District Administration will look into options for parking lots.

6. Scheduling inquiries

Dr. Lange is responsible for advanced scheduling; and district administration will be working on scheduling with building administrators.

7. Calendar review

The ATA suggested indicating all district events on the calendar for each agency (ATA, APTC, district, individual buildings, etc.) Dr. Lange invited the ATA to attend the "conflict resolution" meeting to review calendar dates.

8. Contractual graduate and in-service courses: approvals/denials, in-person/virtual

Dr. Lange is working on a process to save the actions as she approves and denies courses.

9. Substitutes

The ATA asked if there is anything on OLAS for permanent subs. Dr. Lange said that there are many full time positions on OLAS. Applicants will potentially be offered bench sub positions from these postings and interviews. The district will consider benefit packages for subs.

10. Payroll/payroll communications

Any payroll communications that are not responsive should be forwarded to Dr. Dragone.

11. Licensed mental health care workers

The licensed mental health counselor is a position that became available through The Cares Act. The ATA asked where the mental health counselor would fall in the ATA contract. Dr. Lange said that they are in the guidance department.

12. Administrative Chairpersons

This issue will be resolved between the LRS, the district attorneys, and the ATA attorneys. The current chairperson positions would be eliminated.

13. Behavioral Concerns:

There are concerns in some buildings regarding behavioral protocol, consequences, and follow through regarding behaviors. Dr. Lange suggested a review of the Code of Conduct and how we can implement consistencies with expectations throughout buildings.

Other Concerns:

None

DISTRICT CONCERNS/COMMENTS:

None

The next Executive Council Meeting will be held on Tuesday, June 14, 2022 at 4pm.

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