

Amityville Teachers' Association
Executive Council Meeting
Location: PARK AVE NORTH BoardRoom
September 15, 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	
Maria Lievano	NE BVP	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. Coverage Pay:

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

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 is not being offered to our ATA members, especially on the elementary level.</p> <p>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.
September 15, 2022	<p>AIS, Special Ed, and ELL services will not be cancelled under any circumstances.</p> <p>Grant money allows for five permanent subs per building.</p>

	<p>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 cancelled at unprecedented rates in the last several years.</p> <p>Dr. Lange and Nakia will meet to discuss this concern.</p>
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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 firms. It will be one of their first projects.</p>

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 High School 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 administration has put forth (cheering , bags, etc).</p>

2. Teacher-supervisor interactions

Professionalism should be foremost as staff and administrators interact.

3. Timelines: transfers, building assignments, schedule development

The district has a plan to accomplish this in a timely fashion.

4. Sick day accrual

The practice in Amityville, for at least 24 years, has been that when teachers start the school year all of their sick days and personal days exist on **DAY ONE**. Dr. Fale agreed. The teacher contract states that teachers will be given ten sick days per year. Dr. Fale stated that these sick days should be FRONTLOADED and language should exist in the contract to that effect. Moving forward, sick days and personal days will be accrued on Day ONE.

Nakia mentioned that the ATA would like clarification on the statement EXCESSIVE absences. This should be defined in the ATA Contract.

5. 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>

6. 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. The district will investigate this concern.

7. 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.

8. District policies and communication of said policies

District policies are available on the district website.

9. 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. Dr. Lange will investigate this concern.

10. Late bus payment:

One building principal has promised payment for bus duty. A posting has not been distributed for this duty as of yet. Dr. Lange will investigate this concern.

11. 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.

12. SAVVAS:

The piloted programs must be used with fidelity with all components.

There is a district ADOPTION OF FOUNDATIONS from K-3.

The district is in the process of defining the AIS plan for the district. Once a student has demonstrated failure in a core subject area, the district is required to provide AIS. Tier 1, 2, and 3 will be clearly defined in this plan.

NEW BUSINESS:

None

Other Concerns:

None

DISTRICT CONCERNS/COMMENTS:

The next Executive Council Meeting is TBd.

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