

Amityville Teachers' Association Legislative Council

**Regular Monthly Meeting
Held Virtually through Zoom**

October 12, 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: 4:06 pm.

Nakia Wolfe made a motion, 2nd by Nancy.Finizio, to approve the of September 14, 2022.. Without discussion, the minutes were approved 17-0-0.

Nakia Wolfe made a motion, 2nd by Paul Grasso, to approve the of September 15, 2022. Without discussion, the minutes were approved 12-0-0.

PRESIDENT'S REMARKS:

1. The negotiations team has been selected The negotiations team consists of :
NakiaWolfe (ATA President)
Matt Greiss (ATA Vice President)
Frank O'Brien (ATA Vice President)
Lisa Iannotta (Northeast)
Hilda Brown (Northwest School)
Brian Wishin (PAMES)
Beatriz Offitto (Middle School)
Margot Howard (High School)
2. For the building level negotiations teams, there must be a representative from every department. Our new contract must represent all facets of our union. It must also allow everyone an opportunity to share and provide input towards negotiating this next contract.
3. Nakia would like to encourage all members to understand the chain of command for the union and for your buildings' support.

Treasurer's Report:

Nothing to report

Old Business:

1. Lack of substitute teachers and a teacher shortage continues to impact us.
2. Every building should have a plan to mitigate consequences due to the lack of substitutes available in each building, especially with regard to support services.

New Business:

1. There is a teaching shortage. The ATA will recommend that Dr. Lange revisit her stance regarding six classes. The district needs to staff appropriately so as to avoid issues of coverage and instruction. Teachers need to be approved for a sixth class, and this hasn't been done yet. If anyone has been subbing and not getting paid for that sixth class, please reach out to Matt Greiss.
2. Attendance: The district and the ATA agree that staffing and teacher attendance is a concern. The ATA believes that the district should investigate reasons for staff absences.

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.	<u>1st Update 11/3/21:</u> Status quo Nakia said that scheduling will remain an EC Agenda item.
9/14/22	There is no Special Education Coordinator in the HS. School psychologists are performing the roles of the Special Education Coordinator	<u>1st Update 11/3/21:</u> Status quo

New Concerns:

1. Class sizes are very large.

2. AIS is not a preparation class. Lessons are being prepared. The ATA has argued that AIS should be a prep. **This will be an EC agenda item.**
3. Mary Stephens shared that there are teachers that didn't meet their PD hours last year. She was very receptive in learning reasons for not meeting those hours.

Middle School:

Past Concerns:

Date originally presented	Concern	Update
9/14/22	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.	<u>1st Update 11/3/21:</u> Interviews are in progress. Ms. Hutcherson said lead teachers will not be hired.
9/14/22	Detention: Teachers are concerned how it will be assigned. Referral return time There is concern that the referral process has a long return time. Ms. Hutcherson will look into a digital referral form.	<u>1st Update 11/3/21:</u> A referral process is in place.
9/14/22	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.	<u>1st Update 11/3/21:</u> Status quo
9/14/22	Ms. Hutcherson will be calling in teachers for excessive absences.	<u>1st Update 11/3/21:</u> Status quo

New Concerns:

1. Ms. Hutcherson is going to be calling in teachers who are coming in late and who have not fulfilled PD hours.

2. 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.
3. Special Ed classes are not distributed appropriately. There are more Special Education students than there are General Education students.
4. Teachers are overwhelmed with PLC forms. A digital copy has been requested and not received.
5. Coverages remain an issue. Teachers are covering during their lunch. Coverages should be by department first then by duty.

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.	1st Update 10/12/22: Mr. Plaia has said that by Oct. 19th it will be rectified via Board Approval.
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.	1st Update 10/12/22: Status quo
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 to accommodate the large numbers of students and needs.	1st Update 10/12/22: Status Quo as well as Now the class has 11 IEP students and 10 general education students. Nakia asked that Ms. Bura keep him updated as to the addition of any students to her classroom.
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	1st Update 10/12/22: Status Quo

	responsibilities that are not within her scope of responsibilities	
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New Concerns:

1. Lesson plans have been a concern. The format is uncertain. This is a work in progress. A lesson plan submission schedule has not been determined. Mr. Plaia wants to see an entire month in advance. Mr. Plaia wants teachers to use the formal district lesson plan format for every lesson and in all content areas. We agreed on using My View lesson plans and Reveal lesson plans that already have them for each week. However he wants plans turned in bi-weekly: current week and last week, which is an entire month of plans. In the past, we turned in plans every three weeks. There is a discrepancy because third grade has all subjects and now Mr. Plaia is requesting science and/or social studies, making teachers turn in five content area subject lessons, which in total is 40 lesson plans every two weeks. Lesson plans will be discussed further at EC.
2. Meeting attendance doesn't seem to be updated on MLP. This will be an EC agenda item.

Northwest:

Past Concerns:

None

New Concerns:

1. There were many people wandering the building during Open School Night. Teachers suggested hiring monitors and security guards for these events as well as making announcements might help the situation next time.
2. AIS has consistently been cancelled. 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 cancelled this school year. He also asked for the amount of times teachers have been asked to cover during their prep or their lunch.
3. PD for 10/11/22: Teachers who participated in the PD yesterday will be compensated with credit for attending.
4. SAVVAS concerns: Teachers would like to meet regarding the new program via a PLC. The district hadn't approved PLC's because the new curriculum trainers hadn't delivered their training at the time of the PLC request. Moving forward , PLC's should be approved by the district.
5. There have been an overload of meetings in the morning. Nakia reminded LC that meetings can only be scheduled every other day. This does not include committee meetings since participation on these committees is voluntary.
6. There are currently 65 ATA members at NW. What is the number to appoint an additional BVP? Nakia will look into this option.

7. Is there a seniority list available? Nakia is working with Dr. Waite to obtain it ASAP. This should be provided yearly.
8. Conference mileage: Does the district reimburse for mileage? Nakia said it is state law to provide compensation for mileage. There is a district form to complete. The IRS sets that rate.

Northeast:

Past Concerns:

None

New Concerns:

No contractual issues

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.

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

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 we expect to come by September 21st, otherwise we can begin the process to step three.

UPDATE: The BOE will hear our concerns regarding this grievance.

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.

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.

4. Salary schedules have not been distributed. They should be distributed by September. If salary schedules are not received by next week, a grievance will be filed.
5. The ATA will make a statement at BOE meetings when the district is not adhering to the grievance process timelines.
6. Regarding the sixth class and payment:

If you are a substitute teacher, when you work for 20 days, the district will pay you retroactively on BA Step 1 and you'll get the full rate.

For full time teachers, if you put in to cover a sixth class you get a percentage of your base salary, but you must be Board approved.

7. There is a difference between teachers covering a class vs. planning for a class. If you are lesson planning and grading as part of your coverage, then after those 20 consecutive days it needs to be a sixth class and your administrator must submit your name for Board approval. The ATA is working on language that defines this clearly.

Vice President: NYSUT/AFT

1. ED 20 meeting was held Oct. 11. NYSUT has a new peer support line: (844)444-0152

NYSUT has a new Peer Support Line. The number is 844 444-0152. This initiative is to give teachers support if they are struggling not just in the classroom but in general. NYSUT recognizes that things are tougher now than pre-pandemic and that supporting teachers is something we can do.

2. Kentucky Backdoor voucher: Read [article](#)
3. Public Service Loan Forgiveness program.

The waiver window closes on 10/31/22

The Biden College loan debt forgiveness program hasn't started yet. We are still waiting for the application to be uploaded to a website. This is the program that if you qualify you will get \$10,000 in loan forgiveness with a maximum of \$20,000 if you have Pell Grant loans. The latest updates state that the form will be streamlined and that the application will be cross referenced with your loan records already on file.

4. Elections are coming soon:

There are a number of races taking place this year. With redistricting there are four Congressional seats on Long Island up for grabs. For Amityville we are in Congressional District #2. This is a rematch between Andrew Garborino, Republican and the incumbent vs. Jackie Gordon, Democrat. Ms. Gordon is a NYSUT member and Veteran. However, NYSUT is not endorsing either candidate at this time.

- 5. NYSUT is asking for help wth phone lines.
- 6. Governor's race: NYSUT supports Kathy Hochul over Lee Zeldin.
- 7. Vote Cope - Many if not all of you noticed the vote cope deduction in your paycheck. This is a one time deduction that is used by NYSUT to fund campaigns for change. This is not only money used for the upcoming election but also to support initiatives we have with the New York State Legislature to get bills passed. One such bill is the Tier Equity bill. This bill would make changes to Tiers 5 and 6 to bring them into alignment with Tier 4 in terms of contributions and retirement.
- 8. Court Cases

Kentucky's Supreme Court is considering a case today that will decide whether the state can redirect would-be tax dollars to private schools. It's a debate that once again pits advocates of privatizing schools against people worried about the underfunding of public education.

LAP:

- 1. Breast Cancer Kick Off Friday, October 14 at Carney's.
- 2. Breast Cancer Walk is Sunday, October 16 from 9-12pm
- 3. Shirts will be sold by the building LAP reps.

August	<p>New Teacher Luncheon</p> <p>Back to School Bash : Some backpacks are left. Let your building rep know if you know a student in need.</p>
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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	APTC Holiday Sing Along
January	Mid-Winter Blues Happy Hour
February	
March	Kiwanis Spring Social
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> <p>June : End of Year Party at Captain Bill's in Bayshore, NY</p>
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Other discussion:

None

Negotiations:

Nothing to report.

Suffolk's Edge:

Daniel Ruggiero is the director, but no meetings have been held.

Elections:

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

APTC:

The APTC is working on fundraising to help schools.

Contributions:

The ATA has been making contributions to the families impacted with KJ's and other situations'. When the APTC contacts us about families in need, Nakia will share out that information if members would like to contribute.

Correspondence: Jackie Gordon has reached out to us to share about how we can support any other candidate. Please reach out to Nakia if you are interested.

Mentoring Program:

Nothing to report.

Health & Safety:

Nothing to report

Sick Bank

Renee shared a google form for teachers to complete to join the sick bank. This form is due on OCTOBER 14. But, thi date will be extended until after salary schedules are distributed. Please look out for an email by Renee Silon.

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.

Retiree Chapter

Nothing to report

The next Legislative Council Meeting will be **November 2, 2022 at 4:00pm. This will be a virtual meeting unless otherwise noted.**

The next Executive Council meeting is **October 18, 2022 at 4:00pm in the Park Ave BoardRoom.**

The meeting was adjourned at 5:52 **pm.**

Respectfully Submitted,

Tina Smith

Recording Secretary

The Amityville Teachers' Association