Amityville Teachers' Association Legislative Council

Regular Monthly Meeting Held Virtually through Zoom April 6, 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		х
Francis O'Brien	ATA VP/NYSUT & AFT	x	
Matt Greiss	ATA VP/Grievances	х	
Tina Smith	ATA Recording Secretary	х	
George Alexander	ATA Treasurer	х	
Yvette Carman	NE BVP	х	
Barbara Perez	NE ABVP	х	
Nancy Davi-Ortiz	NW BVP		х
Lydia Robinson	NW ABVP	х	
Paul Grasso	PAMES BVP		х
Billy Maisel	PAMES ABVP		х
Stacey Bura	PAMES ABVP		х
Kelly Ann Wilson	MS BVP	х	
Renee Silon	MS ABVP	х	
Margot Howard	HS BVP	х	
Charles Martine	HS ABVP	х	
Sandra Whitney	HS ABVP	х	
Christina Aversano	HS ABVP	х	
Kristina Komsic	LAP	х	

Kathleen Thorn	LAP	х	
Nancy Davi-Ortiz	Suffolk's Edge Chairperson		Х
Janine Sarlo	NYSUT/AFT delegate	х	
Lydia Robinson	Elections Chairperson	х	
Michael Greco	Health & Safety Chairperson		х
Hank Carpenter	RTI President		х

Minutes:

This meeting was called to order at: 4:04 pm.

Matt Greiss made a motion, 2nd by Frank O´Brien, to approve the Legislative Council Meeting minutes of March 2, 2022. Without discussion, the minutes were approved 12-0-0.

Matt Greiss made a motion, 2nd by Frank O'Brien, to approve the Executive Council Meeting minutes for March 17, 2022. Without discussion, the minutes were approved 7-0-0.

PRESIDENT'S REMARKS:

- 1. Teacher Tenure:
 - a. Tenure approval is now scheduled for the May Board Meeting. Central administration will be conducting final observations.
 - b. The ATA is concerned about the process regarding teachers being granted tenure. Frank noted that the pandemic and lack of consistency in the district was a concern regarding the validity of the tenure process.
 - c. The ATA and the district office are trying to change the culture of the district. If any of our members feel uncomfortable about how they are being treated, they are encouraged to reach out to the ATA.

Treasurer's Report:

- 1. Nothing to report
- 2. George Alexander has a new contact email: gtgeoalexander@gmail.com

Correspondence:

Nothing to report

Old Business:

Nothing to report

BUILDING CONCERNS:

High School:

Date originally presented	Concern	Update
10/6/21	The High School is extremely low on chromebooks and computers. Some rooms don't have the capacity for students, desks, computers and phones.	1st Update 11/3/21: Teachers were told that they'd have the devices after five weeks and they still do not. There hasn't been a solution. Computers are earmarked for this concern. Unfortunately, there are shipping concerns that delay delivery. The ATA will continue to follow up. In computer classes, there are more students than computer devices. 2nd Update 12/1/21: There are enough 1:1 chromebooks. There are not enough desktop computers. This item will go on the next Executive Council Meeting (EC) 3rd Update 1/5/22: One machine is working.
10/6/21	Currently, there is no ISS room. The library is being used for this purpose. The librarian is monitoring the students during ISS. This monitoring has become the responsibility of the librarian or the seminar teachers. Nakia recommends that Margot ask Mr. Plaia who is responsible for the ISS students.	1st Update 11/3/21: There is still no ISS room. Students are no longer being sent to the library. There is no procedure in place for ISS. 2nd Update 12/1/21: With the new assigned supervision schedule, this issue will hopefully be resolved. This issue is resolved.

10/6/21	Teachers haven't been paid for their summer pay for additional hours worked. Teachers will look for this pay in their next paycheck on October 8. If this payment hasn't been distributed, they will reach out to Dr. Lange about this payment.	1st Update 11/3/21: The ATA reached out to administration at the MS and HS to share those timesheets with Nakia first. He will then deliver them to the Central Administration office to assure these teachers are paid. 2nd Update 12/1/21: Two teachers have not been paid as of yet. Matt will follow up. These teachers can interoffice the time sheets to Nakia. 3rd Update 2/2/22 by BVP: Many outstanding payments were recently
		paid. The BVP will bring this up in the future if there are any further concerns.
11/13/21	There is a general concern regarding more students being classified. More sections are needed to service ENL and Special Ed students.	1st Update 12/1/21: Postings for these positions have been made. This issue is resolved.
11/13/21	There is no toner in the building.	1st Update 12/1/21: There is still no toner. Dr. Lange did indicate that there is toner available. Nakia will reach out to Dr. Lange to follow up. Nakia will also reach out to Data & Technology as well. There are new machines in the building and they are not set up for use. Mr. Plaia is not updating the staff regarding how to proceed with copying. Nakia will follow up with administration regarding concrete timelines and the set up of these new machines, as well as the toner situation. 2nd Update 2/2/22 by BVP: One machine is working well. All is well at this point. The staff is managing fairly with copying. This issue is resolved.
11/13/21	There is a general concern of safety regarding student supervision. The district is aware of these concerns.	1st Update 12/1/21: This concern should be addressed with the new supervision schedule along with having more adult presence in the

		building. Administration is trying to change procedures in the hallway. This issue is resolved.
11/13/21	Teachers are concerned about compensation for club advisor positions.	1st Update 12/1/21: Clubs get paid in January. We will follow up with this concern after payments are distributed.
		2nd Update 1/5/22: The BVP will address this concern if it exists in the future.
11/13/21	Mr. Plaia is not paying teachers for the time they are spending proctoring classes. Nakia is requesting that Margot address this with Mr. Plaia so that he can sign these sheets in a timely manner.	1st Update 12/1/21: If teachers proctored, they got paid. Teachers are not being paid for Proctoring meetings that last approximately 15-20 minutes. This issue is resolved.
12/1/21	There is confusion regarding home instruction and quarantining. a. Teachers have been asked (by administrations) to post work on google classroom and that the students should log into extra help b. Nakia said the students' home instruction is virtual and not synchronous. Extra help should not be virtual because it would be synchronous. We do not provide extra help to students virtually while we have in person students at the same time. c. Mr. Plaia said he will look into home instruction for these quarantined students.	There will be a posting coming out for instruction for quarantined students. This is specifically for teachers to deliver remote instruction for their own students. It's not per student; it's per session.
12/1/21	Coverage supervision pay: This is being rectified by Dr. Lange immediately. This pay is \$43.30 and rates should be adjusted.	1st Update 1/5/22: This issue is resolved. There are teachers still waiting for pay but BVP's will let LC know if this item needs to be brought up again.

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		In the future, if there is any delay in payments, and you've made all efforts to reach out to the administration, please reach out to Nakia for assistance.
1/5/22	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.	1st Update 2/2/22 Carolyn Stone has not been consistently responsive to emails. Nakia asked that members provide all emails that people have sent to her and have not received a response. This will be an Executive Council agenda item if not resolved. 2nd Update 3/2/22: This will be an Executive Council agenda item if not resolved. All future updates will be noted on the Executive Council Meeting minutes.
2/2/22	Two classes were assigned to a teacher for the third and fourth quarter. The BVP spoke with the administration. Administration indicated that it was approved by the Central Administration. The teacher is instructing both classes at the exact same time. This issue will be addressed at the next EC meeting.	1st Update 3/2/22: There is no update at this point. This issue will be addressed at the next EC meeting. 2nd Update 4/6/22: All future updates will be noted on the Executive Council Meeting minutes.
2/2/22	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.	1st Update 3/2/22 Home instruction is being assigned directly to an iTutor, and teachers are not receiving first right of refusal. There are shortages as well, and some students have lapses in tutoring. THIS ISSUE WILL BE AN AGENDA ITEM ON THE NEXT EC MEETING. 2nd Update 4/6/22: All future updates will be noted on the Executive Council Meeting minutes.

	Scores from teacher observations are not being shared after the post-observation.THIS ISSUE WILL BE AN AGENDA ITEM ON THE NEXT EC MEETING	1st Update 4/6/22: A report given to the teacher before the post-observation meeting will be acceptable.
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New Concerns:

No contractual issues

Middle School: Past Concerns:

Date originally presented	Concern	Update
9/15/21	There is no end of the day bell schedule, which means there is no end of day time for students. There have been discrepancies with dismissal times.	1st Update 10/6/21: Announcements are made at the end of the day to dismiss students by floor.But, there is still no end of day bell schedule.
		2nd Update 12/1/21: There is no official end of the school day. There is a staggered dismissal procedure in place. There is no set dismissal time. Students are being dismissed at different times. This item will be placed on the next EC agenda.
		3rd Update 1/5/22 by Nakia: There is still no end of day bell. The system of dismissing students is improving. Kelly will discuss the morning routine since its been more difficult since we returned from Winter break.
		Ath 2/2/22 This is still a concern. The end of day dismissal procedure is inconsistent. Dismissal is at different times each day. This impacts teacher and dismissal time. At times, there is a one minute gap between student and teacher dismissal. This has been discussed with the building administration. They are trying to stagger the release time.

		5th Update 3/2/22: There remains Inconsistency in the Middle School school day. The morning bell has changed and students are arriving with the teachers. This means that the 87 minute first block becomes longer. There is still no end of day bell schedule. The newer concern is that it is affecting extra help and the time teachers are with students during extra help, which has become longer than 40 minutes. Nakia reminded us that extra help is FORTY MINUTES only. Kelly Ann will present a time frame of the day for Nakia to share at the next EC Meeting. This item will be discussed at the next EC Meeting. 6th Update 4/6/22: All future updates will be noted on the Executive Council Meeting minutes.
9/15/21	The MS does not have an ELA chairperson. Margot was told that the position has been reposted. A Science chairperson position is non-existent as well. The absence of these positions results in loss of leadership roles and greater class sizes.	1st Update 10/6/21: Dr. Fale is looking into this concern. 2nd Update 11/3/21: There are no chairpersons as of yet. 3rd Update 12/1/21: A lead teacher position has been posted. This issue is resolved.
11/13/21	AIS teachers are pushing in and pulling out, but they don't have a schedule. As per Nakia, AIS should be administered during the intervention period.	Update 12/1/21: There should be a set roster in place within the next two weeks. Nakia will follow up with this item. 2nd Update by Nakia 2/2/22: This issue is resolved. The math dept has taken on AIS during the advisory period for seventh grade at this point. Eight grade AIS will begin next week.

11/13/21	There are principals serving as department chairs. Can teachers assume these	1st Update 12/1/21: Lead teachers posted
	positions?	
11/13/21	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.	1st Update 12/1/21: There is still no resolution. There is still no program or plan for students during these advisory blocks. This item will be placed on the next EC agenda.
		2nd Update 1/5/22: There is still no resolution. There is still no plan for during the Advisory block.
		3rd Update 2/2/22: There is still no resolution.
		4th Update: 3/2/22: This remains inconsistent. This item will be discussed at the next EC Agenda.
		5th Update 4/6/22: All future updates will be noted on the Executive Council Meeting minutes.
	Period 3 has no bathroom monitor.	1st Update 12/1/21: Teachers have volunteered to help.
11/13/21	ELA and Math still do not have baseline assessments. This is a great concern for teachers.	1st Update 12/1/21: This will be the charge of the new lead teacher. This position has been posted.
		Nakia suggested that the end of unit modules be used for these baseline, and Dr. Lange said that the district will be implementing the SMI assessments.
		2nd 1/5/21: ELA and Math baseline assessments have been administered.
12/1/21	Some teachers have not received any teacher copies of student behavioral referrals. Nakia will share PAMES' Student Referral Form (a google document) for the MS to review and consider.	1st Update 1/5/22: Teachers are now receiving these copies.

12/1/21	Security: Can there be a district-wide consistent routine for the expectations of district security? Nakia recommended that Kelly Ann discuss building expectations with administration and that administration convey these expectations with the faculty.	1st Update 1/5/22: Security has been added to the building. Roles of security are still in need. 2nd Update 3/2/22: This issue is resolved.
1/5/22	There is a lack of ENL/AIS/ Special Education support services. Most of this is due to teacher absence and lack of substitutes available.	1st Update 2/2/22: There is still a lack of substitutes. Teachers are providing coverage as best as possible.
1/5/22	As of this last paycheck, advisory pay hasn't gone into effect. Some teachers should have received retroactive pay from the beginning of the year.	1st Update 2/2/22: This issue is resolved.
3/2/22	The EMPIRE program is now at the MS. Students have from 2:15 -3:00pm free before the program starts at 3pm. Currently, these extra students are being placed in teachers extra help classes. Some of these classes have up to 25 students in extra help when the normal extra help class size is much smaller. Nakia is requesting that the BVP discuss this with building administration, indicating that those extra displaced students cannot be placed in extra help classes. At the end of the day, announcements are made telling which teachers have extra help.	1st Update 4/6/22: There is no resolution as of yet. This will be an EC issue.

 Administration have been in contact with members regarding contractual hours not being fulfilled. The district has no professional development opportunities available for certain area teachers. The Central administration is aware that it is an ongoing issue. Administration will be sending emails, and then they will be meeting

- with staff members regarding their contractual professional development obligations. Matt is encouraging members to make an effort and to provide documentation regarding efforts.
- 2. Sixth class: The BOE must approve any sixth class that a teacher takes on.
- 3. iTutor has stated that teachers should grade the work, but this is not the case. The teacher is expected to share the scope and sequence, but the iTutor is being paid to prepare, teach, and grade.

PAMES

Date originally presented	Concern	Update
11/13/21	There is a large daily substitute problem. At times, classes are doubled. At times, there is no coverage available. There seems to be no solution offered by the administration. Nakia will discuss this concern at the next Executive Council meeting.	Ist Update 12/1/21: Mr. Atlas is still using special education teachers to cover general education teacher absences. Because of this practice, special education students are being deprived of services. Paul brought up the possibility of coverage pay. Nakia will share this concern with the administration. 2nd Update 1/5/22: This practice remains. Paul will address it again at the next principals meeting. 3rd Update 2/2/22: There are subs on future agendas for approval. The district is working on seeking subs.
12/1/21	Students have been moved from one class to another without any conversation or notification to the teacher. This has happened several times this year. Nakia will place this on the EC agenda; and he will discuss this matter with the central administration.	1st Update 1/5/22: There are no additional situations like this one.

3/2/22	There is an untimely manner in which coursework has been approved. Some members are requesting approval for classes and the approval does not come through in time to take the classes. THIS ISSUE WILL BE AN AGENDA ITEM ON THE NEXT EC MEETING.	1st Update 4/6/22: There is no update at this time.
3/2/22	Behavior Reports: Teachers are submitting digital behavior reports, but they are not receiving timely responses regarding the consequences or actions that come from these behaviors and incidences. This has not been done consistently. Teachers are reaching out to parents about the behavior situations, but the administration is not reaching out to parents about the event in a timely manner	1st Update 4/6/22: There is no update at this time.
3/2/22	There remains a lack of substitutes.	1st Update 4/6/22: There is no update at this time.

A teacher is without a Smart board/Newline board due to a leak damaging the area. Buildings and ground must confirm that the leak is fixed before they replace it. This issue has been ongoing for two weeks. The ATA will consult with Mr. Greco regarding this issue.

Northwest:

Date	Concern	Update
originally presented		

10/6/21	The building principal hasn't shared daily Covid updates. The ATA will follow up about communication of this protocol to the building principals.	1st Update 11/3/21: Ms. Hyland is not sending daily reports. Dr. Fale has approved the procedure of only sending reports to him when there are cases. So, she has done the same building wide. Nakia will discuss the issue of inconsistency among administrators reporting routines at the next Executive Council meeting.
		2nd Update 12/1/21: Ms. Hyland is only sending Covid emails if there is a case. Nakia spoke with Dr. Fale and Dr. Lang about this issue. Nakia shared that it is important to be consistent throughout the district regarding daily covid updates. Dr. Fale and Dr. Lange said they will have a conversation at their cabinet meeting about consistent emails. Nakia will reach out to Dr. Collins and Ms. Hyland about implementing daily covid updates as a consistent district procedure. 3rd Update 1/5/22: NW received one email over break and one yesterday regarding daily updates. The information is still not consistent.
12/1/21	Buses are continually late. Nakia asked if there is a practice in place for student coverage so that teachers are not kept beyond their contractual time. Nakia asked Nancy to discuss this plan with Ms. Hyland	1st Update 2/2/22: Nancy discussed it with Ms. Hyland. This is resolved for this year, but Ms Hyland will be working on a plan for the next school year.
3/2/22	Support services continue to be pulled for subbing. THIS ISSUE WILL BE AN AGENDA ITEM ON THE NEXT EC MEETING.	1st Update 4/6/22: All future updates will be noted on the Executive Council Meeting minutes.
3/2/22	TAs are being pulled to do monitor jobs, therefore classes are without their TAs.	1st Update 4/6/22: There is no update at this time

No Contractual Issues

Northeast:

Date originally presented	Concern	Update
10/6/21	Northeast teachers do not receive a daily Covid update. The ATA will follow up about communication of this protocol to the building principals.	1st Update 11/3/21: There are still no daily updates to staff. Nakia will address the inconsistencies in daily reporting among administrators at the next Executive Council meeting.
		2nd Update 12/1/21: Nakia will reach out to Dr. Collins.
		3rd Update 2/2/22: Dr. Collins has shared updates, but they are inconsistently shared. She often shares at a faculty meeting.
10/6/21	There is a shortage of nurses at Northeast School.	Update: 11/3/21: Barbara will follow up with Dr. Collins regarding the hiring process for a permanent nurse.
		Update 12/1/21: A permanent nurse was hired at NE. This issue is resolved.
1/5/22	1:1 devices have not been distributed to students.	1st Update 2/2/22: There is no update at this point.
		2nd Update 3/2/22: Chromebooks have been ordered. They are in the district. They are being set up . They haven been distributed to NE as of yet.
		3rd Update 4/6/22: Chromebooks have not been distributed as of yet.

7	1/5/22	There remains a shortage of substitutes	1st Update 2/2/22: The coverage situation has improved. This issue is resolved.
			Tills issue is resolved.

No contractual issues

Reports:

Vice President/ Grievances report:

Nothing to report

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Vice President: NYSUT/AFT

1. ATA Will day is set for April 12th from 2:30 PM till 5PM.

Currently over 20 members have signed up.

- 2. ED 20 meeting May 24th
- 3. RA Albany April 1-2 (State level)
- 4. NYSUT will not be raising its dues this year.
- 5. Many resolutions passed as well as several reaffirmations of previous initiatives for the upcoming NY legislative session.
 - a. Initiatives include:

Climate change/clean energy use in the State of NY

Grow your own teacher initiatives to deal with the looming teacher shortage.

Most teacher college programs have 50% less enrollment than previous years.

In addition 1/3 of current teachers are eligible for retirement in the next five years.

Support for school libraries and librarians. NYSUT supports one librarian per building

NYSUT also supports hiring of critical staff ensuring that each building has a school psychologist, social worker, nurse and counselor.

Broadband for all so students have access to wifi.

Tier Equity - another solution to the teacher shortage is to correct Tier 5 and 6 and bring them into alignment with Tier 4. Frank O'Brien will be meeting with State Senator Boyle, District 4 to discuss this issue.

6. National Level

U.S. House of Representative elections this November for Districts 1, 2, 3 and 4 here on Long Island. There are 27 candidates running for these seats. The state redistricting plan has been declared unconstitutional by a judge hence it needs to be redone.

The Pro Act has passed the House and is now in the Senate. This bill states that Federal labor laws supersedes state laws. This is in response to anti-union efforts in the right to work states.

Student loan payments are yet again postponed and are now set to resume August 31, 2022.

LAP:

- 1. Autism Awareness shirts are still available
- 2. April 29. Is the Autism Fundraiser at The Warehouse
- 3. May 11: Tentative Tenure Celebration
- 4. May 1 is Autism Walk from 9am -12 noon
- 5. June 9: End of Year Party at Captain Bills in Bayshore
- 6. June 9: Awards Night

August	Meeting: first meeting of the year will be scheduled for mid August
	Summer Mailing/Folders
	New Teacher Luncheon
	Back to School Bash : over 350 backpacks were distributed
September	Meeting

	Back to School Social SEPT. 17 at Toomey's
October	Breast Cancer Kick Off OCT 15 Apple Festival OCT. 2 Breast Cancer Walk OCT. 17 Homecoming Festival: OCT 2 Homecoming Parade OCT. 2
November	American Education Week Marc Engler Memorial Scholarship Fundraiser Police/Fire Department- Cookie Platter Thanksgiving
December	APTC Holiday Sing Along
January	Mid-Winter Blues Happy Hour
February	
March	Kiwanis Spring Social
April	Autism Awareness Kick-Off April 29: Autism Fundraiser at The Warehouse
May	May 1: Autism Walk May 11: Tentative Tenure Celebration Teacher Appreciation Week

June

June 9: Awards Night

June 9: End of Year Party at Captain Bills in Bayshore, NY

Other discussion:

None

Negotiations:

Nothing to report

Suffolk's Edge:

1. Many workshops are virtual but they are not getting approved. Nancy spoke with the Suffolks Edge director. He will reach out to our administration so as to give our members an opportunity to take these PD's. This item will go to EC.

Elections:

The **General Election** will be for ATA President, Treasurer and Secretary for a term of two years. Nominations will open Monday, March 21 and close Friday, April 1 The Mock ballots will go out Monday, April 11 The General Election vote will take place Tuesday, April 26

The **Building Elections** for BVP and ABVP for a term of one year. Nominations will open Wednesday, April 27 and close Tuesday, May 10 The Mock ballots will go out Thursday, May 19 The Building Election vote will be Thursday, May 26

The first meeting for all elected/re-elected LC members is Wednesday, June 1

Also, each building needs to send me the name of an Election Chairperson to receive and disseminate the information and various forms regarding the elections and to be in charge of the ballots and the actual voting on the voting days.

The nominations will be accepted in the traditional paper format as well as a Google Form; the Nominee acceptance will also be in both formats. This year, self-nominations can also be done through the Google Form or in-person at the ATA office on the last day.

Contributions:

Nothing to report.

Mentoring Program:

Nothing to report.

Sick Bank

Nothing to report.

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.**

APTC:

Nothing to report

Health & Safety:

All issues within the buildings are being handled quickly by the school staff or are being addressed by Mr. Metzger (Buildings and Grounds). The Health & Safety team discussed a possible testing schedule for the lockdown "keyfob" system for all of the buildings so the district knows that they are working.

At the last Health & Safety meeting, the team discussed sending out a flow sheet for lockdowns that the entire district should follow. Mr. Metzger and Mike Greco will be meeting with the consultant on Tuesday, April 12th to get his input prior to solidifying any type of universal wording of a flow chart.

Bereavement/Condolences:

Nothing to report.

Communication/Website/Social Media/Facebook/Twitter

This year's main project will be to create and maintain a website and social media site. 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.

Retiree Chapter

Nothing to report.

The next Legislative Council Meeting will be on Wednesday, May 4, 2022 at 4:00pm. This will be a virtual meeting unless otherwise noted.

The next Executive Council meeting is scheduled for Tuesday, April 26, 2022 at 4:00pm in the Park Ave BoardRoom.

The meeting was adjourned at 4:50 pm.

Respectfully Submitted,

Recording Secretary

Tina Smith

The Amityville Teachers' Association