

**Amityville Teachers' Association Legislative Council**

**Regular Monthly Meeting  
Held Virtually through Zoom**

**December 6, 2023 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           |
| Olimpia Karounos     | NWABVP                  | 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       |             |
| Lesia Milan-Thompson | HS ABVP                 | x       |             |
| Janine Sarlo         | HS ABVP                 | x       |             |

|                  |                             |   |   |
|------------------|-----------------------------|---|---|
| Josn Fishman     | HS ABVP                     | x |   |
| Kristina Komsic  | LAP Chairperson             | x |   |
| Katie Thorn      | LAP Co-Chairperson          |   | x |
| Ann Marie Casey  | LAP Co-Chairperson          | x |   |
| Nancy Davi-Ortiz | Suffolk's Edge Chairperson  | x |   |
| Kelli Geilman    | 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: 03 **pm**.

Nakia Wolfe made a motion, 2<sup>nd</sup> by Nancy Davi Ortiz and Maria Lievano, to approve the Legislative Council Minutes of **November 2023**. Without discussion, the minutes were approved 16-0-0.

Nakia Wolfe made a motion, 2<sup>nd</sup> by Matt Greiss and Maria Lievano, to approve the Executive Council Minutes of **November 2023**. Without discussion, the minutes were approved 11-0-0.

ATA Legislative Council and Executive Council Meeting Minutes can be found on the lower part of the [HOME page of the ATA Website](#).

### **Reports:**

#### **PRESIDENT'S REPORT:**

The president's report will include old and new business

1. Members should have turned in timesheets for prep and lunch coverage pay. Members will be receiving a separate check in December. Nakia asked BVP's to inquire, with their principals, if the timesheets have been sent over. Nakia is following up on the system and checking that everyone that should have the timesheets has them in their possession to do their part in the system.
2. The ATA is resuming negotiations tomorrow.

3. The ATA is requesting that members attend the BOE meeting tonight.
4. The seniority list is available. Nakia has asked members to reach out to him privately regarding any issues. Nakia has a meeting with Dr. Waite on Monday to review the seniority list so that the ATA can retain an accurate list. The ATA will update their own records regarding seniority separate from the district's information.
5. There will be a meeting of the district's union presidents regarding staffing.
6. The district has a proposal for monetary budget cuts which don't include staffing cuts for this school year. As of now, there are potential overstaffed areas in special education and on the elementary level; and this overstaffing will be monitored and the union will be observing the district's decisions regarding this overstaffing.

**Treasurer's Report:**

ATA members who receive a stipend will be receiving it shortly. If it is not received within the week, please email George Alexander at [gtgeoalexander@gmail.com](mailto:gtgeoalexander@gmail.com).

**Correspondence:**

None

**Vice President/ Grievances report:**

**1. INVOLUNTARY TRANSFER GRIEVANCE, 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.

**10/12/22 UPDATE:** The district is out of compliance. The ATA is looking into what to do next. We are looking into filing a perp case.

**12/7/22 UPDATE:** The ATA is waiting for a response from the BOE.

**1/4/23 UPDATE:** This grievance was heard at Step 3 at the November 16th BOE Meeting. The district had 15 school days to issue their formal response to the grievance. The School Board has yet to respond. If the School Board responds negatively, it will go to arbitration. Because they

are not responding at all, the grievance is at a standstill. The School Board was out of compliance as of December 12, 2022.

**2/1/23 UPDATE:** As of February 2nd, the Board of Education has officially denied this grievance. The ATA is working on finding out a definition for "emergency" as it relates to an involuntary transfer and is discussing the possibility of heading to arbitration.

**4/12/23 UPDATE :** The timeline is currently tolled as the ATA hopes to reach an agreement with the district establishing what constitutes an "emergency" as it relates to a transfer.

**5/2/23 UPDATE:** The union brought up the 4/12 concerns with the NYSUT representative. This grievance is not affecting anyone at this point.

**6/8/23 UPDATE:** The ATA is trying to negotiate the term "emergency", so it is clearly defined in our contract.

**9/13/23 UPDATE:** This grievance is still being talked about. Hoping to outline the meaning of the word "emergency" during negotiations

**10/4/23 UPDATE:** There is no update at this time.

**11/1/23 UPDATE:** There is no update at this time.

**12/6/23 UPDATE:** There is no update at this time.

2. **TEACHER ASSAULT GRIEVANCE, 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 was to come by September 21<sup>st</sup>, otherwise we can begin the process to step three.

**10/12/22 UPDATE:** The BOE will hear our concerns regarding this grievance.

**11/2/22 UPDATE:** The ATA is scheduled to present, at Step 3, to the BOE, on November 16.

**12/7/22 UPDATE:** The ATA is waiting for a response from the BOE.

**1/4/23 UPDATE:** This grievance was heard at Step 3 at the November 16th BOE Meeting. The district had 15 school days to issue their formal response to the grievance. The School Board has yet to respond. If the School Board responds negatively, it will go to arbitration. Because they are not responding at all, the grievance is at a standstill. The School Board was out of compliance as of December 12, 2022.

**2/1/23 UPDATE:** This grievance has been denied by the BOE. The ATA plans to bring the grievance to step 4, arbitration.

**4/12/23 UPDATE:** The ATA has an arbitration date scheduled for May 8th.

**5/2/23 UPDATE:** May 8 is the arbitration date for this grievance. There should be a decision sometime in June.

**6/3/23 UPDATE:** The parties are reviewing the most recent offer.

**10/4/23 UPDATE:** There is no update at this time.

**11/1/23 UPDATE:** There is no update at this time.  
If there is any first year teacher who is not receiving their sick/personal days at the beginning of the year, please let Matt and Nakia know asap.

**12/6/23 UPDATE:** There is no update at this time.  
If there is any first year teacher who is not receiving their sick/personal days at the beginning of the year, please let Matt and Nakia know asap.

### **3. SICK DAY ACCRUAL GRIEVANCE, 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.

**10/12/22 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.

**11/2/22 UPDATE:** As of today, the ATA is officially at step 3 with this grievance.

**12/7/22 UPDATE:** The ATA is waiting for a response from the BOE.

**1/4/23 UPDATE:** This grievance was heard at Step 3 at the November 16th BOE Meeting. The district had 15 school days to issue their formal response to the grievance. The School Board has yet to respond. If the School Board responds negatively, it will go to arbitration. Because they are not responding at all, the grievance is at a standstill. The School Board was out of compliance as of December 12, 2022.

**2/1/23 UPDATE:** The Superintendent communicated that the ATA would win this grievance as per the school board decision. While finalizing details with district legal, a discrepancy in our understanding of the results of this grievance was presented requiring further clarification. Failure to provide a settlement that confirms the stance of the ATA will result in the ATA taking this grievance to step 4, arbitration.

**4/12/23 UPDATE:** The district provided the ATA with a stipulation that was unacceptable as to the resolution the ATA expected to receive. The member has still not been reimbursed for their sick day from September. The ATA is looking to move to arbitration.

**5/2/23 UPDATE:** One ATA member was reimbursed their days but the other ATA member has not been reimbursed. The District Office indicated that they will pay that other member. There isn't a stipulation from the NYSUT legal department indicating that all members receive their sick days at the beginning of the school year. This is not a negotiation conversation because past practice has been that the district distributes a members' sick and personal days at the beginning of the school year.

**6/3/23 UPDATE:** The ATA is working towards securing language that defines accrual of member sick days.

**9/13/23 UPDATE:**

This grievance is still tolled. Last year, two new ATA members were harmed when they were denied use of their sick days as the district claimed that they had to accrue the days despite contractual language and past practice dictating that they get their 10 sick days at the beginning of the year. Both members were reimbursed for the days but the grievance is still outstanding.

IMPORTANT: New teachers were allegedly told that they don't receive sick days at the beginning of the year but rather need to accrue them. This is not the case. Building reps should inform all new teachers that if they take a sick day and are docked pay, they should report it to the union immediately to get it rectified.

**10/4/23 UPDATE:** There is no update at this time.

**11/1/23 UPDATE:** The clock for the sick day grievance is still tolled, meaning it's essentially paused. The ATA is leaving it tolled in the event they need to activate a new grievance.

**12/6/23 UPDATE:** This grievance is tolled, but the ATA will continue to monitor first year teachers to ensure that no one is docked any day's pay for taking a sick day because the district feels they haven't accrued them yet.

#### **4. POST OBSERVATION GRIEVANCE, From 6/8/23:**

A new grievance was filed by the ATA on behalf of a member regarding their post observation report.

**9/13/23:**

The contract says that ATA members are to receive their lesson write up the day before their post observation meeting. This is going to be the union expectation moving forward.

**10/4/23 UPDATE:** There is no update at this time.

**10/4/23 UPDATE:** There is no update at this time.

**11/1/23 UPDATE:** This grievance was withdrawn as a result of the administrator agreeing to dismiss the observation for not following the contractual procedure.

**5. SALARY STATEMENTS:**

Salary statements have been distributed, therefore The ATA will not file a grievance.

**6. GRADE LEVEL LEADER RETROACTIVE SALARY**

An MOA was crafted that addresses retroactive payments for building level leader work done last year. The district issued checks for those individuals at the elementary level. Tonight, the MS and HS building level leaders will be approved.

**Vice President: NYSUT/AFT**

**1.NYSUT is campaigning to Fix Tier 6.**

The inequality between Tier 4 and tiers 5 and 6 is inexcusable. NYSUT is working on proposals to fix Tier 6. Our VOTE COPE money helps to fund this campaign.

Frank O'Brien recently met with Assemblywoman Kimberly Jean-Pierre regarding Tier 6. Please see the attached documents to compare and contrast the two. Please sign up for the automatic updates as this campaign continues by scanning the QR code.



**Help NYSUT Fix Tier Six**

**WHAT'S THIS ABOUT?**  
It's been over a decade since Tier 6 was added to the New York state pension system. Since then, over 100,000 NYSUT members earn a significantly reduced pension as compared to earlier tiers. Consider this:

|  |  |
|--|--|
| <b>Tier 6</b> members pay 3 to 6 percent into the pension system their entire career — their contributions grow with pay raises. | <b>Tier 4</b> member contributions are capped at 3 percent and end after 10 years. |
| <b>Tier 6</b> members must work to age 63, up to 40 years of service, or face heavy penalties.                                   | <b>Tier 4</b> members can retire at 55 with 30 years of service.                   |

**30 YEARS IS A CAREER!**  
**Fixing Tier 6 is about keeping talented educators in the classroom and recruiting new educators into the profession.**  
Forcing younger members into a lesser pension system undervalues our profession. Our work is important. Our pensions should reflect that.  
**Fixing Tier 6 is about unity and power.**  
When we stand together in solidarity, we have power. We've made big changes before. We can do it again.

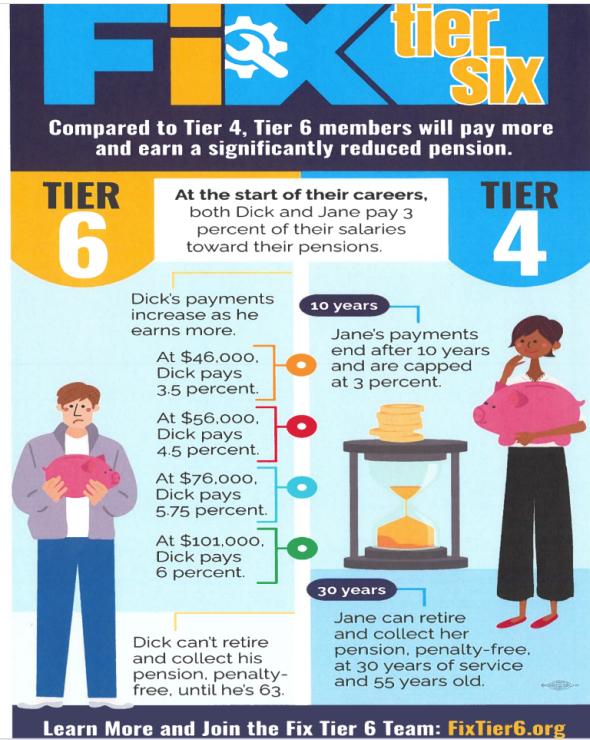
**THANKS TO OUR ADVOCACY, WE'VE ALREADY WON SOME PENSION IMPROVEMENTS.**  
In 2022, member vesting dropped from 10 to five years, guaranteeing a pension benefit for 85,000 Tier 6 members.

**HOW BAD IS IT?**  
**Tier 4 member.** retiring at 55 with 30 years, would receive 60 percent of her Final Average Salary.  
**Tier 6 member.** retiring at 55 with 30 years, would only receive 26.4 percent of his Final Average Salary — after paying tens of thousands more into the system.

**WHY DOES THIS MATTER?**  
**Fixing Tier 6 is about solidarity and fairness.**  
It's unfair that some NYSUT members must work longer, and contribute more, to earn a significantly reduced pension. This should anger ALL union members.  
**Fixing Tier 6 is about dignity.**  
The hallmark of a public-service career is the promise of a dignified retirement. With Tier 6, the state abandons its commitment to that guarantee.

**HOW CAN YOU GET INVOLVED?**  
We know how to fix this... but we can't do it without you. Whether you're a retiree or a Tier 4, 5 or 6 member, you can help NYSUT Fix Tier 6.  
 ➔ Join NYSUT's **Fix Tier 6 Team** to help with direct outreach.  
 ➔ Share the Fix Tier 6 message with other NYSUT members.  
 ➔ Donate to VOTE-COPE, NYSUT's voluntary, non-partisan political action fund. Your donations help us get our message out to lawmakers so we can make change!

**HELP NYSUT FIX TIER 6!**  
FixTier6.org



## 2. WILL DAY 2023

ATA members took advantage of this service on November 20th this year.

These members will receive information from Feldman, Kramer, & Monaco, PC.

## 3. STUDENT LOAN FORGIVENESS

The new student loan forgiveness program falls under the Higher Education Act. According to *Forbes Magazine* (Sept. 2023), “The Biden administration is proceeding with steps to establish a **new student loan forgiveness program** to replace the one struck down by the Supreme Court earlier this summer. Top officials have suggested that they want the new plan to cover as many borrowers as possible.

The Education Department has been vague so far about what the new student loan forgiveness plan will look like, and when it will become available. But last week, the administration released an outline of next steps and a partial projected timeline as officials work to develop the new program.”

Here is an article to review for further information and understanding:

**5 Student Loan Forgiveness Mistakes To Avoid, According To An Attorney**

It's more important than ever to be aware of student loan forgiveness options, and to be careful of mistakes. Here are some of the big ones to avoid.

Read in Forbes: <https://apple.news/AkqxxZ0atSdWjwDOJoOFABw>

**LAP: Local Action Project:**

1. The Breast Cancer Walk raised \$2,592!
2. LAP Co-Chairpersons Katey Thorn and Ann Marie Casey made all the special deliveries. The ATA LAP Team delivered pies from Amityville's own Park Ave Grill, mini cheesecakes from the Cheesecake Spot, in Amityville, and trays of cookies to the Amityville Fire Department, The North Amityville Fire Department, and the Amityville Police Department. The ATA LAP Team expressed our gratitude to our Fire Departments and Police Department for all they do every day to help our community and keep us all safe!
3. The LAP Toy Drive was very successful. The ATA members and their friends from district's unions and community members filled an SUV with toys that were delivered that night. The security union donated \$100 towards the cause. The LAP team also raffled a \$100 Amazon gift card and raised \$220. This money will be donated to a local food pantry.
4. The ATA LAP committee is hosting a family bowling event for ATA members & their immediate families (spouses/partners & children) on **Friday, January 5, 2024 at Massapequa Bowling Alley from 5:00 - 7:00 p.m.** A portion of the cost of each ticket will be supplemented by LAP and will be determined based on number of attendees.
5. Visit the [ATA Website](#) for the [LAP Calendar of Events](#)

**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:**

| <b>Date originally presented</b> | <b>Concern</b>   | <b>Update</b>  |
|----------------------------------|--|--|
| 11/2/22                          | Ms. Stephens is looking into addressing the needs of students in need of home instruction.   | <b><u>1st Update 12/7/22:</u></b><br>There are new stipulations regarding hours. Dr. Lange denied paying some teachers for some days/hours. There needs to be guidance regarding home instruction; and this guidance must be communicated with teachers.<br><b><u>2nd Update 9/13/23:</u></b><br>There is no update at this time.<br><b><u>3rd Update 10/4/23:</u></b> There is no update at this time.<br><b><u>4rd Update 11/1/23:</u></b><br>There is an ongoing discussion about restoring virtual teaching. |
| 12/1/22                          | Teachers are still not receiving narratives about their observations. This will move directly to a grievance if it is not resolved.  | <b><u>1st Update 1/4/23:</u></b><br>There is no update at this time.<br><b><u>2nd Update 9/13/23:</u></b><br>The union has filed grievances in other buildings for some members. The High School will follow the same procedure when a member comes forward to grievance the process.<br><b><u>3rd Update 10/4/23:</u></b> There is no update at this time.<br><b><u>4rd Update 11/1/23:</u></b><br>This concern still exists in this school year. Teachers will grieve this issue.                              |
| 9/13/23                          | There is a discrepancy between Lead teachers and ENL chairs. At this point, Ms. Stephens has taken on the responsibility as the ENL Chairperson and Peter Paternostro has taken on the responsibility of Special Education Lead Teacher. | <b><u>1st Update 10/4/23:</u></b> There is no update at this time.<br><b><u>11/1/23 Update:</u></b><br>These positions were appointed at the 10/4/23 BOE meeting.<br>This issue is RESOLVED.   |
| 9/13/23                          | Club advisors are not on the minutes for tonight's BOE agenda. The union is advising not to fulfill these responsibilities if  | <b><u>1st Update 10/4/23:</u></b><br>All club advisors are still not approved. Most essential club advisors are on the   |

|         |  |   |
|---------|--|---|
|         | a member is not approved. Nakia will attempt to get more clarity at the next Executive Council meeting.  | BOE agenda for tonight. Club advisors are still advised not to fulfill responsibilities if a member is not approved.<br><b><u>11/1/23 Update:</u></b><br>These positions were appointed at the 10/4/23 BOE meeting.<br>This issue is RESOLVED.  |
| 10/4/23 | Margot asked about sixth class approval. Nakia said that after we went through legal channels, the way the district proceeded was not appropriate. Moving forward, anyone teaching a sixth class must be BOE approved pending a resolution that allows the superintendent to approve such items without BOE approval.  | <b><u>11/1/23 Update:</u></b><br>The ATA has met with Ms. Buatsi to discuss a new timesheet. Teachers advocated against the previous timesheet. The administration and the business office have been receptive to work on this timesheet issue; and they are working on a new procedure for a sixth class timesheet.  |
| 11/1/23 | Communication issues still exist at the building level. Administration has not been responsive. For example, there are student absences due to home instruction, yet there is no communication regarding these absences or the plans for the student. For example, teachers have asked for approval of classes for educational and lane change purposes, but the response has been limited or none at all. | <b><u>12/6/23 Update:</u></b><br>Communication issues still exist. This contributes to declining building morale. For example, there is inconsistent communication regarding building incident reports. There is no follow up with teachers regarding discipline. Another example was regarding a fire alarm issue. There was an incident where communication was delayed about a fire alarm. Ms. Stephens mentioned that she is looking into an app for communicating on the building level. This is not in place as of yet.<br>This will be an EC item. |

#### **New Concerns:**

There are no new concerns.

#### **Middle School:**

#### **Past Concerns:**

| Date originally presented | Concern | Update |
|---------------------------|---------|--------|
|---------------------------|---------|--------|

|          |  |  |
|----------|--|--|
| 10/12/22 | <p>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.</p> | <p><b><u>1st Update 11/2/22:</u></b><br/>There is no update at this time. Teachers are parking in spots they can find; sometimes Ms. Hutcherson asks them to move their car.</p> <p><b><u>2nd Update 9/13/23:</u></b><br/>There is no update at this time.</p> <p><b><u>3rd Update 10/4/23:</u></b><br/>There is no update at this time.</p> <p><b><u>4rd Update 11/1/23</u></b><br/>This issue is resolved.</p>   |
| 10/12/22 | <p>Special Education classes are not distributed appropriately. There are more Special Education students than there are General Education students.</p>   | <p><b><u>1st Update 11/2/22:</u></b><br/>Administration is working on this, but the student/teacher ratio is still not appropriate.</p> <p><b><u>2nd Update 9/13/23:</u></b><br/>There is no update at this time.</p> <p><b><u>3rd Update 10/4/23:</u></b><br/>There is no update at this time.</p>  |
| 11/2/22  | <p>Some IEPs are not finalized from the 2021-2022 school year. Teachers are not comfortable signing the Chapter 408 Memorandum and Acknowledgement forms because they cannot view these documents.</p>   | <p><b><u>1st Update 12/7/22:</u></b><br/>There is no update at this time.</p> <p><b><u>2nd Update 9/13/23:</u></b><br/>There is no update at this time.</p> <p><b><u>3rd Update 10/4/23:</u></b><br/>These IEPs still have not been finalized and updated since 2021. Some IEP's are not visible, therefore student accommodations and services are unknown and some IEP students are not receiving services. Administration is involved in the conversation. This issue was discussed at the October EC meeting.</p> <p><b><u>4rd Update 11/1/23</u></b><br/>Teachers are trying to close out IEP's from last year and the year before. At the principal's meeting, there was discussion about teachers being compensated to test students and work on IEP's. There was no decision about this possibility. The Special</p> |

|         |   |  |
|---------|---|--|
|         |   | <p>Education administrator is involved in this conversation.</p> <p>Nakia reminded the team that if an administrator asks you to administer testing on their prep time without compensation, ATA member should deny the request. If administration directs an ATA member to test during their prep, it will be grieved.</p> <p>Nakia will put this in writing from the leadership team to the administration.</p> <p><b><u>5th Update 12/6/23:</u></b></p> <p>Teachers are testing during their prep time. Administration stated that it's part of the stipend. Nakia said teachers are not obligated to test during their prep periods with compensation. Testing takes more than one period. This needs more clarification and investigation.</p> <p>Elementary teachers are provided coverage for testing.</p> <p>HS teachers are provided coverage or get paid for testing.</p> <p>MS teachers are not offered coverage or pay for testing.</p> <p>EC ITEM</p> |
| 12/1/22 | Administration has not been responding to emails. | <p><b><u>1st Update 1/4/23:</u></b></p> <p>There is no update at this time.</p> <p><b><u>2nd Update 9/13/23:</u></b></p> <p>There is no update at this time.</p> <p><b><u>3rd Update 10/4/23:</u></b></p> <p>There is no update at this time.</p> <p><b><u>4rd Update 11/1/23</u></b></p> <p>Communication is still lacking and a great concern. Emails are not responded to. Teachers are asking for responses to their inquiries. Teachers have asked about prep coverage concerns, bathroom time for students, extra help, etc.</p>   |

|         |  |   |
|---------|--|---|
|         |  | <p>This will be on the next EC agenda. The ATA will ask for district expectations from their building leadership team.</p> <p><b><u>5th Update 12/6/23:</u></b><br/>Communication regarding disciplining referrals is lacking. If a student gets a discipline consequence, a teacher only gets a message that it was resolved with no mention of the details. Administration said that Infinite Campus doesn't allow administration to add details.</p> |
| 12/1/22 | <p>Carolyn Stone has been referring teachers to Rose Hutcherson regarding salaries. Rose Hutcherson has not been responding to these concerns. Nakia asked for specific examples. Renee indicated that some items are resolved and some items are not resolved. Nakia will meet with Renee to review the timesheets and nonpayment of coverages from the last school year.</p> | <p><b><u>1st Update 1/4/23:</u></b><br/>There is no update at this time.</p> <p><b><u>2nd Update 9/13/23:</u></b><br/>There is no update at this time.</p> <p><b><u>3rd Update 10/4/23:</u></b><br/>This issue is resolved.</p>   |
| 9/13/23 | <p>Regarding getting approved for clubs and other positions, the administration is asking union members to follow through with tasks prior to board approval.</p>  | <p><b><u>1st Update 10/4/23:</u></b><br/>This issue is resolved.</p>  |
| 10/4/23 | <p>All PLC and faculty meetings are being used for teacher professional development. These trainings are not complete and teachers are not being trained properly. ATA Members are being asked to create PD's for these issues.</p>  | <p><b><u>1st Update 11/1/23:</u></b><br/>Nakia would like to discuss how the Middle School is using PLC's and how they are relative to PD's.</p>  |

### **New Concerns:**

1. Post observation reports have not been given prior to the day of the post observation meeting. The BVP's discussed this concern with the administration. The administrative responses were nonchalant and they did not appear to take the concern seriously. Matt suggested that if a member doesn't receive the post observation report then they can request to postpone the meeting. If a member is unsatisfied with the observation score, the ATA can grieve it on behalf of that member.

## 2. Health and Safety

- a. When calling the nurse or the office regarding a sick student, the phones ring upwards of 30-40 times without answer. This was discussed with the building Health and Safety team. Building policy is that teachers can't send sick students to the office or nurse without calling down. This will be an EC item.

### **PAMES**

#### **Past Concerns:**

| Date originally presented | Concern  | Update                  |
|---------------------------|--|-------------------------|
| 9/13/23                   | The administration and teachers are working on a set time for extra help. Paul will update Nakia on the status of these times by Friday. | This issue is resolved. |

#### **New Concerns:**

1. PAMES teachers and Mr. Plaia are working on documenting discipline and communication with teachers about the response to these disciplines. Paul will follow up on this process. The staff is unaware of the process and the form to use for discipline concerns.

### **Northwest:**

#### **Past Concerns:**

| Date originally presented | Concern | Update |
|---------------------------|---------|--------|
|---------------------------|---------|--------|



|          |   |   |
|----------|---|---|
| 10/12/22 | <p>AIS has consistently been canceled. 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 canceled this school year. He also asked for the amount of times teachers have been asked to cover during their prep or their lunch.</p> | <p><b><u>1st Update 11/2/22:</u></b><br/>The concern remains the same. Services are still getting canceled. Substitutes are limited. Teachers have been asked to sign up to cover during their preparation times. Nakia recommends that NW School create a running record of services that are canceled: dates, services, etc.</p> <p><b><u>2nd Update 12/7/22:</u></b><br/>This remains a concern. The situation is compounded when TC training occurs. Nancy shared that each of the support services has been canceled at least two times each month. Nakia asked Nancy to collect that information and update him on the exact number of cancellations.</p> <p><b><u>3rd Update 9/13/23:</u></b><br/>This continued to be a concern through the 2022-2023 school year. This concern will be monitored as the 2023-2024 school year proceeds.</p> <p><b><u>4th Update 10/4/23:</u></b><br/>So far this school year, AIS teachers have been pulled to sub everyday. As of the last conversation between the BVP and Ms. Hyland, Ms. Hyland refused to make a sign-up coverage schedule similar to the one that PAMES has implemented. Nancy will follow up with Ms. Hyland about this schedule.</p> <p><b><u>4th Update 11/1/23:</u></b><br/>There is no update at this time.</p> |
| 11/2/22  | <p>Observations for the 2021-2022 school year have not been distributed. End of year evaluations have not been distributed for the 2021-2022 school year. In the event that an End of the Year evaluation has not been distributed in a timely manner and when the teacher receives this evaluation late, the ATA will advocate for the member</p>                                    | <p><b><u>1st Update 12/7/22:</u></b><br/>Many teachers still have not received these evaluations. Nakia stated that if any member receives a negative evaluation that could have been prevented by receiving their end of year evaluations on time, they should inform the ATA. At that point, the ATA will address that concern.</p> <p><b><u>Observation narratives should be</u></b></p>   |

|           |  |  |
|-----------|--|--|
|           | <p>on the grounds that we cannot improve if timely feedback is not given.</p> <p>If an administrator wants to conduct a post observation and they don't give the member a draft of the score or the narrative prior to this conversation, the member should ask them for it. If they don't give it to the member, the member should inform the administrator that they are willing to have a post observation conversation only when they give this narrative to them before the post observation conversation. It is a grievable offense to withhold the post observation narrative/score .</p>   | <p><b><u>made available to teachers prior to a post-observation conversation. Teachers should ask for this narrative prior to their post observation. The ATA contract entitles its members to this narrative PRIOR to the post observation.</u></b></p> <p><b><u>2nd Update 9/13/23:</u></b><br/>This concern was discussed with Ms. Hyland, and this item will be monitored as the 2023-2024 school year proceeds.</p>   |
| 11/2/22   | <p>Parking Lots: People are still parking in the mud. Nakia said they are interviewing architects to address this concern. The district is responsible for providing parking. This is provided. There is also parking near the school. The district is not failing their obligation to provide parking. The district is working on improving the NW parking situation. This is not a contractual issue.</p> <p>Mike Greco updated the team about this parking situation: Fred and Mike offered to see if the village would allow the district to use the paved parking lot at the ball field. Mike is waiting for a response from the village.</p> | <p><b><u>1st Update 12/7/22:</u></b><br/>There is no update at this time.</p> <p><b><u>2nd Update 9/13/23:</u></b><br/>The district planned to have an engineer visit the site over the summer, but that did not happen. Therefore, there is no update at this time.</p> <p><b><u>3rd Update 10/4/23:</u></b><br/>There is no update at this time. Nancy will follow up with Ms. Hyland and Mike Greco.</p> <p><b><u>4th Update 11/1/23:</u></b><br/>Dr. Talbert drafted a letter to the Town of Amityville regarding the creation of a parking lot near Northwest School to see if a mutually beneficial arrangement can be created so teachers can use additional space to park.</p> |
| June 2023 | <p>NW is asking if OSHA can be invited to the building to investigate if there is any testing that can be done relative to cancer diagnoses among building staff.</p>  | <p><b><u>1st Update 9/13/23:</u></b><br/>NW would like to know if OSHA will be coming to investigate regarding building sicknesses. Nakia will follow up with Dr. Lange on this inquiry.</p>   |

|         |   |   |
|---------|---|---|
|         |   | <p>Nakia indicated that NW should reach out to the principal to put in a request for OSHA.</p> <p><b><u>2nd Update 10/4/23:</u></b><br/>Ms. Hyland will request OSHA to come to NW as soon as possible. No date has been established at this point. This issue was discussed at the October Executive Council Meeting.</p> <p><b><u>3rd Update 11/1/23:</u></b><br/>The district was setting up a district person to check the school, but there is no update on the status of this check or when that person will be at Northwest.</p>   |
| 9/13/23 | <p>Classroom cleanliness has improved, but it has recently been inconsistent.</p> <p>Nakia wants to know what the building principal is doing about these issues before taking it further</p>   | <p><b><u>1st Update 10/4/23:</u></b><br/>The cleanliness has improved since the beginning of the year , but unfortunately there are still issues with dirt in the classrooms. Northwest teachers have been asked to email Chris, the head custodian, regarding cleanliness issues and he has been helpful.</p> <p><b><u>2nd Update 11/1/23:</u></b><br/>The classrooms are better but not always consistent.</p>  |
| 9/13/23 | <p>Air Conditioning issues:</p> <ul style="list-style-type: none"> <li>• There are odors in the portable classrooms due to lack of air conditioning. Staff have been getting headaches.</li> <li>• The air conditioning was fixed but it lasted for only one day.</li> <li>• The BVP has continually reached out to the custodians about this issue along with the issue that furniture is wet in those rooms.</li> <li>• Ms. Hyland is aware of these concerns.</li> <li>• Dr Lange is aware of these concerns.</li> </ul> | <p><b><u>1st Update 10/4/23:</u></b><br/>The air conditioner has not been fully fixed. The head custodian said that it was fixed, but some of the rooms are still very humid and not working correctly.</p> <p><b><u>2nd Update 11/1/23:</u></b><br/>The Air Conditioning units are operable. This issue is RESOLVED.</p> <p><b><u>3rd Update 12/6/23:</u></b><br/>An outside company was hired to conduct air quality tests. There were no major findings. The report found some mold around AC units and one of the refrigerators.</p> <p>NW would like to read the reports and inquire about the credentials of this</p> |

|         |  |  |
|---------|--|--|
|         | <p>Nakia wants to know what the building principal is doing about these issues before taking it further</p>  | <p>company. Nakia will ask for a copy of the report.</p> <p>Ms. Hyland said that the inspectors from the company said that teachers cannot use wipes with bleach. Nakia will bring this item to the next EC and ask for clarification about the wipes.</p> <p>NW teachers are asking to be provided with a list of acceptable wipes they can use if additional wipes are not provided, then the teachers are asking for a list of disinfectant wipes that can be used if the district will not provide these wipes.</p>              |
| 9/13/23 | <p>Buses have arrived and dismissed late. Teachers are working 10-30 minutes later than their school day.</p> <p>Nakia will follow up to investigate the issue with these bus arrival and dismissal times.</p> | <p><b><u>1st Update 10/4/23:</u></b><br/>The buses have been on time this year. This issue is resolved.</p> <p>12/6/23:<br/>Special transportation is late every day and the teacher stays late every day. Nancy shared this concern with the administration .<br/>Nakia reminded NW that teachers need to be relieved at the end of the day.<br/>It is the administrator's responsibility to tend to the students when the day ends at 3:30 pm.<br/>Administration must understand that the teacher needs to be relieved daily.</p> |
| 9/13/23 | <p>Supplies are not ready for students. Foundation supplies are missing. Ms. Hyland has noted that the supplies will be coming in. Nakia asked Nancy to find out how many teachers are impacted</p>            | <p><b><u>1st Update 10/4/23:</u></b><br/>Supplies have been coming in slowly. Foundations materials were received last week. A few classroom supplies have been trickling in.</p> <p><b><u>2nd Update 11/1/23:</u></b><br/>Supplies have been delivered every day.</p>   |

|         |  |   |
|---------|--|---|
|         |  |   |
| 9/13/23 | Members need training on Parent Square. Nakia will ask the district if PS training is forthcoming. | <p><b><u>1st Update 10/4/23:</u></b><br/>There has been no training for Parent Square. Teachers are hoping to have information/important student notes from E-School uploaded into it soon.</p> <p><b><u>2nd Update 11/1/23:</u></b><br/>Training has not yet been provided to teachers.</p>  |
| 10/4/23 | Special area teachers are teaching a sixth class.  | <p><b><u>1st Update 11/1/23:</u></b><br/>Nakia said that moving forward, there is a district plan that one teacher and several TA's will provide this coverage. Nakia is asking that the BVP's follow up about this plan with Ms. Hyland.</p> <p><b><u>12/6/23:</u></b><br/>The resolution for this sixth class is that they will be combined to increase class size to 34. This class was created for this school year because of the high numbers for Kindergarten in 2022-2023, but at the end of the year this class should have been collapsed because of the low Kindergarten numbers for the 2023-2024 school year.<br/>Ms. Hyland did not have approval to set up the same schedule as the previous year; the district did not approve of this class.<br/>The ATA does not have a mechanism to pay for special area classes that are oversized because there is no cap on special area classes.<br/>This is not setting a precedent.</p> <p>Nakia will discuss this concern at the next EC meeting.</p> |
| 10/4/23 | There is a concern about the furniture supply in the building. Ms. Hyland                          | <p><b><u>1st Update 11/1/23:</u></b></p>  |

|         |   |   |
|---------|---|---|
|         | communicated her needs to Ms. Buatsi. There is a lack of storage, closets, and desks for students. Ms. Hyland received some desks but there will be no additional furniture arriving.                   | This item was discussed at the October EC.  |
| 10/4/23 | Security guards have not been disbursed appropriately during dismissal. There have been reports of strangers on the premises. Classes are dismissed from areas that are not secured by security guards. | <b><u>1st Update 11/1/23:</u></b><br>There have been no revisions to the dismissal procedures to help with security issues during this time. Ms. Hyland has requested security guards, but additional security guards have not been assigned. Dr. Talbert is working on changing dismissal procedures. This issue will be discussed at the November EC meeting. The ATA will request an update on the revised dismissal procedures at Northwest School. |

#### **New Concerns:**

1. LEADERS OF TOMORROW
  - a. Some teachers have not been paid for LOT.
2. SAVVAS TRAINING  
 Training is set up for the end of January/beginning of February. Half of the year is already over and teachers have not been trained. This is a concern because they are responsible for instructing the program and they are also being observed using these programs.  
 This will be an EC item.

#### **Northeast:**

There are no concerns.

#### **Negotiations:**

See above

#### **Contributions:**

The ATA donated a basket for a fundraiser for .....Nakia?

**Suffolk's Edge:**

December 13th is the first meeting. There is nothing to report at this time.

**Elections:**

The ATA has initiated an electronic elections process. It has been very successful!

A HS BVP election was held. Congratulations to Josh Fishman for being elected as the new HS ABVP.

If anyone ever has any questions about the election process, please reach out to Lydia Robinson any time at [ataelectionschair@gmail.com](mailto:ataelectionschair@gmail.com).

Building representatives are asked to send Lydia a list of revised personal emails of their members for voting purposes. The ATA upcoming votes will be for contract ratification and Spring elections.

**APTC:**

Nothing to report at this time.

**Mentoring Program:**

Nothing to report at this time.

**Correspondence:**

Nothing to report at this time.

**Health & Safety:**

Our next meeting is on Monday, December 11th.

The notes below are from the H & S meeting on November 15th.

The only missing members were Mrs. Seeholf and Mr. Metzger (last min emergency).

All other members were in attendance.

These notes were forwarded to Mr. Metzger and have been handled to the best of my knowledge.

At the next meeting, the team will discuss any issues pending and any new issues that have come up.

School Board:

Mrs. Santos had no new information and nothing to report. She thanked everybody for the job they are doing.

HS:

Patricia had a concern about the parking lot in the mornings. Drop off is very haphazard and possibly dangerous. Mike will speak with Fred and Scott (security head) about suggestions to make it more streamlined and safer.

MS:

Anne brought up the concern about not having a "covering" nurse on staff if the full time nurse is absent. Mike will reach out to Pat Johnson and Evan Farkas about solutions if one is not already in place.

Park Ave

New drop off system goes into effect on Nov 27th. Security and extra staff will be outside to assist the parents in dropping off their children.

NW:

Most issues are being handled by in-house staff. There was a concern about carpets, desks and floors not being cleaned. Mrs. Hyland suggested that there was a possible short staff issue. Mike will speak with Fred and ask him to follow up with the building head custodian.

NE

No news to report. All issues are being handled in house.

### **Sick Bank**

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.**

The ATA is seeking to revise this sick bank policy in negotiations.

### **Bereavement/Condolences:**

The process remains the same.

Building reps should share contact information with Nakia, and Nakia will share that information with George. Naka

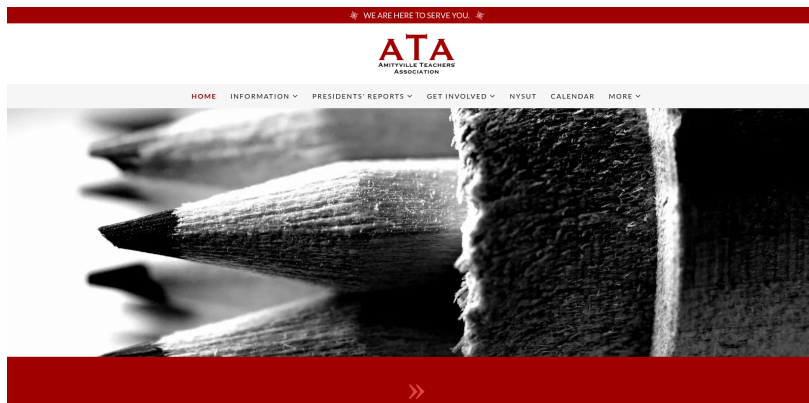
### **Communication/Website/Social Media/Facebook/Twitter**



This year's main project has been to create and maintain a website and social media site. The purpose of this website is to maintain updated communication in real time. This will also serve as our social media platform.

The new ATA website has been launched and updated.

**Click on the image to view the ATA website:**



The goal is to provide our members with a one stop shop for all their union needs and to provide up to date communication.

Tina Smith is requesting teachers and LC members to send pictures throughout the year. Please share any of the following via email at [tinasmith1101@gmail.com](mailto:tinasmith1101@gmail.com) or text, (631)960-5232:

1. School and community events
2. Classroom activities
3. Field trips
4. Special celebrations

Suggestions to build this website are welcomed! Please email or text Tina Smith.

The MINUTES section of our website will have ONE GENERIC password to enter this section.

The website is formatted to fit on your phone as well.

### **Retiree Chapter**

Hank Carpenter is stepping down as Retiree Chapter president, along with his Board. Colleen Kretz is seeking to move into this position.

Nakia is working with Colleen to ensure that the Retiree Chapter continues seamlessly.

The Retire Chapter is always looking to increase retiree membership. Please forward names, addresses, phone numbers, emails etc. to Tina Smith at

[tinasmith1101@gmail.com](mailto:tinasmith1101@gmail.com) until a new Retiree Chapter president is appointed.  
The cost is \$15 per year.

**The next Legislative Council Meeting will be on January 3, 2023 at 4pm.**  
**This will be a virtual meeting unless otherwise noted.**

**There will be no Executive Council Meeting held in December 2023.**

**The next Executive Council Meeting will be on January 24, 2024 at 4pm.**  
**This meeting will be held in the PARK NORTH BoardRoom, unless**  
**otherwise noted.**

The meeting was adjourned at 5:13 pm.

Respectfully Submitted,

*Tina Smith*

Recording Secretary  
The Amityville Teachers' Association