

Amityville Teachers' Association
Executive Council Meeting
Location: PARK AVE Conference Room
January 17, 2023 at 4:00 pm

Minutes

Presiding: Nakia Wolfe (ATA President)

Recording Secretary: Tina Smith

Attendance:

Executive Council Member	District Role	Present	Absent
Dr. Fale	Superintendent	x	
Dr. Lange	Assistant Superintendent for Curriculum & Instruction	x	
Nakia Wolfe	ATA President	x	
Francis O'Brien	ATA VP/NYSUT & AFT	x	
Matt Greiss	ATA VP/Grievances	x	
Tina Smith	ATA Recording Secretary	x	
George Alexander	ATA Treasurer	x	
Maria Lievano	NE BVP Recording Secretary for this meeting	x	
Nancy Davi-Ortiz	NW BVP	x	
Paul Grasso	PAMES BVP	x	
Kelly Ann Wilson	MS BVP		x
Renee Silon	MS ABVP		x
Margot Howard	HS BVP	x	

Minutes:

OLD BUSINESS:

1. Parking at NW:

Some parking was removed due to the construction of the Kindergarten wing.

ATA Comments	Administrative Response
May 20, 2022	The District Administration will look into options for parking lots.
June 14, 2022	Dr. Fale will ask Mr. Metzger to create a diagram of the potential plan. This plan will need to be Board approved.
September 15, 2022	Dr. Fale shared that when we met in Spring, we discussed expanding the parking lot. In order to make this happen, the district would need to hire an architectural designer. It is more involved than was first thought. There are many considerations. An option is a gravel-like substance. The district is in the process of interviewing architectural firms. It will be one of their first projects.
October 18, 2022	There is no update at this time.
December 20, 2022	Dr. Fale will inquire with Mr. Metzger about using the empty lot on the southside of the school.
January 17, 2023	The district is looking into a solution that they would pay for on their own, which would not require state approval. Nakia asked if the lot is an option; and Dr. Fale said that if that route was taken, the district would have to create a line item in the budget for it because it would be a lease or purchase.

2. **Morale:**

Much of the morale issues for this school year include some residual from last year. This start to this year placed staff members at a low morale rate.

ATA Comments	Administrative Response
September 15, 2022	<p>Dr. Fale asked what the district can do to help. Nakia stated that much is currently being tried. He mentioned that there is a good foundation for listening and growth at the high school. There is much collaboration in the H.S. currently.</p> <p>In the future, student and teacher schedules will be completed by June. Nakia noted that the ATA is grateful for all the efforts that the administration has put forth (cheering , bags, etc).</p>
October 18, 2022	<p>Morale (brand new curriculum, excess of meetings, class sizes) ~Some buildings have felt a change in positivity. There are many initiatives taking place that have many meetings attached to them; and this is overwhelming. We want to be mindful of burning teachers out, especially in upper grades. Teachers are extremely upset and overwhelmed with the class sizes, schedules, meetings, checklists, spreadsheets, etc. Dr Lange is working on schedules of more than 30, but there are very few. Dr Fale does not want to excess teachers in order to hire those that need to fill our needs.</p>

	<p>~Matt spoke about lack of equitability in terms of how supervisors “supervise” their teachers.</p> <p>~Going forward all ENL classes need to be looked at for appropriate regulation practices. Matt asked for the micromanaging and abundant walk throughs to be minimized because it's adding to stress at high school. Dr Fale agreed to look into it.</p> <p>~Response timeliness of supervisors- Dr Fale said if no email response, then call or text your administrator.</p>
November 22, 2022	There was no additional conversation at this time.
<p>December 20, 2022</p> <p>ATA Update:</p> <p>At the HS, there is a lack of equitability with department walkthroughs. Post walkthrough meetings are being scheduled outside of what has been agreed upon with the standing APPR criteria. This includes write ups of walkthroughs</p>	Dr. Lange has had discussions with administrators in which she reiterated the importance of equitable and consistent walkthroughs.
January 17, 2023	<p>Nakia stated that The ATA wants to ensure that there is equity in walkthroughs. Nakia is still interested in post walk through conversations.</p> <p>This situation is currently being monitored.</p>

4. Coverages

In the Middle School, Homerooms exist and staff have had to cover Homeroom class. Nakia suggested an extended first period to include Homeroom.

Staff would like to eliminate congestion in the hallway and the Homeroom period adds to that transition congestion.

ATA Comments	Administrative Response
September 15, 2022	<p>The district will work on a solution.</p> <p>The district is also working on problems with staff lateness and absences because this also has an effect on coverage.</p>
October 18, 2022	<p>In the Middle School, teachers are being asked to cover homerooms, for various reasons. In the ATA contract, you can be asked up to ten times to cover before you can say no, all these are paid. Homeroom coverages are not included. One solution could be not having Homeroom with first period classes.</p>
November 22, 2022	<p>There is no update at this time.</p>
December 20, 2022	<p>The Middle School Homeroom will revert back to being part of Homeroom. There is an agreement (non precedent setting) in which members will be paid for Homeroom coverages. This issue is resolved.</p>
<p>January 17, 20223</p> <p>Nakia stated that coverage pay is still being denied for the homeroom period.</p> <p>In response to this , an additional duty was given to all teachers to cover these homeroom periods. This constitutes a SECOND homeroom period, which would still need to be paid.</p> <p>The period that is created is now creating another mandatory period for teachers to perform a duty.</p>	<p>Dr. Lange stated that the district would not pay for non-teaching periods, including these homeroom duties.</p> <p>Money is not budgeted to pay for these additional duties.</p> <p>Dr. Lange will look into this concern.</p>

Matt suggested combining homeroom with the first class; and the first period teacher would take attendance two times, once for homeroom and once for the first period.	
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10. My Learning Plan

- Meetings that teachers have attended are not being added to teacher MLP records.
- Professional Development hours have not been listed from conference days.
- Dr. Lange will speak to Barbara Hunt about updating MLP. Barbara has been entering these hours and it will take a while to catch it all up on MLP

ATA Comments	Administrative Response
December 20., 2022 There is no access to FrontLine.	<u>If something is not approved on the MLP part of Frontline, the member must email/text Dr. Lange for her approval about any coursework while Frontline is not working.</u> Members should reach out to Nakia if they need Dr. Lange's cell number.
January 17, 20223	MLP is working on this issue. The bill is paid, so the district is waiting for MLP to respond with a solution. Dr. Lange asked that teachers advertise as best as they can if any offerings exist. She also asked that teachers keep a record of attendance.

16. **Home Instruction: Equity**

- a. Home Instruction is not being allowed on weekends and days where school is not in session. However, there are meetings scheduled with students during the Winter break with outside agencies. Dr. Lange will address this issue.

ATA Comments	Administrative Response
December 20, 2023	<p>Dr. Lange will create a Roles and Responsibilities document for Home Instruction. This will be published for our teachers and any outside agencies providing home instruction.</p> <p>Home instruction is in person, with some exceptions. These exceptions will be determined on a case by case basis.</p>
January 17, 2023	<p>There will be a future meeting regarding home instruction protocol after viewing the contracts of the out of district home instruction providers.</p>

NEW BUSINESS:

- Mentor program
 - The district is not prepared to set up new teachers with mentors immediately. We need more mentors. Nakia suggested posting for more mentor teachers. Dr. Lange agreed to post for mentor positions.
 - Along with the NEW TEACHER INSTITUTES, would there be a way to create additional check-ins for these new teachers? Dr. Lange agreed with check-ins.
 - Dr. Lange stated that training for new teacher mentors are anticipated to occur in the spring.
 - New teachers are encouraged to reach out to Lisa Randolph, mentor coordinator, with any concerns.
- Nurse coverage during lunch break
 - Nakia asked if nurse coverage is provided during nurse's lunch breaks.
 - Dr. Lange stated that there must be coverage for nurses during their lunch breaks. She shared that there is a district floating nurse to provide these coverages if necessary. Pat Johnson is the lead nurse.
- Nakia addressed the idea of eliminating departmentalizing PAMES. Dr. Lange stated that eliminating departmentalizing is the directive for PAMES for the 2023-2024 school year.

DISTRICT CONCERNS/COMMENTS:

- Dr. Lange stressed her confidence in our students , teachers, administration, and staff to raise our reading and math scores.

- Dr. Fale shared about the BOE discussions about the superintendent search. The BOE made a commitment to the community to conduct a superintendent search. Dr. Fale has a three year contract, but with different stipulations for each year of the contract.
- Optigate remains down for maintenance.

**The next Executive Council Meeting is Tuesday, February 7, 2023.
The location will be in the Park Ave Board Room unless otherwise notified.**

Respectfully Submitted,

Tina Smith

Recording Secretary
The Amityville Teachers' Association