Amityville Teachers' Association Legislative Council

Regular Monthly Meeting

Held Virtually through Zoom

January 4, 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	
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 4:10 **pm.**

Nakia Wolfe made a motion, 2nd by Nancy.Finizio, to approve the LC Minutes of **December 1, 2022**. Without discussion, the minutes were approved 16-0-0.

Nakia Wolfe made a motion, 2nd by Maria Lievano, to approve the Executive Council Minutes of **December 20, 2022.** Without discussion, the minutes were approved 16-0-0.

Reports:

PRESIDENT'S REPORT:

The ATA is continuously following up on any items that are not resolved for this school year.

Treasurer's Report:

If any Building reps need membership enrollment forms for new members, please reach out to George.

Correspondence:

The Police Benevolent Association reached out to us to make a contribution: and we will be making our yearly contribution.

Old Business:

The ATA is working on closing out any unresolved issues.

New Business:

Nothing

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.
   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. 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 21st, 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: 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.

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.

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: 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.

4. The ATA filed a grievance regarding SALARY STATEMENTS. All teachers have not been given their salary statements. This grievance is at a Step 1 level.

   12/7/222 UPDATE: This grievance was denied at the building level. Dr. Lange agrees that these salary statements need to be printed. If this grievance is not resolved by December 16, we will move forward to the next step of grievance.

   1/4/23 UPDATE: If salary statements are not printed and delivered by Friday, January 6, this grievance will go to the next step, which is to the BOE.

Vice President: NYSUT/AFT

1. The Representative Assembly is in April.

2. The Student Loan Forgiveness Plan is currently tied up in the courts. These courts placed a pause on the program, which means they are not taking any new applications at this time. This pause will be in effect until at least June 2023.
3. The Governor's State of the State address is scheduled for Jan 10, 2023 Governor Hochul is in support of education. She is the reason the Foundation Aid is available.
4. The next ED 20 meeting is scheduled for 1/31/23 at Lily Flanagans.
5. Committee 100 is bringing back lobby days. Tier 5 and 6 are a big part of our agenda. In this process, the ATA NYSUT Representative will sit down with members of the legislative council. This is scheduled for March 8 and 9, 2023
6. NYSUT Convention (RA) scheduled for April 27- 30 in Albany.
7. NYC schools passed a class size bill. NYSUT will be moving forward with making this a statewide bill.
8. The NY State legislative session starts today 1/4/23. The agenda includes:
    - Third year of fully funded Foundation aid
    - Continue to fight against the expansion of charter schools
    - Expand the NYC class size bill statewide
    - Eliminate the receivership process for school districts
    - Reform APPR to restore local control of teacher evaluations
    - Continue to work on Tier equity bringing Tiers 5 and 6 into alignment with Tier 4.

LAP:

1. There is discussion to plan a mid-winter blues gathering.
2. LAP sponsored a student for the holidays.
3. Planning for the end of the year party is beginning.

August	New Teacher Luncheon Back to School Bash : Some backpacks are left. Let your building rep know if you know a student in need.
September	Meeting
October	Breast Cancer Kick Off OCT 14 at Carney's at 2:30: $5 donation at the door, raffles Apple Festival OCT. 1 Breast Cancer Walk OCT. 16 9-12pm at Amityville Beach : $5 to participate

	Homecoming Festival: OCT 1 Homecoming Parade OCT.1 Parade is at noon
November	American Education Week Marc Engler Memorial Scholarship Fundraiser Police/Fire Department- Cookie Platter Thanksgiving Nov. 18: Chris LaMarco fundraiser at Carney's
December	APTC Holiday Sing Along
January	Mid-Winter Blues Happy Hour
February	
March	Kiwanis Spring Social
April	Autism Awareness Kick-Off Autism Fundraiser
May	Autism Walk Tentative Tenure Celebration Teacher Appreciation Week
June	June : Awards Night June : End of Year Party at Captain Billś in Bayshore, NY

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.	**1st Update 10/12/22:** There is no update at this time. Nakia said that scheduling will remain an EC Agenda item. **2nd Update 11/2/22:** The sixth class teachers have been identified and they will be Board approved shortly. Subs are still covering regents classes.
9/14/22	There is no Special Education Coordinator in the HS. School psychologists are performing the roles of the Special Education Coordinator	**1st Update 10/12/22:** There is no update at this time. **2nd Update 11/2/22:** This remains a concern. 3rd Update 12/7/22: This issue is resolved.
10/12/22	Class sizes are very large.	**1st Update 11/2/22:** The classes have started to be divided up, but many classes are still oversized. **2nd Update 12/7/22:** A scheduling committee has been established. Ms. Stephens has been working with the teachers to resolve this issue.

11/2/22	Ms. Stephens is looking into addressing the needs of students in need of home instruction.	**1st Update 12/7/22:** 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.
12/1/22	Teachers are still not receiving narratives about their observations. This will move directly to a grievance if it is not resolved.	**1/4/23:** There is no update at this time.

New Concerns:

No new concerns

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.	**1st Update 10/12/22:** Interviews are in progress. Ms. Hutcherson said lead teachers will not be hired. **2nd update 11/2/22:** The duties that were previously taken on by chairpersons are now being taken on by teachers with no compensation. There have been no chairpersons for two years. The AP said there will be no additional hirings of these positions. This will become an EC agenda item.
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.	**1st Update 10/12/22:** 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.	**1st Update 11/12/22:** There is no update at this time.
9/14/22	Ms. Hutcherson will be calling in teachers for excessive absences.	**1st Update 10/12/22:** There is no update at this time.
10/12/22	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.	**1st Update 11/2/22:** There is no update at this time. Teachers are parking in spots they can find; sometimes Ms. Hutcherson asks them to move their car.
10/12/22	Special Education classes are not distributed appropriately. There are more Special Education students than there are General Education students.	**1st Update 11/2/22:** Administration is working on this, but the student/teacher ratio is still not appropriate.
10/12/22	Teachers are overwhelmed with PLC forms. A digital copy has been requested and not received.	**1st Update 11/2/22:** There is no update at this time.
10/12/22	Coverages remain an issue. Teachers are covering during their lunch. Coverages should be by department first then by duty.	**1st Update 11/2/22:** Nakia is directing members that any time that any member covers a homeroom and has an additional prep coverage that day, they need to submit for payment for full coverage for both.
11/2/22	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.	**1st Update 12/7/22:** There is no update at this time.
12/1/22	Administration has not been responding to emails.	**1/4/23:** There is no update at this time.

12/1/22	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.	**1/4/23:** There is no update at this time.
12/1/22	Inclusion teachers do not have a desk or cabinets that lock. They were recently moved out of the office. Rose will speak with teachers so that they have a space for their personal items.	**1/4/23:** There is no update at this time.
12/1/22	PLC: Teachers are being asked to go to PLC on certain days even though they already attended.	**1/4/23:** There is no update at this time.

New Concerns:

Nothing to report

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. **2nd Update 11/2/22:** This issue is resolved. 3rd Update 12/7/22: Some teachers have consistently been staying with students until 2:50 daily. These teachers have not been paid. Nakia recommended that Mr. Plaia request that this timeline be extended to

		include these teachers being compensated.
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:** There is no update at this time.
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:** There is no update at this time. Currently, the class has 11 Special Education students with IEPs and 10 general education students. Nakia asked that Ms. Bura keep him updated as to the addition of any students to her classroom. **2nd Update 11/2/22:** This issue is resolved.
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 responsibilities that are not within her scope of responsibilities	**1st Update 10/12/22:** There is no update at this time. **2nd Update 11/2/22:** There is no update at this time. **3rd Update 12/7/22:** There are no applicants for this position. Some responsibilities of this position have not been fulfilled. The teachers are working on fulfilling their needs as best as possible. Nakia shared that administration should indicate the roles and responsibilities of this position.
12/1/22	Paul will follow up with observation narratives for PAMES.	**1/4/23:** There is no update at this time.

New Concerns:

Nothing to report

Northwest:

Past Concerns:

Date originally presented	Concern	Update
10/12/22	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.	**1st Update 11/2/22:** 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. **2nd Update 12/7/22:** 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.
10/12/22	There have been an overload of meetings in the morning. Nakia reminded LC that meetings can only be scheduled every other day. If the administrator directs you to attend the meeting, you must do so. At this point, please let your building rep know as it is a contractual violation and it can be grieved. This does not include committee meetings since participation on these committees is voluntary.	**1st Update 11/2/22:** Ms. Hyland will work on these meeting schedules. Training and PD cannot be added onto the weekly meetings. Extra help is not considered a “meeting.”
10/12/22	There are currently 65 ATA members at NW. What is the number to appoint an additional BVP? Nakia will look into this option.	**1st Update 11/2/22:** NW is at 66 members currently. Three members are split with another building.

		The by-laws state that buildings with 65-69 members will have two BVP's. There will be an election for this second BVP position.
11/2/22	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 on the grounds that we cannot improve if timely feedback is not given. 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 .	**1st Update 12/7/22:** 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 concert. ***Observation narratives should be 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.***
11/2/22	MLP hasn't been updated since mid-May. When will this be updated? Nakia shared that when the new secretary for Dr. Lange took over, it wasn't initially communicated that this was her responsibility. It has since been communicated with Barbara Hunt, and she is back tracking to update each MLP account. This will take time, but if you have any questions please reach out to Barbara Hunt or Dr. Lange.	**1st Update 12/7/22:** Nakia will follow up with this concern again.
11/2/22	Parking Lots: People are still parking in the mud. Nakia said they are interviewing architects to address this concern.	**1st Update 12/7/22:** There is no update at this time.

	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. 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.	
12/1/22	There is a teacher in NW that hasn't had a phone in her room since the beginning of the year. Nakia will inquire with Mike Greco and the distinct office.	**1/4/23:** There is no update at this time.

New Concerns:

1. A NW teacher has not received her most recent regular paycheck. Nakia will bring this issue to Dr. Fale tomorrow.
2. NW shared Leaders of Tomorrow concerns about class size and salary payment. Nakia will reach out to Darlene Peterson to resolve these issues.
3. A NW teacher was paid for Home Instruction but it should have been under the code for Leaders of Tomorrow, so the pay rate was incorrect. Nakia will address this issue.

NORTHWEST WOULD LIKE TO CONGRATULATE AND WELCOME OLIMPIA KAROUNOS TO THE ROLE OF ABVP!

Northeast:

Past Concerns:

None

New Concerns:

Nothing to report

Other discussion:

None

Negotiations:

Building and district negotiation teams are established.

Once we receive a date from the attorney, the team meetings will convene.

Information will be collected from conversations at the building levels and then reports will be compiled to share with the district.

Suffolk's Edge:

1. The first meeting was held on Dec. 14, 2022.
2. There is double the funding for Suffolk's Edge; and there is a $6,000 allotment for each school district.
3. If anyone is interested in facilitating a workshop through Suffolk's Edge, please reach out to Suffolk's Edge at (631) 254-0107 between 8:30am -3:30pm.

Elections:

The ATA will look into moving to an electronic elections process

APTC:

Nothing to Report

Contributions:

Nothing to report

Mentoring Program:

Nothing to report

Correspondence:

Nothing to report

Health & Safety:

December 8, 2022 Health & Safety Minutes

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 sick bank application deadline is open indefinitely because salary statements have not been distributed.

Bereavement/Condolences:

The process remains the same.

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

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.

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.

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

The Retire Chapter is looking to increase our retiree membership. Please forward names, addresses, phone numbers, emails etc. to hcarpie@aol.com. The cost is $15 per year.

The next Legislative Council Meeting will be February 1, 2023 at 4:00pm. This will be a virtual meeting unless otherwise noted.

The next Executive Council meeting is January 17, 2023 at 4:00pm in the Park Ave BoardRoom.

The meeting was adjourned at **4:47** pm.

Respectfully Submitted,

Tina Smith

Recording Secretary
The Amityville Teachers' Association