

Amityville Teachers' Association
Executive Council Meeting
Location: PARK AVE Conference Room
January 17, 2024 at 4:00 pm

Minutes

Presiding: Nakia Wolfe (ATA President)

Recording Secretary: Tina Smith

Attendance:

Executive Council Member	District Role	Present	Absent
Dr. Talbert	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	
Margot Howard	HS BVP	x	

Minutes:

OLD BUSINESS:

● **NW PARKING LOT**

ATA Comments	Administrative Response
<p>Parking Lots: People are still parking in the mud. Nakia said they are interviewing architects to address this concern.</p> <p>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><u>1st Update 12/7/22:</u> There is no update at this time.</p> <p><u>2nd Update 9/13/23:</u> 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><u>3rd Update 10/4/23:</u> There is no update at this time. Nancy will follow up with Ms. Hyland and Mike Greco.</p> <p><u>10/18/23:</u></p>	<p><u>10/18/23:</u> Dr. Lange said that a parking lot is not included in the budget for the 2023-2024 school year. The adjacent parking lot is not an option because it is not available from the town for purchase.</p> <p>The district would have to request that the BOE consider adding the funds for a solution in the 2024-2025 school year.</p> <p>Dr. Talbert will investigate this concern as well.</p>

<p>Nakia discussed the possibility of using the adjacent space in the back of NW School for additional parking.</p>	
<p><u>11/15/23:</u> Dr. Talbert shared the letter that she drafted to the town, with the ATA.</p>	<p><u>11/15/23:</u> Dr. Talbert has had conversations with the mayor's office and with town trustees. The district has visited the site at NW. They met with building and grounds and they agreed to maintain that space if used. The town trustees are bringing it before the Town Board. The district is willing to go to the town board meeting to share more information. The Amityville BOE is in agreement with moving forward with this plan. The cost for such a project is about \$380,000, so that is not an option.</p>
<p><u>12/20/23:</u></p>	<p><u>12/20/23:</u> There is an agreement with the village and the school district with conditions. The lot cannot be used during inclement weather (snow). The lot cannot be plowed. There will be no access to the lot when school is not in session. The goal is to have the final proposal approved at the 1/10/23 BOE meeting.</p>
<p><u>1/17/23:</u></p>	<p><u>1/17/23:</u> In order for the district to move forward with an agreement, the district would need the permission of the town commissioner, which is a long process. The district is working on a</p>

	<p>municipal agreement for a public works issue.</p> <p>The parking lot will be added to a municipal works project as an interim agreement.</p>
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● **OBSERVATION REPORTS:**

ATA Comments	Administrative Response
<p><u>12/20/23:</u> The ATA will provide the district with what we expect across the board regarding observation reports; and the ATA will grieve violations of the agreement.</p>	<p><u>12/20/23:</u></p>
<p><u>1/17/23:</u> The ATA is still having situations where teachers are not getting any written reports prior to post observation conversations.</p> <p>Dr. Lange reminded us that last year we discussed the idea that administrators would provide notes prior to the post observation meeting and report.</p> <p>Teachers are not even receiving these notes from the administrator prior to the post observation conversation or the post-observation reports.</p>	<p><u>1/17/23:</u> The district administration will discuss this concern with the leadership team.</p>

● **Northwest Air Quality Concerns/Report**

ATA Comments	Administrative Response
<p><u>12/20/23:</u> Northwest School has requested the Air Quality Report be shared with the teachers and staff.</p>	<p><u>12/20/23:</u> The district will provide Northwest with the report.</p>
<p><u>1/17/23:</u></p>	<p><u>1/17/23:</u> The ATA is in possession of the air quality report . This will be reviewed with the ATA's NYSUT representative.</p>

- **Security at NW & Dismissal Concerns:**

ATA Comments	Administrative Response
<p><u>10/23/23:</u> NW needs an additional security guard. The issue is that there is more than one point of entry and exit at NW School. If both security guards are standing at one point of entry, it may not be the best use of their resources. The ATA is suggesting that during arrival and dismissal, one security guard is placed at the front entrance and one at the point of entry and exit for the walkers towards the side parking lot. But NW School also needs a third security guard by the back portables for dismissal. Classes are going outside and</p>	<p><u>10/23/23:</u> Dr. Lange will speak with Ms. Hyland about the egress in the back and its accessibility.</p>

<p>walking around from the back without security.</p>	
<p><u>11/15/23:</u> The district was working on obtaining more security after the untimely passing of one of their security guards. The ATA inquired about strategically reassigning the current security guards throughout the building to address the current needs. The ATA recommended creating a new security plan that will cover all needed security concerns.</p>	<p><u>11/15/23:</u> Dr Talbert had a conversation with Ms. Hyland and Scott Lobono. Scott assigned three different security officers on a rotating basis to provide additional coverage. Ms. Hyland cannot provide security in the back of the building because one security guard is already assigned to the front of the building and the other security guard is covering the walker exit. Dr. Talbert said that they will readdress the current concerns with Ms. Hyland and Mr. LoBono.</p> <p>BVP's update: Ms. Hyland placed a security guard in the parking lot and he is watching the front and the side of the building. Nancy has asked about using the dismissal routine implemented during inclement weather. Security concerns still exist. The current plan is not working well.</p>
<p><u>12/20/23:</u></p>	<p><u>12/20/23:</u> There will be a mobile security vehicle at Northwest School from 2:45-3:20 pm daily. Dr. Talbert will follow up with building administration.</p>
<p><u>1/17/23:</u></p>	<p><u>1/17/23:</u></p>

<p>Nakia asked if it would be possible to change the location of dismissal to an area where there is security.</p> <p>Nancy mentioned that there would be delays and bottlenecks if all grades were dismissed from the location where a security guard is currently stationed.</p> <p>There was discussion about different ideas to solve this problem.</p>	<p>The mobile unit is on call during the 2:45-3:20 pm time, but it is not consistently available to be at NW school at this time daily.</p> <p>The option to hire security is not possible at this time.</p> <p>The district has also tried to use security from the HS, but that hasn't worked out.</p> <p>The district is working on a solution to this problem.</p>
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● **INDEPENDENT CONTRACTOR PERFORMING SOCIAL WORKER SERVICES at the Middle School**

ATA Comments	Administrative Response
<p><u>12/20/23:</u> The ATA asked if the independent contractor providing social work services is certified to do the work as a social worker.</p>	<p><u>12/20/23:</u> The district shared that the position is being posted.</p>
<p><u>1/17/23:</u></p>	<p><u>1/17/23:</u> The position will not be posted. Currently, the duties normally performed by the social worker are being fulfilled by a licensed mental</p>

	health worker and other staff members that are licensed to perform services.
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- **COMMUNICATION:**

ATA Comments	Administrative Response
<p><u>10/23/23:</u> The ATA is asking for communication to be transparent, consistent, and in a timely fashion regarding information to teachers, especially new items.</p>	<p><u>10/23/23:</u> Dr. Talbert and Dr. Lange agreed.</p>
<p><u>11/15/23:</u> Nakia shared that emails from teachers to building level and district wide departments, regarding students, and to central office administration are not being responded to within a timely manner, if at all.</p>	<p><u>11/15/23:</u> Administration will remind administration to create a routine to answer emails.</p>
<p><u>12/20/23:</u></p>	<p><u>12/20/23:</u> This will be followed up by central administration and addressed with building administration. The expectation is that there should not only be a chain of communication but that return responses should be timely.</p>
<p><u>1/17/23:</u> Communication, immediate/timely responses, and follow through with discipline is a concern in the MS and the HS.</p>	<p><u>1/17/23:</u> The district has been working on this concern since it was brought up last time.</p>

<p>There continues to be inconsistent communication regarding building incident reports.</p>	<p>There is a clear expectation regarding notification of student discipline on the part of the administrator.</p>
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• Northwest Extra Class and Special Area teacher coverages for these classes

ATA Comments	Administrative Response
<p><u>12/20/23:</u> Northwest Special Area teachers have been covering extra classes. The district indicated that payment for Northwest teachers who provided the extra class prior to classes being combined is forthcoming.</p>	<p><u>12/20/23:</u> Information has been provided to Dr. Lange to forward to HR to put onto the BOE Personnel Action Report (PAR) and to create a payroll change for payment.</p>
<p><u>1/17/23:</u></p>	<p><u>1/17/23:</u> This action will be placed on the February BOE agenda on the Personnel Action Report for approval.</p>

NEW BUSINESS:

- **Communication Regarding a Two Hour Delay**

The message regarding a two hour delay, on January 16, 2024, was delivered by 8pm.

There needs to be defined protocols and procedures for a two hour delay. This will be discussed at the next leadership meeting.

Nakia suggested protocols for two hour delay be placed in a central location (welcome packet, website, etc.) for parents.

Teachers are requesting an established and uniform rule for two hour delays regarding arrival times, etc.

- **Teacher Excessing**

The ATA knows that this is forthcoming. The ATA is hopeful that the district has some form of mechanism that dictates how they will proceed. It's important that the Amityville community observe that the school district is engaging in fair and objective practices.

The district is working to verify the seniority lists for all units. Once that is complete, the district will reach out to each respective union president to further validate.

- **Updated Seniority List**

The district is working to verify the seniority lists for all units.

- **Course Approval/Denials**

If teachers do not receive a response from Dr. Lange regarding course approvals/denials, she welcomes a meeting or invites ATA members to reach out to Barbara Hunt to facilitate a response.

- **Chaperone and Home Tutor Approvals**

Nakia asked if the district can make a distinction between chaperoning and volunteering?

Teachers that haven't been approved prior to chaperoning should not volunteer for field trips because they wouldn't be able to receive pay for their services.

The district is working on updating the approval system for chaperones.

- **Inconsistencies: pay adjustment after completing 20 consecutive days (subs, perm sus, leaves)**

Nakia and Matt shared instances of discrepancies in great detail.

Dr. Talbert stated that they will review these cases.

Dr. Talbert will research criteria to receive COVID pay.

- **Flex Benefits Deductions**

There are some members who have had more money deducted for flex benefits than what was requested. These members are trying to find out how to get their money back.

These members have been unsuccessful with getting a response from the district office regarding helping to retrieve this money. The members are not receiving any information about the process of reimbursing their money.

Nakia will share the names of those members, who have these concerns, with Dr. Talbert. She said she will help to rectify this problem.

- **Maternity Leave**

There are some ATA members that are concerned about how their pay will be distributed for the summer. These members have reached out to Carolyn Stone. Then, these members were directed to reach out to Diane Stokes. Then, Diane referred them back to Carolyn Stone.

Dr. Talbert will work on a protocol for this concern.

The ATA asked if this protocol could be shared so that the BVP's could help answer questions.

District Concerns/Comments:

- There are no district concerns.

**The next Executive Council Meeting is February 28, 2024 at 4pm.
The meeting will be held at Park North unless otherwise specified.**

Respectfully Submitted,

Tina Smith

Recording Secretary
The Amityville Teachers' Association