

**Amityville Teachers' Association Legislative Council**

**Regular Monthly Meeting  
Held Virtually through Zoom**

**January 3, 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
	RTA President		

### **Minutes:**

This meeting was called to order at 4: 03 **pm**.

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

The Executive Council Minutes of **December 2023** will be reviewed and approved by the February 2024 Legislative Council Meeting.

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:**

##### **New Business:**

1. The district is continuing to operate and ascertain their finances. They are also having discussions about excessing and reorganization for the 2024-2025 school year. As it stands, they will not be excessing teachers during the course of this school year. At the same time, teachers continue to resign from the district. The district still intends to give staff notice about excessing. They will honor 30 day notification, but they will do their best to give staff as much time as possible . Nakia encourages members to reach out to him about concerns. Nakia wil hold a

general membership meeting about information about reorganization and district decisions regarding excessing.

2. Nakia is in touch with members regarding their coverage pay. He is grateful for membership communication so he can help facilitate payment. Carolyn Stone is working on getting members paid. There have been many positive conversations between Carolyn and Nakia regarding solving these issues,
3. The ATA is in contact with the NYSUT media specialist regarding the next steps in contract escalation. The message that the ATA strongly conveyed at the December BOE meeting was received. The ATA will continue to reiterate this message. The ATA is considering what other public community meetings to attend in order to share the ATA concerns regarding the district and the contract.

### **Old Business:**

A reminder to BVP's that it is important to provide Nakia with concrete data when presenting building reports, ie. dates, emails, responses, timelines, etc.

### **Negotiations:**

The district is working on a retirement incentive that includes health insurance.

The ATA has offered many options to date.

There is no new negotiations meeting scheduled because the district is working on this retirement incentive.

### **TREASURER'S REPORT:**

For the 2023 calendar year for tax purposes, union dues amounts are as follows:

If you were employed by the district from January 1, 2023- June 30, 2023 , union dues would be \$754.

If you were employed by the district from September 1, 2023 - December 31, 2023, union dues would be \$464.

If you were employed by the district for the entire calendar year, union dues would be \$1,218.00.

Any member with different circumstances and beginning and end employment dates should reach out to George Alexander, at [gtgeoalexander@gmail.com](mailto:gtgeoalexander@gmail.com), for tax information regarding dues contribution.

### **CORRESPONDENCE**

None

## **VICE PRESIDENT/GRIEVANCEAS 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.

**1/4/23 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.

**1/4/23 UPDATE:** There is no update at this time.

### **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.

**1/4/23 UPDATE:** There is no update at this time.

**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.

**1/4/23 UPDATE:** There is no update at this time.

**5. BUILDING LEADER GRIEVANCE:**

- a. Members who were approved and served as building leaders last year have not been paid.
- b. A grievance was filed as of today.
- c. Nakia stated that the district doesn't want to underpay a member because the district has no record that they were paid last year at all for serving in a building leadership capacity.

## **VICE PRESIDENT/NYSUT/AFT:**

1. The student loan program is still tied up. Updates for the new student loan program are expected to be shared in June.
2. Congressman Garbarino's office is campaigning for the SALT deduction tax cap to be lifted. If Congress does not make permanent individual tax provisions, the SALT deduction cap of \$10,000 per household will expire as scheduled after 2025.
3. NYS Teachers' Retirement System Pension audit findings:
  - 99.3% funded
  - 85% is derived from dividend returns
  - 13% is derived from employers' contributions
  - 2 % is funded by members

NYSTRS teachers have the strongest pension in the nation.

### 4. Fix Tier 6 campaign

Members' Vote Cope dollars are hard at work. There is a big push for this campaign this year. Frank is in touch with legislators and they are in support of reassessing this tier. Tier 6 does not only affect only teachers; many other professions are included in Tier 6.

For more information, click this [FIX TIER SIX](#) site.

## **LAP: LOCAL ACTION PROJECT:**

1. 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. The ATA is paying for half the ticket. There will be a cash bar. ATA Members, family, and friends are invited. The LAP team is asking BVP's to encourage and remind members about this event.
2. 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	<b><u>HOME INSTRUCTION:</u></b> Ms. Stephens is looking into addressing the needs of students in need of home instruction.	<b><u>1st Update 12/7/22:</u></b> 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. <b><u>2nd Update 9/13/23:</u></b> There is no update at this time. <b><u>3rd Update 10/4/23:</u></b> There is no update at this time. <b><u>4rd Update 11/1/23:</u></b> There is an ongoing discussion about restoring virtual teaching. <b><u>5th Update 1/3/23:</u></b> There is no update at this time.
12/1/22 GRIEVANCE	<b><u>OBSERVATION NARRATIVES:</u></b> 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> There is no update at this time. <b><u>2nd Update 9/13/23:</u></b> 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. <b><u>3rd Update 10/4/23:</u></b> There is no update at this time. <b><u>4rd Update 11/1/23:</u></b>

		<p>This concern still exists in this school year. Teachers will grieve this issue.</p> <p><b>5th update 1/3/23:</b> The ATA will grieve this issue according to the language of our contract.</p>
<p>9/13/23 RESOLVED</p>	<p><b><u>LEAD TEACHERS &amp; ENL CHAIRS:</u></b> 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.</p>	<p><b>1st Update 10/4/23:</b> There is no update at this time.</p> <p><b>11/1/23 Update:</b> These positions were appointed at the 10/4/23 BOE meeting. This issue is RESOLVED.</p>
<p>9/13/23 RESOLVED</p>	<p><b><u>CLUB ADVISORS:</u></b> Club advisors are not on the minutes for tonight's BOE agenda. The union is advising not to fulfill these responsibilities if a member is not approved. Nakia will attempt to get more clarity at the next Executive Council meeting.</p>	<p><b>1st Update 10/4/23:</b> All club advisors are still not approved. Most essential club advisors are on the BOE agenda for tonight. Club advisors are still advised not to fulfill responsibilities if a member is not approved.</p> <p><b>2nd Update 11/1/23:</b> These positions were appointed at the 10/4/23 BOE meeting. This issue is RESOLVED.</p>
<p>10/4/23 RESOLVED</p>	<p><b><u>SIXTH CLASS:</u></b> 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.</p>	<p><b>1st Update 11/1/23:</b> 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.</p> <p><b>2nd Update 12/6/23:</b> The 6th class issue was resolved. Teachers were approved and paid retroactively for their service.</p>
<p>11/1/23 EC ITEM (1/3/24)</p>	<p><b><u>COMMUNICATION:</u></b> Communication issues still exist at the building level. Administration has not been responsive. For example, there are student absences due to home instruction,</p>	<p><b>1st Update 12/6/23 Update:</b> Communication issues still exist. This contributes to declining building morale. For example, there is inconsistent communication regarding</p>

	<p>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.</p>	<p>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.</p> <p><b><u>2nd Update 1/3/24:</u></b> The H.S. is still using various separate mechanisms for documenting discipline; and communication is not consistent regarding these discipline issues. This will be an EC item.</p>
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**New Concerns:**

There are no new concerns.

**Middle School:**

**Past Concerns:**

<b>Date originally presented</b>	<b>Concern</b>	<b>Update</b>
<p>10/12/22 RESOLVED</p>	<p><b><u>PARKING LOT:</u></b> 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> 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> There is no update at this time.</p> <p><b><u>3rd Update 10/4/23:</u></b> There is no update at this time.</p> <p><b><u>4rd Update 11/1/23</u></b></p>

		This issue is resolved.
10/12/22	<p><b><u>DISTRIBUTION OF SPECIAL EDUCATION CLASSES:</u></b>  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>  Administration is working on this, but the student/teacher ratio is still not appropriate.  <b><u>2nd Update 9/13/23:</u></b>  There is no update at this time.  <b><u>3rd Update 10/4/23:</u></b>  There is no update at this time.  <b><u>4th Update 1/3/24:</u></b>  There is no update at this time.</p>
11/2/22  EC ITEM (12/6/23)	<p><b><u>IEP's NOT FINALIZED:</u></b>  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>  There is no update at this time.  <b><u>2nd Update 9/13/23:</u></b>  There is no update at this time.  <b><u>3rd Update 10/4/23:</u></b>  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.  <b><u>4rd Update 11/1/23</u></b>  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 Education administrator is involved in this conversation.  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.  Nakia will put this in writing from the leadership team to the administration.  <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. 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. EC Item</p>
<p>12/1/22 EC ITEM (1/3/23)</p>	<p><b><u>ADMINISTRATIVE RESPONSE TO EMAILS:</u></b> Administration has not been responding to emails.</p>	<p><b><u>1st Update 1/4/23:</u></b> There is no update at this time. <b><u>2nd Update 9/13/23:</u></b> There is no update at this time. <b><u>3rd Update 10/4/23:</u></b> There is no update at this time. <b><u>4rd Update 11/1/23</u></b> 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. This will be on the next EC agenda. The ATA will ask for district expectations from their building leadership team. <b><u>5th Update 12/6/23:</u></b> 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. <b><u>6th Update 1/3/23:</u></b></p>

		<p>Discipline referrals: teachers are not able to retrieve their write up for infinite campus for discipline referrals. Nakia is recommending that teachers print a copy of the discipline referral. These copies will help to serve as documentation. This will be an EC item.</p>
12/1/22 RESOLVED	<p><b><u>COVERAGE PAYMENT:</u></b> 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> There is no update at this time. <b><u>2nd Update 9/13/23:</u></b> There is no update at this time. <b><u>3rd Update 10/4/23:</u></b> This issue is resolved.</p>
9/13/23 RESOLVED	<p><b><u>CLUB APPROVAL:</u></b> 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> This issue is resolved.</p>
10/4/23 RESOLVED	<p><b><u>PLC'S:</u></b> 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> Nakia would like to discuss how the Middle School is using PLC's and how they are relative to PD's. <b><u>2nd Update 1/3/24:</u></b> Administration is utilizing PLC by giving teachers time to plan, write lesson plans, complete grades, make phone calls, or give us valid information. This issue is resolved.</p>
12/4/23 RESOLVED	<p><b><u>NURSES OFFICE ISSUE:</u></b> 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</p>	<p><b><u>1st Update 1/3/23:</u></b> The nurse's office has not been closed since the last EC meeting. This issue is resolved.</p>

	teachers can't send sick students to the office or nurse without calling down.	
12/4/23	<b><u>POST OBSERVATION REPORTS:</u></b> 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.	<b><u>1st Update 1/3/23:</u></b> There is no update at this time.

**New Concerns:**

There are no new concerns.

**PAMES**

**Past Concerns:**

Date originally presented	Concern	Update
9/13/23 RESOLVED	<b><u>EXTRA HELP TIME:</u></b> 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.
12/4/23	<b><u>DOCUMENTING DISCIPLINE:</u></b> PAMES teachers and Mr. Plaia are still 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.	<b><u>1st Update 1/3/23:</u></b> BVP and Principal continue to work on this issue.

**New Concerns:**

There are no new concerns.

**Northwest:**

**Past Concerns:**

Date originally presented	Concern	Update
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<p>10/12/22</p>	<p><b><u>AIS CANCELLED OFTEN:</u></b>  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>  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>  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>  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>  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>  There is no update at this time.</p> <p><b><u>5th Update 1/3/23:</u></b>  There is no update at this time.</p>
<p>11/2/22</p>	<p><b><u>DISTRIBUTION OF OBSERVATIONS:</u></b>  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</p>	<p><b><u>1st Update 12/7/22:</u></b>  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</p>

	<p>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.</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>point, the ATA will address that concern. <b><u>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.</u></b></p> <p><b><u>2nd Update 9/13/23:</u></b> This concern was discussed with Ms. Hyland, and this item will be monitored as the 2023-2024 school year proceeds.</p> <p><b><u>3rd Update 1/3/23:</u></b> There is no update at this time.</p>
<p>11/2/22 EC ITEM (1/6/23)</p>	<p><b><u>PARKING LOT:</u></b> 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. 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> There is no update at this time.</p> <p><b><u>2nd Update 9/13/23:</u></b> 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> 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> 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> <p><b><u>5th Update 12/6/23:</u></b> NW has not heard anything regarding the parking lot on the side of the school yet. They are asking if there is an update.</p>

		<p><b><u>6th Update 1/3/23:</u></b>  There is no update at this time.  This will be on the next EC agenda.</p>
<p>June 2023   EC ITEM  (1/3/23)</p>	<p><b><u>OSHA VISIT TO NW:</u></b>  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>  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.  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>  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>  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> <p><b><u>4th Update 1/3/23:</u></b>  There is no update at this time.  This item will be on the next EC agenda.</p>
<p>9/13/23</p>	<p><b><u>CLASSROOM CLEANLINESS:</u></b>  Classroom cleanliness has improved, but it has recently been inconsistent.  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>  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>  The classrooms are better but not always consistent.</p> <p><b><u>3rd Update 1/3/23:</u></b>  There is no update at this time.</p>
<p>9/13/23</p>	<p><b><u>AIR CONDITIONING:</u></b></p>	<p><b><u>1st Update 10/4/23:</u></b></p>

<p>EC ITEM (1/3/23)</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>Nakia wants to know what the building principal is doing about these issues before taking it further</p>	<p>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> The Air Conditioning units are operable. This issue is RESOLVED.</p> <p><b><u>3rd Update 12/6/23:</u></b> 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 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 iif 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> <p><b><u>4th Update 1/3/23:</u></b> There is no update at this time. This item will be on the next EC agenda.</p>
<p>9/13/23 RESOLVED</p>	<p><b><u>BUSES ARRIVING LATE:</u></b> 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> The buses have been on time this year. This issue is resolved.</p> <p><b><u>2nd Update 12/6/23:</u></b> Special transportation is late every day and the teacher stays late every day.</p>

		<p>Nancy shared this concern with the administration .</p> <p>Nakia reminded NW that teachers need to be relieved at the end of the day.</p> <p>It is the administrator’s responsibility to tend to the students when the day ends at 3:30 pm.</p> <p>Administration must understand that the teacher needs to be relieved daily.</p>
9/13/23	<p><b><u>SUPPLIES:</u></b></p> <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></p> <p>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></p> <p>Supplies have been delivered every day.</p> <p><b><u>3rd Update 1/3/23:</u></b></p> <p>There is no update at this time.</p>
9/13/23	<p><b><u>PARENT SQUARE TRAINING:</u></b></p> <p>Members need training on Parent Square. Nakia will ask the district if PS training is forthcoming.</p>	<p><b><u>1st Update 10/4/23:</u></b></p> <p>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></p> <p>Training has not yet been provided to teachers.</p> <p><b><u>3rd Update 1/3/23:</u></b></p> <p>There is no update at this time.</p>
10/4/23 EC ITEM (12/6/23)	<p><b><u>SIXTH CLASS/SPECIAL AREA TEACHERS:</u></b></p> <p>Special area teachers are teaching a sixth class.</p>	<p><b><u>1st Update 11/1/23:</u></b></p> <p>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>2nd Update 12/6/23:</u></b></p> <p>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</p>

		<p>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.</p> <p>Ms. Hyland did not have approval to set up the same schedule as the previous year; the district did not approve of this class.</p> <p>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.</p> <p>This is not setting a precedent.</p> <p>Nakia will discuss this concern at the next EC meeting.</p> <p><b><u>3rd Update 1/3/24:</u></b> Special area teachers are going to be placed on the January 10, 2024 BOE agenda to be approved. Nakia will confirm that these teachers are on the BOE agenda.</p>
<p>10/4/23 EC ITEM (Oct. 2023)</p>	<p><b><u>FURNITURE SUPPLY:</u></b> There is a concern about the furniture supply in the building. Ms. Hyland 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.</p>	<p><b><u>1st Update 11/1/23:</u></b> This item was discussed at the October EC.</p>
<p>10/4/23 EC ITEM (1/3/23)</p>	<p><b><u>SECURITY:</u></b> 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.</p>	<p><b><u>1st Update 11/1/23:</u></b> 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.</p>

		<p>This issue will be discussed at the November EC meeting. The ATA will request an update on the revised dismissal procedures at Northwest School.</p> <p><b><u>2nd Update 12/6/23</u></b>  We haven't seen security in the back of the portables yet. It was discussed that there would be a mobile vehicle from 2:45-3:20, but to date this has not been put in place.</p> <p><b><u>3rd Update 1/3/23:</u></b>  There is no update at this time.  This item will be on the next EC agenda.</p>
12/6/23	<p><b><u>LEADERS OF TOMORROW:</u></b>  Some teachers have not been paid for LOT.</p>	<p><b><u>1st Update 1/3/24:</u></b>  There is no update at this time.</p>
12/6/23: EC ITEM (12/6/23)	<p><b><u>SAVVAS TRAINING:</u></b>  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.</p>	

**New Concerns:**

1. Heating Concern: This issue has been a concern for approximately four years. One teacher's room was 113 degrees. She will be relocating classrooms due to this problem.
2. Nurse:  
The nurse continues to send students back to the classroom when they are sick. Many teachers are becoming sick and in turn, absent. Ms. Hyland will speak to the nurse about this issue. Nakia asked NW to

document the times that students go to the nurse and then get sent back to the classroom sick.

3. Reorganization of classes:

Teachers are concerned that class make up is not appropriate and best for students. At the end of the year, teachers create reports that indicate students that should and should not be together in class. It appears these recommendations are not being honored, and it results in poor classroom make up. Ms. Hyland has been informed. The ATA is concerned that the placement trackers are not being honored. This item will go to EC.

4. Missing art supplies: Nakia will follow up with Lydia.

### **Northeast:**

There are no concerns.

### **Contributions:**

Moving forward, the ATA will post the dollar amounts raised for fundraisers as well as the amount contributed by the ATA.

### **Suffolk's Edge:**

A meeting was held on December 13, 2023.

Nancy sent out a flyer about work room materials that are available.

The Professional Development allotment for Amityville is \$6,000. Nakia reach out to Suffolk's Edge to begin the process of planning to use this allotment.

The work room is free to all teachers.

The technological lending program is available upon request.

January 18, 2024 is the next scheduled meeting

### **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.

Lydia asked for BVP's to update their email address list before elections. Lydia will share the future election timelines.

**APTC:**

There is nothing to report at this time.

**Mentoring Program:**

There is nothing to report at this time.

**Correspondence:**

There is nothing to report at this time.

**Health & Safety:**

**December Health and Safety Meeting Minutes**

**Monday 12/11/23**

**District Office**

**Submitted: M. Greco H&S Chairperson**

**Board of Ed**

- No new information
- No new news to report

**District Buildings & Grounds**

- Fire inspections will be on Friday December 15
- Fred M. has sent out what is expected to his Chief Custodial staff and directed them to push it out to the teachers.
- No other news to report

**High School**

- The bathroom is almost ready to be used again
- Parking lot student drop off is still unorganized.
  - Fred M. mentioned that this is a security issue and that this should be handled on a building level.
  - H&S rep for the HS should mention this to Mary S. and ask her to speak with HS Security or Scott L. (head of security for the district)
- No other issues were discussed or reported.

**Middle School**

- Nursing issue was discussed with Fred M. and Pat Johnson
- This is not an ongoing issue, this was a temporary staffing issue.
- If there are more incidents like this M. Greco will speak to Evan Farkas about staffing and leaving the buildings without a nurse.
- No other issues were discussed or reported.

### **Park Avenue**

- Any minor issues are being handled
- New drop off system seems to be working well, according to Mr. Plaia.
- No other issues were discussed or reported.

### **Northwest**

- The cleanliness of the desks, carpets, and floors was discussed with the building head and Mrs. Hyland.
- Please keep M. Greco and Fred M. Informed if there are any issues or changes.
- No new issues were discussed or reported.

### **NE**

- No issues were discussed or reported.

The next Health & Safety Meeting is scheduled for January 24, 2024.

### **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.**

### **S**

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

A member is seeking 20 days from the Sick Bank. This member joined the sick bank prior to going out on FMLA. while this member was out on FMLA, they were on leave with a special sick bank donation. Now, the member's days are exhausted and they are requesting 20 days from the sick bank at this point.

A special donation of days is because you've exhausted your days.

If you are a part of the sick bank, you could ask the sick bank for days.

The ATA was waiting for the district to provide us with our salary statements and sick days; and because of the district's delay some members did not sign up for the sick bank.

Nakia made a motion to approve donating 20 days for this member.

Nakia opened it up to discussion.

The motion passed.

### **Bereavement/Condolences:**

The process remains the same.

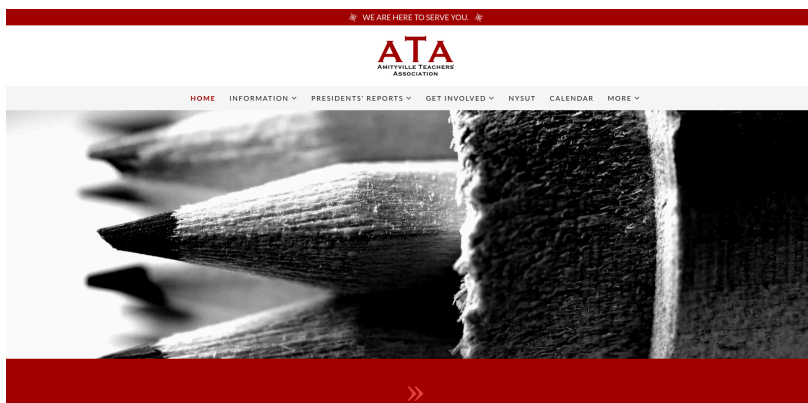
Building reps should share contact information with Nakia, and Nakia will share that information with George.

### **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 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**

Colleen Kretz is going through the protocol to assume the role of Retiree Chapter president. As soon as Colleen is ready, she will take her role on our LC.

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). The cost is \$15 per year.

**The next Legislative Council Meeting will be on February 7, 2024 at 4pm. This will be a virtual meeting unless otherwise noted.**

**The next Executive Council Meeting will be on January 17, 2024 at 4pm. This meeting will be held in the PARK NORTH BoardRoom, unless otherwise noted.**

The meeting was adjourned at 5:22 pm.

Respectfully Submitted,

*Tina Smith*

Recording Secretary  
The Amityville Teachers' Association