

Amityville Teachers' Association Legislative Council

**Regular Monthly Meeting
Held Virtually through Zoom**

May 2, 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 |
| Janine Sarlo | HS ABVP | | x |
| Sandra Whitney | HS ABVP | x | |

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| 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 4:03 pm.

Nakia Wolfe made a motion, 2nd by Nancy Finizio, to approve the LC Minutes of **April 2023**. Without discussion, the minutes were approved 16-0-0.

There was no Executive Council Meeting held in April.

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:

1. The ATA President and Vice Presidents met with Dr. Fale, Dr. Lange, and Ms. Buatsi regarding compensation issues related to sixth class assignments. These issues were resolved. They addressed a situation where a member was inappropriately docked pay. The ATA and Central Office Administration will follow up to ensure that these members get paid.

2. In our district, there is a building where members are being reassigned without justification. All that is being said without explanation is that there is a need to have people in the right places, or that the current constitutions don't fit an administrative vision that was never articulated. There is also concern that preferential treatment is being given, regarding those who get to choose what they teach versus those who are told what they will teach. Tactics like this have been part of the fundamental building blocks upon which poor climate and culture

have been established. Teachers being moved irrespective of assignment preference, knowledge of pedagogy, performance, and or productive co-teaching partnerships are ingredients for a poor building climate.

3. With regard to the district's intentions to let go of teachers this year, administration will look at evaluations to add to their decision making. For a district that has lost over 28 people, it is a concern that the district has not moved towards supporting these teachers and offering them help to grow.

4. Tonight the ATA President and Vice Presidents will be speaking in front of the BOE. When the ATA is negotiating with the district, the intention is to be flexible. The Union has presented several strong proposals, but when the ATA has asked for data to support the district's stance the district has never presented documentation. The ATA has given data to support their concerns and their proposals. The Union prefers to handle issues in house. But, the ATA is concerned with the district's response to salary competitiveness, media coverage of the district, supporting new teachers, and recruiting and retaining new and tenured teachers. Everything the ATA had presented and moved forward with is based on and analyzed by their lawyers and NYSUT. All of the ATA's proposals were drafted and presented with flexibility and an understanding of a respectful process in mind. This process has taken six months long to date; and the ATA has made every attempt to begin this process early. The ATA knew the obstacles facing them; and they wanted to make every effort to work to resolve these concerns as well as work on negotiating a settled contract early and before the current contract expired.

Treasurer's Report:

The ATA has received two of its VOTE COPE reimbursements.

The ATA has received a 2022 award for their VOTE COPE drive.

Building representatives will be receiving W-4 forms for those members on the Building Negotiations Team. BVP's are asked to complete these forms and submit them for payment for those Building Negotiations representatives.

Correspondence:

Nothing to report

Old Business:

Nothing to report

New Business:

See President's Report

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.

2/1/23 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.

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.

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.

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.

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.

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.

2/1/23 UPDATE: The ATA is rescinding this grievance because the district complied; salary statements have been distributed.

5. The ATA has filed a grievance for another member who was docked 2.5 sick days because they were told they had not accrued the sick time yet. This is inconsistent with our contractual language and past practice. The district has since decided to reimburse the member for the 2.5 sick days. The member received the reimbursement on April 7th. The ATA will be withdrawing the grievance this week. This grievance was filed on March 28, 2023.

Vice President: NYSUT/AFT

- The NYSUT convention, the RA, was held this past weekend April 28th and 29th in Albany. Nakia and Frank both attended.
- There was a change in leadership as both President Andy Pallotta and Executive Vice President Jolene DiBrango both retired. They were replaced with Melinda Person as President and Jaime Ciffone as Executive Vice President.
- The RA covered a number of resolutions:
 - Tier equity: making Tier 6 comparable to Tier 4
 - School safety
 - Addressing the teacher shortage
 - Transgender as well as LGBTQ rights in education
 - Needs of higher education, ie. SUNY and CUNY as well as community colleges
 - FMLA rights and access

Due to scheduling issues, many of these resolutions were not voted on in the general assembly but were passed on to the Board of Directors for adoption. Frank has contacted NYSUT to find out when the unions will be notified about the adoption of the resolutions. These resolutions drive the union's actions with the NY legislature for the coming year. This is also where Vote Cope dollars go. These funds go to fund campaigns and legislation such as Tier equity. Hence, the union needs everyone to make that one time donation come fall.

- **Fix Tier 6** is a major campaign.
- NYSUT dues are increasing for the first time in ten years. It is increasing by \$8 per year for the next four years.
- Additional support is in place for union members during these difficult times including the peer support line. Member benefits have also secured members a

free subscription to the Calm app. You will need your NYSUT ID number to get this free benefit. Go to [CALM.COM](https://calm.com) to find out more information.

- In other news we are still waiting for the Supreme Court ruling on the President's student loan forgiveness plan. That decision should be made by the end of June. It is still expected that student loan payments will begin again come August.

LAP:

1. May 10 will be the Tenure reception at PAMES.
2. May 8- 12th is Teacher Appreciation Week.
3. The ATA will select scholarship recipients in May.
4. The End of the Year Party will be on June 15 at the Piermont in Babylon at 7:30pm -11:30. It will be an open bar with hors d'oeuvres and a buffet.
5. The North Amityville Parade is scheduled for June.
6. 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:

| 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. | <u>1st Update 10/12/22:</u> There is no update at this time. Nakia said that scheduling will remain an EC Agenda item. <u>2nd Update 11/2/22:</u> The sixth class teachers have been identified and they will be Board approved shortly. Subs are still covering regents classes. |

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| 9/14/22 | There is no Special Education Coordinator in the HS. School psychologists are performing the roles of the Special Education Coordinator | <u>1st Update 10/12/22:</u> There is no update at this time. <u>2nd Update 11/2/22:</u> This remains a concern. <u>3rd Update 12/7/22:</u> This issue is resolved. |
| 10/12/22 | Class sizes are very large. | <u>1st Update 11/2/22:</u> The classes have started to be divided up, but many classes are still oversized. <u>2nd Update 12/7/22:</u> 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. | <u>1st Update 12/7/22:</u> 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. | <u>1/4/23:</u> There is no update at this time. |

New Concerns:

1. The 2023-2024 school year scheduling is finalized.
1. Proctoring issues with AP exams: BVP requested to meet with Ms. Stephens prior to the exams.
2. Observations; tenure candidates weren't notified of observations. Dr Fale said it is at the discretion of the building principal.
3. Central administration did brief walkthroughs instead of whole period walkthroughs. The district should be articulating the expectations about these walkthroughs.

Middle School:

Past Concerns:

| Date originally | Concern | Update |
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| 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. | <p><u>1st Update 10/12/22:</u> Interviews are in progress. Ms. Hutcherson said lead teachers will not be hired.</p> <p><u>2nd update 11/2/22:</u> 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.</p> |
| 9/14/22 | <p>Detention: Teachers are concerned how it will be assigned.</p> <p>Referral return time There is concern that the referral process has a long return time. Ms. Hutcherson will look into a digital referral form.</p> | <p><u>1st Update 10/12/22:</u> A referral process is in place.</p> |
| 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. | <p><u>1st Update 11/12/22:</u> There is no update at this time.</p> |
| 9/14/22 | Ms. Hutcherson will be calling in teachers for excessive absences. | <p><u>1st Update 10/12/22:</u> There is no update at this time.</p> |
| 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. | <p><u>1st Update 11/2/22:</u> 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> |
| 10/12/22 | Special Education classes are not distributed appropriately. There are more Special Education students than there are General Education students. | <p><u>1st Update 11/2/22:</u> Administration is working on this, but the student/teacher ratio is still not appropriate.</p> |

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| 10/12/22 | Teachers are overwhelmed with PLC forms. A digital copy has been requested and not received. | <u>1st Update 11/2/22:</u> 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. | <u>1st Update 11/2/22:</u> 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. | <u>1st Update 12/7/22:</u> There is no update at this time. |
| 12/1/22 | Administration has not been responding to emails. | <u>1/4/23:</u> 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. | <u>1/4/23:</u> 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. | <u>1/4/23:</u> 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. | <u>1/4/23:</u> There is no update at this time. |

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| 4/12/23 | Prep Pay: Middle School ATA members are concerned with inconsistent prep pay from building to building. The district is obligated to make up a member's prep with pay or assign a prep at another time as compensation for a lost prep. | |
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New Concerns:

1. Teachers are still not getting observations.
2. Poor communication between administration and staff remains an issue in the Middle School. The MS administration said that they would send out emails to communicate, but this has not happened consistently. The MS Administration is still expecting the BVP and the ABVP's to share information.
3. Last day with students: This is the second, maybe third year, in a row that the last day of school with students is NOT on the academic calendar. The teachers have not been told when the last day with students will be. This should be on the calendar.
4. BOE Meeting presence: An Idea was suggested that union members share union presence at each BOE meeting throughout the year. building by building going to Each building would take a turn attending the BOE meetings.
5. Some postings have a 1-5 day turnaround for resume submission.

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. | <p><u>1st Update 10/12/22:</u> Mr. Plaia has said that by Oct. 19th it will be rectified via Board Approval.</p> <p><u>2nd Update 11/2/22:</u> This issue is resolved.</p> <p><u>3rd Update 12/7/22:</u> 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.</p> |

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| 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. | <p><u>1st Update 10/12/22:</u> There is no update at this time.</p> <p><u>2nd Update 5/2/23:</u> All students have chromebooks.</p> |
| 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. | <p><u>1st Update 10/12/22:</u> 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.</p> <p><u>2nd Update 11/2/22:</u> This issue is resolved. ICT class is of legal size.</p> |
| 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 | <p><u>1st Update 10/12/22:</u> There is no update at this time.</p> <p><u>2nd Update 11/2/22:</u> There is no update at this time.</p> <p><u>3rd Update 12/7/22:</u> 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.</p> <p><u>4th Update 5/2/23:</u> PAMES continue to NOT have a Special Education Coordinator. The staff has taken on those responsibilities with no increase in pay or financial compensation.</p> |
| 12/1/22 | Paul will follow up with observation narratives for PAMES. | <p><u>1st Update 1/4/23:</u> There is no update at this time.</p> |

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| 3/21/23 | There is a Special Education teacher, in the STRIVE program, who has been asking for a device for one of his/her students. This device is for communication purposes. The technology department stated that they are waiting for a purchase order from the district. Nakia will follow up with this issue with the district administration. | <p><u>1st Update 4/12/23:</u> There is no update at this time.</p> <p><u>2nd Update 5/2/23:</u> The STRIVE class received a communication device for this student.</p> |
| 4/12/23 | Regarding fourth grade reorganization: There is a tentative plan for training but no training has begun yet, with the exception of one Revel training for the 4th grade teachers who are to be reorganized. | <p><u>1st Update 5/2/23:</u> No training has taken place. There are after school PD's on MLP, but most teachers have their 18 hours as it is already May.</p> |
| 4/12/23 | Mr. Plaia has made mention of many changes for the 2023-2024 school year. This has affected morale negatively. | <p><u>1st Update 5/2/23:</u> Building morale is incredibly low due to Mr. Plaia continuing to announce that changes are coming. He is telling people that they are moving but not saying where or why.</p> |

New Concerns:

1. Student discipline issues are not being addressed.
2. There have been several physical altercations between students.
3. ISS is held for a half day each day.
4. Morale continues to be very low.

Northwest:

Past Concerns:

| Date originally presented | Concern | Update |
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| 10/12/22 | <p>AIS has consistently been canceled. There remains no sign up sheet to cover these classes for teachers to get paid for these coverages. Nakia asked for a record of the amount of times that AIS, ENL, and any support services have been canceled this school year. He also asked for the amount of times teachers have been asked to cover during their prep or their lunch.</p> | <p><u>1st Update 11/2/22:</u> 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><u>2nd Update 12/7/22:</u> 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> |
| 10/12/22 | <p>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.</p> <p>This does not include committee meetings since participation on these committees is voluntary.</p> | <p><u>1st Update 11/2/22:</u> 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.”</p> |
| 10/12/22 | <p>There are currently 65 ATA members at NW. What is the number to appoint an additional BVP? Nakia will look into this option.</p> | <p><u>1st Update 11/2/22:</u> 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.</p> |
| 11/2/22 | <p>Observations for the 2021-2022 school year have not been distributed. End of year evaluations have not been distributed for</p> | <p><u>1st Update 12/7/22:</u> Many teachers still have not received these evaluations. Nakia stated that if any member receives a negative evaluation</p> |

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| | <p>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.</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>that could have been prevented by receiving their end of year evaluations on time, they should inform the ATA. At that point, the ATA will address that concern. <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></p> |
| 11/2/22 | <p>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.</p> | <p><u>1st Update 12/7/22:</u> Nakia will follow up with this concern again.</p> |
| 11/2/22 | <p>Parking Lots: People are still parking in the mud. Nakia said they are interviewing architects to address this concern. The district is responsible for providing parking. This is provided. There is also parking near the school. The district is not failing their obligation to provide parking. The district is working on improving the NW parking situation. This is not a contractual issue.</p> <p>Mike Greco updated the team about this parking situation: Fred and Mike offered to</p> | <p><u>1st Update 12/7/22:</u> There is no update at this time.</p> |

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| | 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 district office. | <u>1/4/23:</u> There is no update at this time. |
| 1/4/23 | A NW teacher has not received her most recent regular paycheck. Nakia will bring this issue to Dr. Fale tomorrow. | <u>4/12/23:</u> There is no update at this time. |
| 1/4/23 | NW shared Leaders of Tomorrow concerns about class size and salary payment. Nakia will reach out to Darlene Peterson to resolve these issues. | <u>4/12/23:</u> There is no update at this time. |
| 1/4/23 | 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 | <u>4/12/23:</u> There is no update at this time. |
| 3/21/23 | Three special area teachers have been covering a sixth class since last year, so it seems more permanent than temporary. The class was added to these teachers' rosters, so they have given up their prep to do so. Ms. Hyland agreed that it is not a prep coverage because they are prepping and grading for these classes. Teachers are working on receiving retroactive pay at 1/5th of their base salary. Matt asked that if situations arise like this, where teachers are covering sixth classes, it should be brought to the attention of the principal and our union | <u>4/12/23:</u> There is no update at this time. |

New Concerns:

1. District administration is asking teachers for their formal lesson plans while conducting walkthroughs. Nakia reminded us that any administrator can conduct an unannounced walkthrough. It can be a brief walkthrough or a whole period walkthrough. Teachers should provide lesson plans if asked for them. These expectations should be consistent across the district, but they're not as of now.
2. In-service courses: there are some limitations and time restraints with current course offerings. These in-service courses should be available for all members, but the 2:30 start time does not make them available to all members.
Nakia responded that the facilitator dictates the times provided. At the same time, in-service classes should be available to all members. Nakia will reach out to facilitators to ask if they would consider changing the hours of their in-service course. Moving forward, all in-service courses will begin at 3:45pm
3. Nancy asked if there were any updates on the parking lot? Mike Greco will follow up on this concern.
4. Northwest asked if the union or the district could identify the roles of the new ELA and MATH administrators? Nakia responded that they are K-12 instructional supervisors. They are part of the administrative team. They conduct observations, PD, and meet with department chairpersons as well as various leaders in the district. Instructional coaches are ATA members, and they provide instructional support and work closely with the instructional leadership team.

Northeast:

1. No concerns

Past Concerns:

Nothing to report

New Concerns:

Nothing to report

Other discussion:

Nothing to report

Negotiations:

The ATA negotiations team met with the district negotiations team on April 27. Despite the fact that the Union introduced the retirement incentive in October, the district said it would be too late to put a retirement package together. The ATA provided documentation, data, and projections, but the district indicated that they couldn't afford a retirement package. The district provided no information or documentation to support

their statement. The district did not relay this decision early and this hinders members' retirement plans.

The negotiations team is not making any movements until the district presents proposals.

Suffolk's Edge:

There is no report at this time.

Elections:

The ATA has initiated an electronic elections process.

The first digital election was a success. **Kudos to Lydia Robinson** for taking on this enormous responsibility as well as for the tremendous amount of time to launch this digital election!

195 voters voted in this past election. This was 60% of our membership.
Building elections open May 8.

Elections 2023:

Visit the ATA website for detailed [Elections 2023 information](#)

APTC:

The APTC is generously supplying bagels for Teacher Appreciation Week.

Contributions:

The High School soccer team is requesting a donation for soccer rings.

The Yearbook group and HS have asked for a contribution from the ATA.

The ATA was asked to consider being part of the playbill for Mary Poppins at the MS.

Mentoring Program:

Nothing to report

Correspondence:

Nothing to report

Health & Safety:

Future Meeting Dates:

- April 13th, Location: Park North Conference Room (canceled)
- May 18th, Location: Park North Conference Room
- June TBA, Location: TBA

All issues are currently being addressed.

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.**

Nakia ..explain of all sick bank rules

Bereavement/Condolences:

The process remains the same.

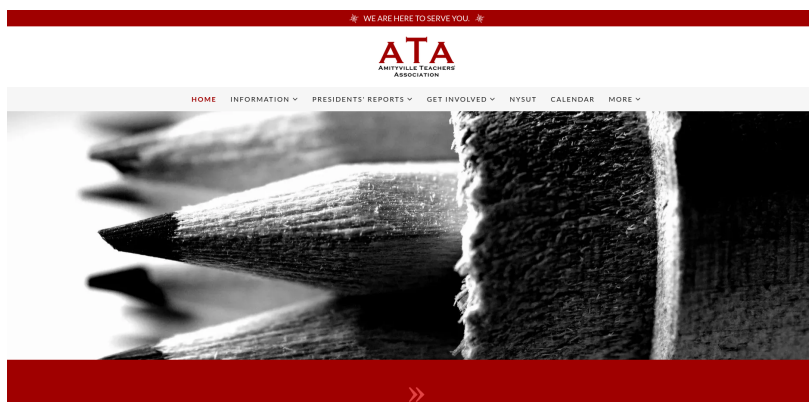
Building reps should share information with Nakia, and Nakia will share that information with George.

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 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 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.

The ATA FACTS CAMPAIGN will be posted on our website.

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 pickleball tournament will not be happening this year.

The ATA is looking to do a pickleball tournament in the future.

The next Legislative Council Meeting will be June 7, 2023 at 4:00pm. This will be a virtual meeting unless otherwise noted.

The next Executive Council meeting is May 23, 2023 at 4:00pm in the Park Ave BoardRoom.

The meeting was adjourned at 5:14 pm.

Respectfully Submitted,

Tina Smith

Recording Secretary
The Amityville Teachers' Association