

Amityville Teachers' Association
Executive Council Meeting
Location: PARK AVE Conference Room
November 15, 2023 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 EXTRA TEACHING PERIOD**

ATA Comments	Administrative Response
<p>Special area teachers are teaching a sixth class. 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>This was an LC and EC issue in 2022-2023 as well.</p>	<p><u>10/18/23:</u> Dr. Lange: There is one period that needs to be covered at NW. Administration has discussed several solutions. There is currently a plan in place that places a large group of students in one class. At the moment, the administration is working on taking teachers from other schools (that do not currently hold a 1.0 position) and placing them at NW School for that extra period one day per week on Fridays. This will alleviate the need to double up classes at NW School.</p>
<p><u>11/15/23:</u> This is resolved. The resolution is to combine the classes. The concern going forward is in setting a precedent of combining classes to address staffing needs.</p>	<p><u>11/15/23:</u> The district does not want to set this precedent either. Student services must be provided and honored within their tier requirements, class size, and group size. The district needs to improve on scheduling and teacher attendance.</p>

● **NW PARKING**

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> Nakia discussed the possibility of using the adjacent space in the back of NW School for additional parking.</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><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</p>

	<p>grounds and they agreed to maintain that space if used.</p> <p>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.</p> <p>The cost for such a project is about \$380,000, so that is not an option.</p>
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● **SALARY STATEMENTS**

ATA Comments	Administrative Response
<p><u>10/18/23:</u> Salary statements have not been distributed to members as of yet.</p> <p>Salary statements were not timely distributed to our members in 2022-2023 as well.</p>	<p><u>10/18/23:</u> Dr. Talbert will follow up with this concern. She will investigate the details and speak with the person accountable for the salary statement distribution.</p>
<p>11/15 Dr Talbert has shared how she can help with printing out these statements. This is the third year in a row that we are not rec sal sta and attendance info when expected. How can the district mitigate this process so that this delay does not continue to reoccur?</p>	<p>11/15: Dr. Talbert offered an apology that the ATA members had not received them by 9/30. Dr. Talbert has had conversations with those who are responsible for this duty. Dr. Talbert informed us that they are printed; and they will be distributed by the end of this week or the beginning of next week. Dr Talbert has discussed an internal timeline published between all departments. This will be a work in progress and the district will begin creating this internal timeline.</p>

- **Security at NW**

ATA Comments	Administrative Response
<p>10/23: 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 walking around from the back without security.</p>	<p>10/23: Dr. Lange will speak with Ms. Hyland about the egress in the back and its accessibility.</p>
<p>11/15 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.</p>	<p>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.</p>

<p>The ATA recommended creating a new security plan that will cover all needed security concerns.</p>	<p>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>
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- **Communication**

ATA Comments	Administrative Response
<p>10/23: The ATA is asking for communication to be transparent, consistent, and in a timely fashion regarding information to teachers, especially new items.</p>	<p>10/23: Dr. Talbert and Dr. Lange agreed.</p>
<p>11/15/23: 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>11/15/23: Administration will remind administration to create a routine to answer emails.</p>

NEW BUSINESS:

- **6th classes**

The ATA:

Several teachers are covering for a teacher. Matt Greiss has asked Ms. Stephens to get approval for the sixth class. Dr. Waite said these teachers have to wait until the FMLA and extended leave time is completed for the teacher that is being covered. The covering teachers have not been paid for these coverages.

Once it becomes a sixth class the business office will go back and pay the difference to these teachers.

Administration Response: The ATA will forward these teacher names to Dr. Lange and Dr. Waite so they can be placed on the PAR.

- **District practices**

Parent/Teacher conferences, at the MS, have always been 6:30-8:30 pm. Tomorrow's conference is scheduled for 6-8:30 pm.

Administrative Response:

The district will facilitate a parent square training from 6-6:30 pm.

Teachers will be responsible for being present from 6:30-8:30 pm. Dr. Talbert will communicate this with the administration.

- **Non payment for services**

A member has provided many coverages since last year. Payroll documentation has been sent over at least three times. Meetings were held with administrative staff to find a solution and facilitate payment. The member has reached out to the administration for updates on payment. Payment has not been distributed as of yet. An

explanation/response about payment has not been received by the ATA member.

- PLC:
The ATA inquired about the purpose of PLC's. These PLC's are not often for matters of training or PD. Members would prefer to learn about these topics during PD time. Often the PD's mirror the PLC, so members are not being professionally developed effectively. The ATA asked if there is a more effective way to utilize PLC's. Nakia asked the district's intention of the PLC's.

District Response:

Dr Lange will work on addressing this PLC issue.

Pd hours cannot be offered during the contractual day.

- **Impact of district's financial status**

The ATA requested that the district give at least 60 days notice of being excessed to their members.

Administrative Response:

Dr. Talbert said that difficult decisions will have to be made soon. The district is working diligently to deliver any proposals for this situation. The district administration will share this with each of the union presidents. They are focusing on non staffing cuts first. Then they will narrow the scope, but there is the probability that it will affect staffing. The district will be open to compromises; and they will move towards a collaborative effort in making these decisions. These decisions will be a top to bottom overview with the least impact to students. The district will give as much notice as possible to those individuals who will be excessed. These decisions need to be made soon so as to avoid any further financial stress to the district.

District Concerns/Comments:

Dr. Talbert commends the ATA and stated that it has been a pleasure partnering with the ATA for solutions. She will work on building trust and remedying any concerns.

**The next Executive Council Meeting is December 20, 2023.
The meeting will be held at Park North unless otherwise specified.**

Respectfully Submitted,

Tina Smith

Recording Secretary
The Amityville Teachers' Association