

**Amityville Teachers' Association Legislative Council**

**Regular Monthly Meeting  
Held Virtually through Zoom**

**November 1, 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
Hank Carpenter	RTA President		x

### **Minutes:**

This meeting was called to order at 4: 00 **pm**.

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

Nakia Wolfe made a motion, 2<sup>nd</sup> by Matt Greiss and Maria Lievano, to approve the Executive Council Minutes of **October 2023**. Without discussion, the minutes were approved 11-0-0.

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: (The president's report will include old and new business)**

1. Dr. Talbert shared an update about the Northwest back gate. The back gate has been secured after the lock was cut. The district is working on removing a tree because the tree is warping the sidewalk.
2. Dr Talbert is working with the business office to get teachers' salary and attendance statements distributed as soon as possible. Teachers did not receive attendance statements last school year. This year, teachers have

not received attendance statements or salary statements. The union's next step is to file a grievance.

3. 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.
4. The district is still working on the placement of additional security guards at Northwest School.
5. D. Talbert agreed that there needs to be an updated protocol for dismissal procedures at Northwest School.
6. Congratulations to Josh Fishman for being elected ABVP at the High School.

### **Treasurer's Report:**

Any newly elected union representatives for this school year are asked to send George Alexander a completed W-4 form in order to process payroll. Please send information to George via his email: [gtgeoalexander@gmail.com](mailto:gtgeoalexander@gmail.com).

George needs addresses and social security numbers for some members who participated in the negotiations team last year. He will forward those member names to the BVP's.

### **Correspondence:**

The Amityville Police Benevolent fund has reached out to the ATA to ask if the ATA would like to give a yearly contribution. Nakia will reach out to them and confirm the previous contribution. Then, the Legislative Council will discuss the contribution at the December LC meeting.

### **Vice President/ Grievances 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.

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.

### **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.

**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.

**Additional Information:** Salary statements should have been distributed to our members. The ATA will file a grievance on November 14 if they are not distributed by then.

## **Vice President: NYSUT/AFT**

### **1. NYSUT BENEFITS: WILL DAY:**

- a. The ATA will host “Will Day” on Monday, November 20th, 2023 from 2:00 to 5:00 PM.
- b. A NYSUT approved lawyer from Feldman, Kramer and Monaco P.C. will meet with ATA members to file their last will and testament free of charge.
- c. These meetings will take place at the ATA Union office, 162 Broadway Avenue in Amityville.
- d. Appointments will last approximately 15 minutes.
- e. Visit [www.team\\_ata.org](http://www.team_ata.org) and fill out the information packet
- f. Text your VP Frank O’Brien at (631)885-2626 to make an appointment.

### **2. Election day is Tuesday, November 7, 2023**

Click [HERE](#) to view NYSUT ENDORSEMENTS

**FACULTY ASSOCIATION SUFFOLK COMMUNITY COLLEGE**  
A Community of Union Professionals  
Southampton Building 224J • 533 College Road, Selden NY 11784-2899  
631-451-4151 • 631-732-4584 fax • [www.fascc.org](http://www.fascc.org)

**Faculty Association Suffolk Community College (FASCC)**  
Political Endorsements for Suffolk County Legislature 2023 Races

District/Office	Republican	Democrat
County Executive	Ed Romaine	
1	Catherine Stark	
2		Ann Welker
3	James Mazzarella*	
4	Nick Caracappa*	
5		Steven Englebright
6		Dorothy Cavalier
7	No Endorsement	
8	Anthony Piccirillo*	
9		Samuel Gonzalez*
10	Trish Berpin*	
11	Steve Flotteron*	
12	Leslie Kennedy*	
13	No Endorsement	
14	Kevin J. McCaffrey*	
15		Jason Richberg*
16		Rebecca Sanin
17		Tom Donnelly*
18	Stephanie Bontempi*	

\*Indicates candidate incumbents.



3. Student loan payments have resumed.
4. NYSUT is preparing for their campaign. There is a high focus on fixing Tier 6.
5. A new charter school serving Sachem SD has opened. This is a corporate charter school. This venture is not an educational venture. It is a financial venture that only helps to benefit the business(es) initiating this charter school.
6. The next ED. 20 meeting is in January.

### **LAP: Local Action Project:**

1. The Breast Cancer Walk/Trunk or treat event was a big success. Last year there were 54 participants, and this year there were 267 in attendance. Over \$1,600 was raised, and there is still some money coming in from donations and merchandise.
2. Monday, November 6th is the next LAP meeting. The team will be discussing Thanksgiving and donations to our police and support services in town.
3. 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
11/2/22	Ms. Stephens is looking into addressing the needs of students in need of home instruction.	<p><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.</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> There is an ongoing discussion about restoring virtual teaching.</p>
12/1/22	Teachers are still not receiving narratives about their observations. This will move directly to a grievance if it is not resolved.	<p><b><u>1st Update 1/4/23:</u></b> There is no update at this time.</p> <p><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.</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> This concern still exists in this school year. Teachers will grieve this issue.</p>
9/13/23	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><b><u>1st Update 10/4/23:</u></b> There is no update at this time.</p> <p><b><u>11/1/23 Update:</u></b> These positions were appointed at the 10/4/23 BOE meeting. This issue is RESOLVED.</p>
9/13/23	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><b><u>1st Update 10/4/23:</u></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><u>11/1/23 Update:</u></b> These positions were appointed at the 10/4/23 BOE meeting. This issue is RESOLVED.</p>
10/4/23	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><b><u>11/1/23 Update:</u></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>

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### **New Concerns:**

Communication issues still exist at the building level. Administration has not been responsive. For example, there are student absences due to home instruction, 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.

### **Middle School:**

### **Past Concerns:**

<b>Date originally presented</b>	<b>Concern</b>	<b>Update</b>
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><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> This issue is resolved.</p>
10/12/22	Special Education classes are not distributed appropriately. There are more Special Education students than there are General Education students.	<p><b><u>1st Update 11/2/22:</u></b> Administration is working on this, but the student/teacher ratio is still not appropriate.</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>
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	<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> There is no update at this time.</p>

	because they cannot view these documents.	<p><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.</p> <p><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.</p> <p>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.</p> <p>Nakia will put this in writing from the leadership team to the administration.</p>
12/1/22	Administration has not been responding to emails.	<p><b><u>1st Update 1/4/23:</u></b> There is no update at this time.</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> 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.</p> <p><b><u>This will be on the next EC agenda.</u></b> The ATA will ask for district expectations from their building leadership team.</p>

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.	<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.
9/13/23	Regarding getting approved for clubs and other positions, the administration is asking union members to follow through with tasks prior to board approval.	<b><u>1st Update 10/4/23:</u></b> This issue is resolved.
10/4/23	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.	<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.

### **New Concerns:**

There are no new concerns at this time.

### **PAMES**

### **Past Concerns:**

Date originally presented	Concern	Update
9/13/23	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.

### **New Concerns:**

1. There are no concerns at this time.
2. PAMES asked for a \$100 donation for their PAMAZON PBS initiative. Nakia made a motion to donate \$100 for this cause. The motion passed.

## **Northwest:**

### **Past Concerns:**

<b>Date originally presented</b>	<b>Concern</b>	<b>Update</b>
10/12/22	AIS has consistently been canceled. There remains no sign up sheet to cover these classes for teachers to get paid for these coverages. Nakia asked for a record of the amount of times that AIS, ENL, and any support services have been canceled this school year. He also asked for the amount of times teachers have been asked to cover during their prep or their lunch.	<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>

11/2/22	<p>Observations for the 2021-2022 school year have not been distributed. End of year evaluations have not been distributed for the 2021-2022 school year. In the event that an End of the Year evaluation has not been distributed in a timely manner and when the teacher receives this evaluation late, the ATA will advocate for the member on the grounds that we cannot improve if timely feedback is not given.</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><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 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>
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 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>

June 2023	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><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>
9/13/23	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><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>
9/13/23	<p>Air Conditioning issues:</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> </ul>	<p><b><u>1st Update 10/4/23:</u></b> 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>



	<ul style="list-style-type: none"> <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>	
9/13/23	<p>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>
9/13/23	<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> 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> Supplies have been delivered every day.</p>
9/13/23	<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> 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> Training has not yet been provided to teachers.</p>
10/4/23	<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><b><u>1st Update 11/1/23:</u></b></p>
10/4/23	<p>There is a concern about the furniture supply in the building. Ms. Hyland</p>	<p><b><u>1st Update 11/1/23:</u></b></p>

	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.	This item was discussed at the October EC.
10/4/23	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.	<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. This issue will be discussed at the November EC meeting. The ATA will request an update on the revised dismissal procedures at Northwest School.

**New Concerns:**

There are no new concerns at this time.

**Northeast:**

**Past Concerns:**

None

**New Concerns:**

1. STRIVE classes:  
There is a lack of support from the PPS department.  
There are inconsistent aides in the STRIVE classes for the last two months.  
There is a lack of communication and answers to inquiries from the PPS department.  
  
Nakia asked that the LC team share a list of issues, and their details, regarding communication issues that will be shared at the next EC meeting.

**Other discussion:**

None

**Negotiations:**

The negotiations team had their last meeting on October 23rd. During this meeting, the ATA sent the final proposal listing all that was sent in the Remind app by Nakia. The ATA is looking to get all those items codified in the next contract. The ATA is waiting on a response about the financial portion of our proposal. The ATA is in the process of writing a letter to the BOE requesting their presence at the next negotiations meeting. If the ATA doesn't hear back from them by the next BOE meeting, the ATA will make a statement at the next BOE meeting.

The ATA feels as though the attorney for the district is who the ATA is negotiating with. This has been the sentiment for some time which is why we have asked the BOE to join the negotiation meetings.

The ATA does not feel that the BOE has a clear understanding of what is being offered vs. what is being proposed.

That said, the ATA will be inviting the BOE, once again, to the next negotiations meeting that will take place on November 13th.

At this meeting, the ATA will try, once again, to clarify misconceptions and inaccuracies. Although the proposals are close, it doesn't mean there is an understanding of that fact. The ATA will update membership as to their decision and the outcome of the meeting on the 13th.

**Suffolk's Edge:**

Nothing to report at this time.

**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.

**APTC:**

Nothing to report at this time.

**Mentoring Program:**

Nothing to report at this time.

**Correspondence:**

Nothing to report at this time.

**Health & Safety:**

There is no update at this time.

If there is an emergency, please address it with the building head custodian first.

Then, reach out to Mike Greco if the concern persists.

**Sick Bank**

NOTE TO MEMBERS: There is a distinction between the sick bank and donation of sick days. Donations of **sick bank days must be voted on by ATA members.**

An ATA member can request a donation of sick days independently, outside of the sick bank. This request must then be approved by the BOE. **An independent donation of sick days does not have to be voted on by ATA members.**

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

Renee Silon, Sick Bank Chairperson, has 70 responses so far for membership in the Sick Bank.

Renee is requesting members respond on the google form if they wish to join the sick bank. This response should be recorded by November 10th. This date will be adjusted according to the distribution of salary and attendance statements.

**Bereavement/Condolences:**

The process remains the same.

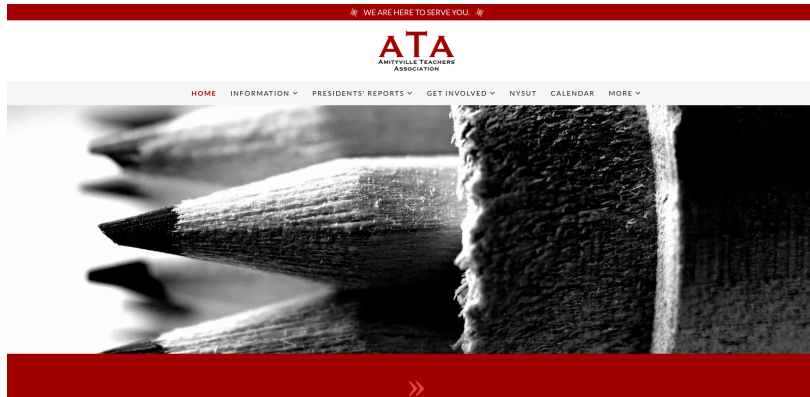
Building reps should share contact information with Nakia, and Nakia will share that information with George.

**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**

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

Nakia will share the Retiree Chapter membership form with this year's retirees.

The retiree chapter is going through a reorganization. Nakia will continue to update the ATA about the status of our retiree chapter as a whole.

**The next Legislative Council Meeting will be on December 6, 2023 at 4pm.**  
**This will be a virtual meeting unless otherwise noted.**

**The next Executive Council meeting is on November 28, 2023 at 4:00pm in the**  
**Park Ave BoardRoom.**

The meeting was adjourned at 5:32 pm.

Respectfully Submitted,

*Tina Smith*

Recording Secretary  
The Amityville Teachers' Association