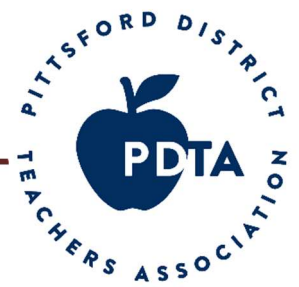


PDTA Representative Assembly Meeting Minutes

Monday November 13, 2023 at 3:30pm

LOCATION: SHS LGI



Attendees: Melissa Althouse, Julie Barker, Susan Benson, ~~Greg Bischoff~~, Bret Burrows, Dwayne Cerbone, Kim Chesko, ~~LaShanda Clark-McCadney~~, Ann Conciardo, Nina Dezio, Kristen Dolan, Shari Ebert, Ellen Fox, Murie Gillett, Karen Grace, Alyson Hallett, Marc Hellems, ~~Samantha Hyde~~, ~~Mindy Johnston~~, Spencer Jones, Jessica LeVan, Paul LeVan, Amanda Marshall, ~~Brandon Mauks~~, Connie Maust, Emily Natoli-Burns, Brian Oliver, Farida Patrawala, Julie Pellegrino, Radhika Ramesh, Deborah Ricketts, ~~Michele Riedl~~, ~~Kelly Sanderson~~, ~~Brian Shafer~~, Julie Shaw, Katie Shea, Sophie Spyra, ~~Suzanne Stanish~~, Patty Steeley, Trisha Sullivan, Rebecca Tan, Jen Villareale, Stephanie Warchol, ~~Todd Warren~~, Jeff Wing, Jessica Wojcik, Dennise Zobel

Additional Attendees:

1. Opening:
 - a. NYSUT/PDPA Code of Conduct
 - b. Additions to the Agenda
 - i. Need to fill the Secretary position while the current Secretary is on maternity leave this winter/spring
 1. If anyone is interested in filling this role, please email Dwayne
 - ii. Dwayne sent out invitations to district-based classroom staff for a meeting to discuss incident reporting
 - iii. Dwayne will be sharing a list of non-members with building principals in the upcoming weeks
2. Approval of the Minutes (sent with agenda)
 - a. Representative Assembly – October 2023
 - i. Action: Marc Hellems made a motion to approve the minutes, Katie Shea seconded. Motion passed unanimously.
 - b. Executive Committee – November 2023
 - i. Action: Marc Hellems made a motion to approve the minutes, Katie Shea seconded. Motion passed unanimously.
3. Treasurer's Report: (sent with agenda)
 - a. Treasurer's Report
 - i. Our balance went down but dues will start being collected 11/15 so the balances will start increasing
 - ii. When SRP gifts are purchased, please remember to save receipts and submit reimbursement request via www.pdta.org
 - b. 990EZ
4. Old Business
 - a. **Global Compliance Update**
 - i. **Due to the advocacy of PDPA the global compliance modules have been significantly reduced in length to what we now believe is an appropriate training**

RA Meeting Dates 2023-2024: 9/18, 10/16, 11/13, 12/11, 1/22, 2/12, 3/11, 4/15, 5/13, 6/10

- ii. Dwayne has offered to provide support to the company who provides our global compliance around designing appropriate assessments
- b. **District's Flexible Spending Account (FSA) Open Enrollment District's Flexible Spending Account (FSA) Open Enrollment is online through Benefit Resource's website until December 1, 2022. These optional accounts allow an employee to put aside money through payroll deduction, tax-free, to cover health, dental and childcare expenses not covered under other insurance plans. Enrollment is required annually. See email from Rebecca Tufano dated 10/27 Subject line: "Open Enrollment 2024-Flex Spending Account (FSA)"**
Note: Those considering retirement prior to January 2025 should contact payroll to discuss FSA options as deductions and usage are impacted by retirement.
- c. **Health Insurance Open Enrollment closes November 17, 2022. This is only relevant for those who desire to change their health insurance coverage.**
Note:
 - i. For those considering retirement, it is critical that you add qualifying family members at this time that are not already on your plan and desire coverage under your retiree benefits.
 - ii. **Reminder: Changes to the provider for Medicare Advantage (retirees over 65) effective January 1st do not impact current in-service members nor retirees under 65. This change of provider is a decision made by the district in, what is believed to be, alignment with the contractual agreements in place at the time of retirement for those impacted. This is not a negotiated change in coverage or services.**

5. New Business

- a. **The status of PDTA Teachers and SRPs (we will agree upon shared messaging as appropriate)**
 - i. Discussion regarding current challenges facing the teaching profession and teacher retention
 - ii. Dwayne continues to work at the district level to problem-solve how to address these challenges
- b. **Teacher absence for Grade Level Release/Committee Days**
 - i. **Executive Committee met to discuss the challenges of navigating teacher absences for these purposes**
 - ii. **PDTA is advocating for increasing teacher time in classes and decreasing pulling out teachers for these purposes**
 - iii. **Representative Assembly discussed this issue**
 - 1. **Elementary and secondary RA members support the PDTA in this request**
 - 2. **PDTA continues to advocate for creative ways to provide time for this work that does not create an additional burden for teachers**
- c. **Update on Material Distribution Discussions**
 - i. Teachers voiced concerns about the content of some materials to be distributed to students at the third grade level
 - ii. PDTA is interested in protecting members from district decisions that could cause them personal and professional repercussions
 - iii. Dwayne is meeting with representatives from Central Office later this month, but in the meantime he continues to advocate for review of these materials and advocate that they reflect age and developmental appropriateness
 - iv. No one is required to use these materials

6. Committee Chair and Officer Reports (attached)

a. Communications (Murie Gillett):

i. **Speak Out deadlines –**

	Submission Deadline	Publication Date
January	22	25
March	11	14
May	6	9
June	10	13

b. Extracurricular (Katie Shea):

i. At least one building needed to have new contracts printed

ii. Please ensure you compare your new contract to your previous contract to ensure that they are correct

c. Health and Safety (Emily Natoli-Burns):

i. Had a productive SEL Committee Meeting this month

d. Membership (Paul LeVan):

i. All non-members from last year have joined this year

ii. We continue to have a higher-than-usual SRPs who are unwilling to join the Association

iii. Communication to non-members and their administrators will go out this week

e. Political Action (Karen Grace):

i. The MCC Faculty Association did endorsements for Monroe County legislative positions

ii. 26 out of the 29 endorsed members won those races, much appreciation to those who supported the voting process

f. Professional Standards (Dennise Zobel):

i. Small group met and continues to work on a Q&A document for evaluations for non-APPR members

ii. Continuing efforts to streamline evaluations for everyone

g. Professional Growth (Julie Barker):

h. Public Relations (Alyson Hallett):

i. **We raised \$1,390 for the American Cancer Society's Making Strides Against Breast Cancer walk!**

ii. **Apparel orders have been placed**

iii. **A Microsoft Form will be sent out shortly to purchase a PDTA tumbler if interested. In the meantime, if you are interested, please reach out to your building PR Rep or Alyson Hallett**

i. Special Events (Shari Ebert):

7. Special Reports

a. President:

i. **SRP Recognition Day is Tuesday November 21, 2023**

1. **Materials have been ordered from NYSUT**

2. Reps are coordinating in-building gifts

3. Tracy is preparing building lists to ensure accuracy

a. For example: School Nurse is an SRP, School Nurse Teacher is not an SRP

b. Buildings will start to have conversations about upcoming construction projects district-wide

i. Please keep Dwayne informed of problems in your building that may need to be addressed

c. Important Dates:

i. **NYSTRS Pre-Retirement Workshop: November 15, 2023 from 3:30-5:30- at Mendon High School LGI**

ii. **ERS Pre-Retirement Workshop (Zoom) – November 16th at 3:30-5:30**

iii. **SRP Recognition Day: November 21, 2023**

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- iv. **Membership Meeting: January 22, 2024 at SHS LGI (Solidarity Wear day)**
- v. **Pink the Rink: January 20, 2024 from 5:00-8:00pm at Bill Gray's Ice Plex (wear pink)**
- vi. **Retirement Party: Mary 23, 2024 at 4:30pm at EagleVale**
- d. Executive Vice President
 - i. **PTSA**
 - 1. **Please encourage all PDTA members to join**
 - 2. **Membership is \$8 for faculty and staff**
 - 3. <https://pittsfordptsamemberhub.com/store/items/7547>
 - ii. **Student Benefit Fund- Forms are electronic and found exclusively on www.pdta.org**
 - iii. **Social Media**
 - 1. **FB Page: Pittsford District Teachers Association**
 - 2. **Twitter: @PDTAunion**
- e. Vice President – Negotiations
 - i. The district received feedback from their attorneys with minimal adjustments requested
 - ii. We will soon be able to move forward with a complete, verified contract
 - iii. Request to approve 5 hours for Tracy to engage in contract review
 - 1. Motion to approve 5 hours of funding for this purpose
 - a. Amanda Marshall made a motion to approve 5 hours of funding for this purpose, Bret Burrows seconded the motion
 - b. Motion passed unanimously
- f. Resolution Specialist
 - i. If a member has questions about FMLA, they should first go to Dwayne or Kim, not HR
 - ii. Dwayne and Kim can provide more member-centered, rather than legal- or HR-centered information on FMLA
- g. SRP Representative
- h. Delegates
 - i. NYSUT RA 2024 NYC for discussion
 - 1. To be held in May, 2024 in NYC (instead of Albany)
 - 2. Travel and lodging are logistically and financially more complicated due to this new location
 - 3. RA discussed whether we want to send all delegates, considering the following factors:
 - a. We have not budgeted for this increase in cost
 - b. The work last year was minimal, the hope is that the work would be more productive this year
 - c. The more delegates who attend allow us to have greater voice in committees, connect with unions across the state, and increased voting power
 - d. PDTA has provided strong feedback to NYSUT regarding the relocation to NYC, making it out of reach for some unions in the state. If we attend are we implicitly supporting the relocation?
 - e. Do we consider the relevance of the resolutions prior to determining the size of PDTA's presence?
 - 4. RA approves allowing the delegates to continue this discussion outside of RA
- i. Retiree (PDRTA)

8. Adjournment

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Meeting Adjourned

Respectfully submitted,

Jessica LeVan
PDTA Secretary