

Executive Committee Meeting
SHS LGI
Monday September 9, 2024 at 3:30 pm

Agenda

Sent with agenda:

Uploaded to TEAMS: District Committee List, PDTA Committee Rosters, PDTS Meeting Dates, Quick Reference Guide, RA Roster

Updates:

- **Summer 2024 Updates-** Payroll office functioning more efficiently and effectively; looking into digital timesheets, new process for para reassigned timesheets
- **11 and 12 month Auxiliary “Floating Holidays”:** Members should inquire of their Supervisor if they have not received communication of these dates.
- **Annual AFT audit of PDTA finances has been completed.**
Will be presented at RA - 990 EZ NEXT (Nov 15th)
- **Benefits Fair October 24, 2024 at CRMS**
 - **Benefits Fair and Flu Clinic:** The event will be held again at CRMS. Appointments will be required for the Flu Shot Clinic (online registration again this year). Information is forthcoming.

Discussions/New Business:

- **PDTA Secretary and Treasurer Vacancy-** communication to go out to all members, both positions should be treated the same, interested names will go to RA for vote, could Julie fill in and or on board a new leader (pay her for her time?) – Will depend on outcome from RA
 - Discussion about co-chair proposition for PR committee, and change of duties, conversation about change in stipend needed too (something to review next budget cycle)
- Vacancies in District level committees and Building-level positions – Please fill ASAP
- **Para Interests:**
 - **The Para \$250 Stipend has been Revised-** section 25-2-5, worksheet available:
 - CSE Assigned Paras and Educational Assistants in District Based Programs and CSE Assigned Paras assigned to a student that has a BIP/IEP/504 identifying toileting, eloping, significant health need requiring additional training, and/or physical aggression will receive a stipend of \$250 per semester
 - **Para mentor inception – processes for assigning; principals and reps**
 - **0.5FTE or greater new hire gets a mentor**
 - Dwayne will ask HR, all para mentors are managed through HR, he will check with Shawn
 - Also, questions about their training came up, do they follow the same 4 hours every two years model as the teachers? Dwayne will check with Shawn
 - How are paras selected, BR aren't involved, Paras were not approved this year, they were approved and trained two years ago

- Look at your building representative that sits on teacher center policy board and provide feedback for them to change/input to the process
- **New “timesheet” for Para Compensation when reassigned to fill other positions.**
Dwayne is looking into communication around this,
- **All paras should have received communication of their workhours and these should align with those communicated to payroll. If unsure, all paras are recommended to inquire of their administrator/supervisor.**
- **Building Work Hours-** contract does not state building hours, principals do this, needs to be in accordance with past practice. PDTA position has been communicated “If you wait until the first day of school to communicate this then you need to have reasonable flexibility.”
 - Alignment with Past Practice?
 - Rep Involved in establishing and communication?
 - Consistent between buildings?
 - Professional flexibility – process?
 - Buildings communicating that work hours have been shared and are different than in the past and they are all over the place. One/some principals may not have shared at all. Asking all BR to put said hours in the TEAM, Dwayne will handle. We continue to hold, challenges when require hourly and expect salaried outcomes.
- **Dec 23rd “Workday”:** Members will be compensated for December 23rd as a non-report workday to allow flextime for completion of global compliance and other stated mandated modules/training. This training can be completed at any time prior to December 31st (Sexual Harassment by Sept 31st)
- Building level/ summer leadership meetings Compensated or Expected as part of job responsibilities?- Some do PD, some do timesheets, SHS sounds like they are told it is part of their DL stipend, some buildings don't meet at all. Dwayne to address with PDAA and HR
- Set Building PDTA Meetings and PDTA Rep/Principal Meetings (Typically 2x/month)
- **2024-2025 Sick Leave Bank: Updates at RA**
 - **Contractual provision “All members of the Sick Leave Bank may elect to donate up to four (4) sick days to the Sick Leave bank each year during open enrollment (Oct)**
 - **Annual Sick Leave Bank Status Report:**
 - **Reassess at/below 500 – No need to reassess at this time.**
- Sectioning Practices
 - "Right to Return" Proposal
 - Grade 1-5 (not K) Enrollment Planning # Drop Dead Dates – **Elementary pre-planning numbers are fixed, the date is not established in contract, PP is that it is the third week of July-ish.**
Sectioning dates are not contractual; Posting dates are contractual (8/31)
 - Practice: 3rd week of July
 - Proposal : March 15th (negotiate increased “overload” protection?)
Conditional on Sectioning Data from CIO March vs July
 - Positions posted FTE's- **will go to SL encore and Elem Science (Dennise) for input and will come back to Exec**
 - Practice: Posted when change of 0.2FTE (1 section) or more
 - Proposal: Posted when change of 0.3FTE or more
 - Para displaced when an elementary section closed
 - Practice: displaced w/least senior teacher on the team

- Option: displaced based on team seniority and building level seniority
- PDAA Leadership Change- **Melissa Julian is PDAA President**
- PDTA Leadership- **Rough timeline for spring PDTA elections shared, subject to change. Input shared with Dwayne that the President and EVP positions might be better to run a week or two apart.**
- Schedule a first semester PDTA president building visit (communicate with staff and administrator when booked and again just prior) AND a Building Representative and/or Building Team meeting with Dwayne
- Update your PDTA Bulletin Boards
- Start of the year and new contract issues/concerns : Dennise Zobel & Kim Chesko
- **FIX TIER SIX – Check out this comprehensive page for information about NYSUT’s initiative to fix tier 6.**
- PDTA only email lists – Run a verification (email your minutes to “dACE Faculty” “dACE SRP” and then email “dACE” requesting PDTA members notify you if they did not receive prior PDTA message.
- Follow the PDTA EXEC TEAM. MOA’s, Meeting Dates and other important docs stored in FILES Channel.
- Officer/Rep Contact Information: Please make sure Tracy and Dwayne have your accurate personal email and mobile #.
- Review of Terms: “Duty of fair representation” / “Weingarten Rights” / “Cadet Rights” / “Progressive Discipline” / MOA
- Building Reports
- Additions

Important dates:

- **Early Decision Retirement Workshop: September 18, 2024 from 3:30 – 4:30pm**
- **New SRP Orientation: September 23, 2024 from 3:30-5:00 pm (BRE: McCluski Meeting Room)**
- **Benefits Fair/ Flu Shot Clinic (CRMS) October 24, 2024 from 2:30-5:00 pm (Solidarity Wear Day)**
- **NYSERS (SRP’s) Pre-Retirement Workshop: October 28, 2024 (SHS LGI) from 3:30-5:00 pm**
- **NYSTRS Pre-Retirement Workshop: Date and location TBD**
- **SRP Recognition Day: Tuesday, November 19, 2024 (3rd Tuesday of November annually)**
- **Membership Meeting (SHS LGI): January 13, 2025 (Solidarity Wear Day) at 3:30 pm**
- **Pink the Rink (RIT): TBD (Wear Pink)**
- **Retirement Party (Eagle Vale): Thursday, May 22, 2025 at 4:30PM**

Speak Out Dates:

	Submission Deadline	Publication Date
September	16	19
November	4	7
January	20	23

March	10	13
Tentative Election Edition	March 31	April 3
May	5	8
June	9	12

Building Meeting

TO DO at the first faculty meeting. Here are your talking points.

- Introduce building PDTA leadership team including reps, assistant reps, SRPs and other committee member.
- Discuss meetings with building administration and interest collection methods.
- Discuss the importance of union communication through email, *SPEAK OUT*, and meetings.
- Discuss protection of lunch/planning for all members, compensation for covering para/teachers as a significant win in Negotiations to both protect and compensate members and any topics from my summer summary email that are relevant
- Invitation to join the PTSA. Membership in PTSA aligns us with this engaged population. The form to join is found in the District calendars and online. Our membership means a lot to our parents and this is an important part of our current advocacy work.
- Remind members of rights to representation in any conversation with an administrator that “could” lead to discipline.
- Q&A and any needed Open Discussion

Reps: please send all building reports and news to ~~Jessica LeVan~~ and Murie Gillett via email for this meeting. Items in **bold** should be included in your Executive Committee Minutes and/or shared at a faculty meeting!