Agawam Education Association

 Executive Board Meeting

June 6, 2017

1. Tom Denton called the meeting to order @ 4:01PM.

2. ***Teacher speak time***- Teacher speak time was made available however no teachers were present to speak.

3. ***Acceptance of Secretary’s Report***- A motion was made to accept the Secretary’s Report and was passed unanimously.

4. ***Acceptance of Treasurer’s Report***- A motion was made to accept the Treasurer’s Report and was passed unanimously.

5. ***President’s/Executive Director’s Report***-

* Introduction: New Superintendent of Schools- Steve Lemanski
* Mr. Lemanski was present to speak at the AEA Meeting
* He has been going around to all of the schools to sit in on meetings and introduce himself
* Message is that we are going to be moving forward together (theme for next year)
* Colleagues at the high school know that he likes to listen to what everyone has to say and not make decisions by himself whenever possible
* Very collaborative in how he operates
* Working together with the AEA
* Celebrating Diversity- increased diversity in our schools moving forward
* Learning what staff and students are doing at different levels throughout the district
* Kids graduating from AHS are products of the entire district, important to celebrate what is going on throughout the educational process
* Improve the flow of curriculum through the different levels
* Mentioned that when he was touring the district he learned a lot about what was going on at the different levels
* No separate schools, one big school district
* Tom discussed how the AEA has been
* He feels very optimistic that the positive relationship will continue
* Email from Mr. Sapelli about ALICE training today
* Members from the district will be participating on June 27th
* No longer just moving into lockdown…those days are gone
* We are going to be more alert
* Letting people know using the intercom, allow people the opportunity to get out whenever possible
* Mr. Lemanski provided an explanation of what ALICE means
* Installation vote of the VP’s (Elementary and H.S.)
* No responses were received besides the two incumbents
* Sean Rood- High School Vice President
* Austin Kimball – Elementary Vice President
* A motion was made to have the Executive Secretary cast one vote for each candidate
* Karen Albano, the Executive Secretary, cast one vote each to put the two candidates into their respective positions for another term
* Memorandum of Agreement:
* A MOA was put forth regarding the language of Leaves and Absences
* Article 24 Revision: Leaves and Absences, Sick Leave, Section 2(B) shall be revised to read as follows: “A maximum of ten (10) family illness days per school year for critical illness in the immediate family or significant other when emergency illness or injury in the family requires a teacher to make arrangements for necessary medical or nursing care. These (10) family illness days per school year are included in the (12) twelve sick days allowed the teacher each year and are not additional to those (12) sick days.”
* Article 24 Revision: Leaves and Absences, Sick Leave, Section 5 shall be revised to read as follows: “In the event of illness in the immediate family with whom the teacher is living, family sick leave up to three (3) days may be taken from available sick days.”
* The Executive Board made the decision to hold off on moving forward with signing the MOA until further clarification was received
* 2017-18 Budget Proposal (Lisa Bruno):
* Lisa shared the budget with the board
* Proposals for saving money:
* No longer have food at the monthly meetings
* No end of the year dinner for the executive board members
* It was noted that since we changed to a out of school, dinner location we have had an increase in participation
* Paychex could increase our fees
* Action numbers from this year were shared and included to work through the budget
* New salary addition, new bylaw about building rep reimbursement: $1495.00
* In order to not be in a deficient we could increase our fundraising by $1500
* Last year we had $407.00 excess and would have $1008 next year with this proposed budget
* We had a credit on the credit card for $324.61
* Can accept the budget but make changes as need be, this is a guideline for the upcoming year
* Consider bringing back the golf tournament next year
* Tom asked that if we could have increased support and assistance next year to help with the tournament there wont be any burden on anyone person
* Consider using a different golf course next year
* An interest in keeping the meetings and dinner at Casa di Lisa was expressed
* The scholarship money proposed for next year should be $2500 instead of $2000
* A question was asked regarding the telephones line item, the AEA President’s cell phone is paid for through the AEA
* A correction was made to the Membership Coordinator line item from $1250 to $1500
* Decreased line 19 about the telephones from $1200 to $600
* A motion was made to accept the proposed budget and passed unanimously
* Intro PAL (Kristy Dyer): was not present to speak

6. ***VP Reports-***

* **High School:**
* A vote was held about advisories
* 35 against and 25 for
* Therefore there will be no change to the advisories
* **Intermediate:** no news
* **Elementary:**
* Changes caused by looping were discussed
* Central office expressed that parents were on board with looping and teachers appeared to be as well
* Some staff may not have been comfortable saying no
* This appeared to be a unique situation and they were trying it
* There is a concern that this would become common moving forward
* Morale has decreased heavily
* At this point teachers have made the commitment to parents so we will reevaluate the plan in September
* Lisa asked that any emails or correspondence regarding the “looping” be shared
* Austin will go in to clarify prior to the end of the year what the plan is for the next year

***8. Tech Communications Coordinator Report-***

* Stephanie is waiting on Tom from Chicopee to share the contract
* She would like to hold one more focus group before the launch

***9. Rep Rap-*** was not held.

***10. Membership Coordinator*-**

* Hired over 30 teachers and 53 paraprofessionals

11. ***Unit B Coordinator-***

* A meeting for the Unit B was held
* 11 members attended which was disappointing
* A recommendation was made to hold these meetings later in the evening to accommodate more people
* This was an attempt to increase participation and keep communication open
* Emails were received afterwards inquiring about what happened after the meeting
* A question was raised about posting the minutes on the website
* A discussion was held about splitting the stipend between the Unit B President and Assistant having to hold quarterly meetings
* The answer was that these are part of the stipend being held

12***. Old Business***- no old business.

13. ***New Business***-

* Retirees were provided with a check $50:
* Teachers:
* Jeffrey Corbin: 28 years
* John Koburt: 35 years
* Peter Donah: 19 years
* Margaret Harak: 14 years
* Cynthia Campana: 18 years
* Paraprofessional Staff:
* Elizabeth O’Neill: 19 years
* Susan Mansi: 16 years
* Clerical:
* Pamela Daglio: 17 years
* Paula Roy: 10 years
* Annual Meeting:
* 8 delegates attended from the AEA
* All other districts have a local association t-shirt
* This will allow us to stand out amongst the crowd and show our participation
* Email Kathryn Proctor with any ideas
* Meeting of the paraprofessionals on convocation day
* Some paraprofessionals are asked to go right after the meeting
* Building principals would have to be informed they are staying an extra ½ hour
* The paraprofessionals will have to stay for the General Association meeting
* Tom will make an announcement regarding this at the meeting
* New Member Materials:
* Kathryn is on the committee for the MTA and shared materials
* BAS testing substitutes
* Paraprofessionals became the substitutes and running the classroom by themselves
* This was not the intent of the language according to the negotiated contract
* Substitutes are supposed to be provided for teachers pulled out for testing
* It is an ongoing issue that substitutes are not being provided for special education teachers
* The justification is would you really want a sub with your special education students?

14. ***Committee reports***:

* **Super Evaluation**-
* The committee met on May 31st
* Some issues were discussed
* Changes to the DESE website
* No separate rating for student impact, now that is part of section 2
* There will not be a growth model of DDMs, no rating
* Strictly by the evaluator and staff having a conversation about effective growth
* Looking to change the name of District Determined Measures
* The committee will be meeting again in September and Steve
* Students surveys still need to be conducted but this is only a conversation point and the data does not need to be shared
* It is very important that the building reps let their building staff know
* Only the educator plan information is required online with the SMART goals
* No table of contents is required, April Rist was informed this is not mandatory
* The evidence does not need to be put online
* May or may not be collecting, we want administrators to check the hard work
* If it is observed it does not need to be included online
* Will meet in September
* 3-5 days after an observation for the notes is appropriate
* Any questions feel free to email the committee members:
* Sean Rood
* Lisa Bruno
* Tom Denton
* Rhonda Typrowicz
* Marge Burns
* March 10, 2017, Commissioners update shares all of these changes and includes a chart of changes
* Observation cycles are 3 a year
* **Grievance***-* no news.
* **Political Education**- no news
* **Social***-*
* Jackpot winners by the end of the week
* **Salary**-
* **Unit A-** no news
* **Unit B-** no news
* **Election**-
* The election was held above
* **Scholarship*-***
* **Constitution-**
* Lisa emailed the recommendations to Tom and those will go out by June 9th
* Tom will send by the end of the week
* **Insurance**-
* A 3 question survey will be sent out
* Survey monkey will be shared out with staff
* Please tell your staff to complete the survey

Meeting adjourned @ 5:36M.

Respectfully submitted,

Karen Albano, Secretary

Next meeting is scheduled for September 2017! Have a great summer!!