Agawam Education Association

Executive Board Meeting

September 26, 2017

1. Tom Denton called the meeting to order @ 4:03PM.

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

3. ***Acceptance of Secretary’s Report***- Acceptance of the June 2017 Minutes was tabled until the October 2017 Meeting.

4. ***Acceptance of Treasurer’s Report***- A motion was made to accept the August 2017 financials and passed unanimously.

* Automatic withdrawals for the MTA dues have been set up

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

* Update meeting date calendar for year:
* October 17th
* November 14th
* NO DECEMBER MEETING
* January 16th
* February 13th
* March 13th
* April 10th
* May 15th
* June 5th TENTATIVE DATE
* Jason Mathes - MTA “All In”:
* A year ago when there was a court case that would do away with agency fees
* Frierichs, Scalia passed away 4-4 tie
* Another case is working its way up, the Supreme Court will most definitely address this issue
* End of agency fee at the end of this school year
* We may not have a lot of agency fee members, organizations on the other side have taken out massive ad campaigns
* We still have a responsibility to represent those members
* An advantage is that we know this is coming
* An example for Kenosha, a school district, lost agency fee
* The contract they received was shared
* The elimination of the unit is possible if we lose 51% of our members
* In order to prepare for includes going out to talk to members
* Need to determine who we are responsible for in our buildings
* When/if we loose agency fee we will need to sign every member up again
* The membership coordinators will be important in this task
* Divide the buildings up in order to address all members
* A “Brag Sheet” was shared to compile comments
* Regional Building Rep training at HCC on October 4th Kittredge Center Room 301 4-7PM
* Includes food
* In the past couple of years, it seems that as a union we are engaged in more fights
* Pushing back on more matters
* Introducing to more ballot questions:
* Raising the Minimum Wage to $15
* Will not apply to public center employees
* If we can get this passed on the ballot it will increase the chances of passing in the legislature
* Must collect by city in which people live
* Paid FMLA
* 16 weeks of paid leave at 90% of your salary
* Would apply equally to paternity leave
* In order to apply to a municipality they would have to agree to this
* We would pay into a fund for paid FMLA
* .70 a week for $60,000 leave
* Stephanie Harris – Website Update
* New website is live
* Agawameducators.org
* This has not been sent out to the entire district but will happen this week
* Work in progress but is in good shape
* Information is being added daily so please let Stephanie Harris know if you would like anything added
* Members Only Website: Do we really need this?
* Seniority list for example
* More work is required to build a members only section
* Content, pictures, information may be added
* Great features under chair reports – admin logins for those Executive board members
* Everything is customizable so please let Stephanie know
* Retirement:
* October 1st Mary Ellen Berselli is retiring
* She will be greatly missed on the AEA but will make herself available to us as need be

6. ***VP Reports-***

* **High School:**
* Elaine is back as a building rep at the high school
* A possible MOU was distributed
* A student who is currently receiving cancer treatment
* A request was made to be plugged into the classroom
* A laptop on the table facing the teacher and the teacher would perform the lesson
* The two teachers involved are comfortable with this
* Nothing that is video taped could be used for evaluation reasons
* This student will return on October 12th
* A vote was held:
* For: 10
* Against: 11
* Abstention: 0
* The motion did not pass
* **Intermediate:**
* ALICE training was implemented at the JH school today during the half day PD
* Concerns were expressed regarding the anxiety that was felt by staff at the JH
* Two options were provided to staff
* Attend the full ALICE training drill
* Attend the de-escalated ALICE training drill (no masks, no air soft guns, reduced noise)
* A comment was made that the administration will not judge the teachers participation but that the public may judge staff
* A question was raised about whether or not anyone was shot at
* Shots were fired over the staff and not directly at the staff
* Is it ok to put staff through this level of stress?
* Minimum is workmen’s comp
* A meeting was held on Friday afternoon and more than half of the staff came
* A meeting was held on Monday with the Superintendent
* The building reps and the membership stood up and requested changes that were made
* What is the plan moving forward with additional trainings?
* Will there be two trainings?
* Bill Sapelli put ALICE into effect back in March and Mr. Lemanski has picked up the programming
* Last June, Karen Albano, Lisa Bruno, and Austin Kimball attended the training
* Different opinions and feelings were experienced
* A couple of options moving forward were discussed
* Filing a grievance
* File a demand to bargain
* File an unfair labor practice
* Did not bargain over these change of working conditions
* A question was raised if all three can be raised
* Is the same attention being paid towards the building deterrents?
* A vote was held to file a grievance, demand to bargain, and unfair labor practice over the implementation of the tactical training:
* For: 17
* Against: 2
* Abstentions: 3
* **Elementary:**
* Issues with late dismissals particularly due to the Big E

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

***9. Rep Rap-*** no news.

***10. Membership Coordinator*-**

* Membership forms
* Teachers need to check off last name, first name, home emails
* To be returned before Thanksgiving
* Please send to Pam Rivers at AJHS

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

* Official Devon Jorgensen and Laurie McCaslin have split the Unit B position
* 25 unit members attended, there was a hope that there would be more attending as Unit B membership has reached over 200
* Working on increasing communication with Unit B
* Issue with regards to a paraprofessional we retired on September 1st with longevity
* A conversation has been held about how this will be handled moving forward
* Any outcome will be shared with the board before a final decision

12***. Old Business***-

* Elementary “At A Glance” has been resolved
* Any further issues should be shared the AEA
* T shirts for the AEA - $15

13. ***New Business***-

* Committee for Early Career and Future Educators
* Free for any members within their first 5 years
* Worcester Technical High School
* This includes all members and not just teachers
* Question from an ECC teachers, the director Robin is having staff do their PLC during prep time and stay after to makeup their prep time
* More details were requested
* Normal day was Tuesdays but the issue is the ECC building dismissal
* Austin will go over and meet with Robin Fernandes
* A conversation will be held with the superintendent regarding this issue as well (October 23rd)
* Out of the Darkness Walk in memory of Debbie LaMotte
* October 21st at 8:30AM
* Register as Friends of Debbie online

14. ***Committee reports***:

* **Evaluation**- no news
* **Grievance***-* see above under Intermediate VP report
* **Political Education**-
* **Social***-*
* Agawam AEA Bus trip to Mohegan Sun on November 4th
* **Salary**-
* **Unit A-** no news.
* **Unit B-** no news.
* **Election**- no news.
* **Scholarship*-***
* The first checks will be distributed this week
* **Constitution-**
* Lisa will update and send the new by laws off to Stephanie Harris to be put online
* **Insurance**-
* The survey will be resent
* Only 100 staff members participated
* 30% was needed

Meeting adjourned @ 5:58PM.

Respectfully submitted,

Karen Albano, Secretary

Next meeting is scheduled for October 17th