

Minutes
AEA Executive Board
September 19, 2019

Call to order: 3:52

Teacher speak time (5 min) None

Acceptance of June's 2018 minutes. (Secretary's Report) Accepted

Acceptance of Treasurer's Reports (5 min) Accepted

President's/Executive Director's Report:

1. Membership Coordinator's Report - Bryan and Pam- System is broken. Members are expected to find new employees and seek them out with new hire packets. Pam and Bryan need help. Tell new hires they have two days to fill out paperwork and return to building reps. Send to Pam at JH ASAP. October 3 will be the first deduction from the paycheck, last day is May 28. Teacher deductions are \$42.45 per check and para deductions are \$15.98 per check. Will post deadlines on website. We also need to check and make changes on the staff lists. Return to Pam at JH ASAP, DO NOT add new hires. Verify highlighted- name, address, personal email, phone number. List any changes and initial. Please double check which building you are in and verify on staff list. If there are no changes, initial and write okay. Return by October AEA meeting.

AEA Meetings 2019-2020 at 4:00 PM AJHS

10-8

11-12

12-10

1-14

2-11

3-10

4-14

5-12

6-16

2. Contract- Russ sent the contract to the team today. Tentative highlights: No more DDMs. Observations need to give feedback by 10 school days. Setting up a committee at elementary level. Need 72 hours to call you in if you are in trouble. FMLA- agreeing to follow Agawam school policy- you can exhaust your sick leave before you use your FMLA. Maternity is different and need to keep separate. Longevity- moved up a year, you will get it at the start of your 14th year and rates went up a little. MCAS is an administrative job- cannot throw it on

guidance counselors, duties and supervisories at principal's discretion, it will rotate.

Elementary- Spring conferences will be a half day. Elementary sub committee will keep running will look for more prep time. Counselors will be paid per diem. 12 family sick days out of your sick time. Grandparents are moved to 5 bereavement days. People will get paid if you go home sick and someone needs to cover you. Compensation is 2, 2, 2. Doering yearbook advisor is paid the same as JH. Softball coaches will make same as baseball coaches.

You need to give 48 hours notice with reasons for a personal day. Lesson plans need to be available: unit goals, daily objective, sources, assignments, essential questions, reference to Common Core. It needs to be ready on Monday for the week. Will email out to staff.

3. MOU ILT- High school is running ILT for one year, twice a week for 30 minutes. We will revisit after the year. Kids have a 30 minute block to do their homework to help with SEL.

4. Doctors' note request- way it is written it asks for nature of the illness. But MA general law, it clearly states the nature and duration of illness, not sure what this means. Sean and Lisa will look into this.

VP's Report:

Kathryn Procter (H.S) NEASC coming in October

Pam Rivers (Intermediate) Nothing at Doering. JH questions regarding survey on ACE period- it will rotate each week, at the end of the day. We will get the feedback before next meeting.

Sarah Barnett (Elementary) Under stress considering the redistricting/restructuring. This involves all elementary staff at all four schools.

Constitution-Chair: Lisa Bruno- updated on bylaws voted on in September

Unit B Coordinator's Report (5 min): Laurie McCaslin

Settled contract a few days before teachers did. Ready to post for 10 days. Ratification for Oct. 3? Be as general as possible with doctor's notes.

Old Business (10 min)

None

New Business (10 min)

*building reps- Need a count of teachers per building. One person from each building email Sean with numbers of staff. Two for the first 25 teachers, and then 1 for each additional 25. Think about how we want to follow AEA reps: do we hold an election for building reps?

Committee Reports (10 min)

Tech Communications Report: Ali Roberts- Things going well with website. Bylaws and policy book are updated. Homepage buttons are available. If you want something posted, email Ali Roberts. I try to post within 48 hours once things are approved.

Evaluation Committee Report: Lisa Bruno- Nothing, no major changes. No DDMs. Make sure you have correct administrator observing you. FYI- If you miss a staff meeting, you are only responsible to get the info not make up a meeting. Attendance is considered in non-professional status teachers. Have Kim Herbert tell new hires at new staff meetings.

Grievance Chair: Kathy Jediny- Nothing

Political Action: Kathryn Procter & Kristy Dyer- Welcome back to school social- WWII in Northampton this Friday.

Social Chair: Kathy Jediny- District Dress Down- will email out

Salary Unit-A-Chair: Sean Rood- done above

Salary Unit-B-Chair: Laurie McCaslin-done above

Election Chair: Anita Quinn- President, intermediate, high school, and unit B coordinator this spring

Scholarship Chair Susan Niles- Nothing happened. Insurance stayed the same

Insurance Chair: Sue Niles

Adjournment: 5:03 pm