

Minutes
AEA Executive Board
February 9, 2021

Call to order: 4:02 pm

Teacher speak time- Antonia Moore- At the JH, email was sent on Monday 7:30 am regarding a program that was closed. It seemed to be a calculated time to send the email to let people know there was an exposure. Are admin instructed to do this so people can't call out. How is the Union plan on fighting austerity like Colleges? What plans are the Union making to make us stronger for contract negotiations?

Secretary's Report:

- 1. Acceptance of January's minutes-** Motion, seconded. Accepted.
- 2. Acceptance of Treasurer's Reports**
 - a. December-** Dawn Motion, Kathy seconded. Accepted
 - b. January-** Kathryn motion, Anita seconded. Accepted

President's/Executive Director's Report :

1. Intermediate VP - nominations & appointment- Kathy Jediny-thank you for reading my email. It would be an honor to represent Doering and JH as a VP. I would like to move forward building relationships and making our workplace a better place to work.

Curtis Miarecki- I was an Agawam student. I am inspired to become a building rep. I can better contribute if I am the VP. I think communication could be better. I would meet in person or via meet weekly with Doering/JH members to take the pressure off of union reps.

Nicole Pelkey-My letter that was sent out Friday was my vision. Joined Leadership committee, made the teacher evaluation document. I will be getting my administrators license in the summer.

Pam Rivers- Question to all three of you, if you are approached by a member regarding a confidential issue, that the Eboard is currently addressing, how would you answer that without giving out confidential information?

Curtis- I would keep it confidential. It is important for members to understand that even if they don't like that.

Kathy- I would listen and take notes. I would remain confidential.

Nicole- I would listen so they feel heard. I would remain confidential. I would tell them I will get back to them. I wouldn't want to rush with a knee-jerk reaction.

Make a motion to discuss the VP nominees: Dawn Ruell, 2nded by Kim Rubacha
Motion to vote on VP: Julia Santa, 2nded Lisa Bruno

Miarecki-12 Pelkey- 9 Jediny- 10 Anita Quinn tallied, Laurie McCaslin 2nded the tallies. Pam Rivers appoints Curtis Miarecki to the interim intermediate VP position.

There are now three vacancies: One at JH, one at Doering, and one at Granger. Send name to Anita Quinn.

2. Addendum E - Specialized Program - passed & signed- On AEA website

3. Addendum F - Remote Model - Work in buildings language - passed & signed - On AEA website

4. AEA Facebook Page - Kathryn Procter- We need more than just me to keep track of. People are interacting and making comments. It is positive and lighthearted. Kathryn needs a list of all AEA members. Maybe all VPs can help moderate the page. Agawam Education Association on facebook. Members can search it. It is not for debating. Volunteers for the next month: Pam Cavanaugh, Sarah Barnett. We will revisit it next month.

5. AEA Classroom - Purpose to have question/answer area with open communication. Turned into debates, outside emails joining, classroom archived. Hard to follow, set up tough through the set up of classroom. Weekly Q & A session set up with Pam and Lisa - could replace classroom? Vote to dismantle classroom since other communication venues are being used. Motion to vote: Devin Jorgensen 2nded by multiple members - voted to dismantle classroom.

6. Social Media Posts & Email Threads - Investigations & disciplinary action-

I (Pam Rivers) apologize, I will use BCC on my next email thread. Social Media posts- the way people speak of their superiors will be investigated and disciplinary action will take place. You may be asked to represent someone as a building rep. It is in our contract, that we need to be mindful of our social media posts.

Executive Session- Kathy Jediny motion, 2nded Laurie McCaslin, 4:51pm

Motion to leave executive session - Julia Santa, 2nded by Laurie McCaslin - 5:16 p.m.

7. Master's + 15 language - School Committee asked to clarify language. Need to get Bachelor's +15, then Master's, Master's +15 Anything after Master's, you can add on to Master's +15. It is a linear move and has to be toward your Master's. This applies to hires after Jan. 1, 2021. Motion to vote on language change- Sean Rood Kathy Jediny 2nded. Yes - 29 No - 2 Abstain - 2 Absent - 7

8. Phasing in of more students (4 days)- 6 ft. is being maintained for staff and students.

Needs to be maintained for both staff and students. HS- will be bringing in more students for term 3. Doing the same at the JH.

Who is accountable for maintaining the 6 feet? Everyone and the building principal and the teacher themselves.

VP's Report:

Kathryn Procter (H.S) - Phasing in for more students, big topic at high school. 6 feet must be maintained.

TBD (Intermediate) - Curtis Miarecki will report out next month.

Sarah Barnett (Elementary) - None at this time

Unit B Coordinator's Report: Laurie McCaslin/Devin Jorgensen - None at this time.

Committee Reports: (*tabled January meeting*)

Membership: Pam Rivers and Bryan Hollister -Not too much. Need to update new members. Brian will make a list of members.

Redistricting: Pam Rivers (vacancy) Meeting 2/24/21 - committee starting up again (Kristy Dyer is on committee already), one seat available, Lisa Murray volunteered to be a member.

Grievance Chair: Sean Rood -Nothing at this time

Social Chair: Kathy Jediny - none at this time

Election Chair: Anita Quinn (discuss the March nomination dates) -March 1-March 15 is open for nominations. President, executive director, elementary VP, intermediate VP, Unit B coordinator, Doering/Granger building reps are all open positions. JH interim building rep opening until June.

Constitution-Chair: Lisa Bruno (new members)- 12 plus proposals for bylaws, no later than the April meeting. Need to meet with member who proposed a bylaw to discuss. Will send updates out ASAP.

Tech Communications Report: Ali Roberts - has been posting minutes as soon as they are approved, has posted all members and positions on webpage

Political Action: Kathryn Procter & Kristy Dyer -Contact your legislator to cancel MCAS. MTA workshop- Write letters to Gov. Baker to get vaccines for educators.

Scholarship Chair: Christine Kolodziej - none at this time

Insurance Chair: no chair

Evaluation Committee Report: Lisa Bruno - none at this time

Salary Unit-A-Chair: NA

Salary Unit-B-Chair: NA

Healthy & Safety Committee Report:

1. Pre K - 6 (Opening, Lisa Murray, Cindy Litz, Kristy Dyer , Kathy Jediny)

-Repetitive information, Pooled Testing, Agawam Covid Leave, Inconsistencies for sick leave for quarantining and Covid positive cases. Tammy Rumpalik and Sheila are working on a presentation for Thursday. Air purifiers were given out to high needs programs.

2. 7 -12 Anita Quinn, Deb Donaldson, Denise Budzynkiewicz , Nicole Pelkey , Kim Rubacha) - Pool testing - initially put in letter of interest and then after more information town decided to not follow through with pool testing. Close contacts - teacher to teacher

contact, staff needs to maintain 6 feet distance. Teachers should maintain 6 foot distance with students as much as possible. Vaccine for teachers - Agawam is not getting enough vaccines to vaccinate teachers anytime soon.

Old Business:

1. Budget Update

-COVID relief - 2023 allotment - There is some Covid money, hopefully if it is needed, they will use it. \$2 million over a couple of years. Clickstein is earmarking the money for each year. More Federal money will be allotted as well.

New Business: None at this time

Adjournment: Motion to adjourn - Jocelyn Foti, 2nded by Nicole Pelkey 6:14 pm.m.