

Proposed Minutes  
AEA Executive Board  
February 15, 2023

**Call to order:** Purdy, 2nd Dyer 4:01

Teacher speak time - none

**Minutes**

Acceptance of Secretary's Report - January -Motion by Donaldson, 2nd Ruell. Accepted

Acceptance of Treasurer's Reports - January & December- Motion by Ruell, 2nd Dyer. Accepted

**President's/Executive Director's Report :**

1. Contract - Comments and Concerns by building/members:

Junior High: issues discussed: money, CCF, personal days, do not want to pay increase in dues, cannot picket due to children, need family time after work hours, stress of starting without ample prep time, concerns with retro pay if contract isn't settled by June 2023.

Member stated the lack of respect and appreciation: one solution to this is a turnaround day at end of each term teachers have a day without students for data and grading

Member felt disrespected, but looked at other districts and had to vote accordingly.  
Member flipped their vote because they felt contract is fair.

High School: Member stated the following concerns: Personal days, lesson planning/ ILT going to committee will end up with MOUs anyway and no real say.

Member said this contract had a resounding yes vote, staff wanted an immediate re-vote since it fell after Super Bowl, many concerns with no votes due to inaccurate information, doesn't seem like consistent accurate information across buildings.

Member stated concerns with:

1. Lesson plans: we are behind other districts in making lesson plans accessible to families and administrators- love to have a seat at the table to discuss this.
2. Negotiating respect: we have a series of contracts that prove we are respected historically, we are negotiating respect.
3. Covid pay: we shouldn't torch a future contract over a past issue, we shouldn't affect retiring teachers because we didn't get covid pay
4. Maternity leave is not a widespread issue to use as a solution.
5. Messaging has been incredibly clear town content with contract offer.
6. Members discussed poor timing of sick leave letters.

### Doering

Member stated similar feedback, money, improve quality of work-life in Agawam, no Covid pay—Essex money— other districts were rewarded, we came in and got nothing—other improvements beside money—maternity leave 8 weeks paid, FMLA

Member started schools that voted yes all had negotiation team members at their respective buildings—they felt the messaging was primarily to vote yes at their buildings. Similar concern at Phelps

Member stated Doering and elementary schools voted similarly to the first contract—there was a 1% change. Personal days (having to seek approval for 2 days in a row) are a major concern with these buildings. We need those personal days. Concerned with Email that was sent out stating the negotiation team can't recommend a yes vote—

Member asked any pros to turning down the contract?

Member asked who bypassed the EBoard recommendation of contract?

- J. Mathes- concerned with this since it was in an email.

Negotiation committee was looking to expedite it to get it out to the members.

Phelps, Granger, and Doering teachers need to talk about why they voted no

Retro pay- is money in escrow?

2. Sick Leave letters - If anyone is being asked for doctor's notes please let Sean/Lisa know
3. ECC - Met with ECC. Issues are not resolved. Still looking for reps
4. JHS- lost a day. Do we make it up-Sheila will try to ask for a waiver to not make it up according to DESE. It will be at the end of the year if we make it up.

Motion to go out of order: Made by Quinn 2nd Purdy- Vote: unanimous

### **VP's Report:**

Sable Johnson (H.S VP)- JH got to go home for a threat, HS had an investigation into a missing kid (threat) with police presence. What is the standard—admin needs a playbook to have the same rules. HS hasn't been formally informed—was it a credible threat?

HS requested to go to subcommittee to school committee for policy regarding threats for staff and students

Curtis Miarecki (Intermediate VP) - Final steps of language for the Scheduling MOUs that expire at the end of this year- Doering- March 9,10 JH- March 13 voting - depending on the vote (yes vote) it will be brought to the E-Board for approval.

Kristy Dyer (Elementary VP) -Special Ed teacher is covering caseload for unfilled special ed position—wanted to know if she could get some type of compensation- principal spoke with Sheila

regarding this issue, member requests two personal days and two unpaid days for a trip- if days are denied- can they take them unpaid? See if it's approved and then have a 1:1 conversation with admin and ask to take days unpaid

**Constitution-Chair:**

Unit B Report): Carla Chase - n/a

**Old Business:** n/a

**New Business:** Rose: Maryjane Agusti, retired (2019) teacher wants to be a part of the membership as a reinstated honorary member- fierce advocate for teachers. Can we reinstate it with a  $\frac{2}{3}$  vote? She is past the one year bylaw. If she is given honorary membership would she be able to vote? Discussion: It can set a precedent for giving retired teachers the power to vote. Abruzzo suggested she should run for school committee. The President asked E-Board members to review the Constitution and Bylaws language in regards to this.

Motion to table discussion of honorary membership to next meeting– Made by Chambers, 2nd Sable Johnson

**Committee Reports** -Motion to table rest of agenda committee reports- Made by Dyer 2nd Donaldson

Tech Comm Report: Curtis Miarecki

Evaluation Report: Sean Rood

Grievance Chair: Julie Scannell

Political Action: Kristy Dyer

Social Chair: Kathy Jediny

Salary Unit-A-Chair: Chambers – spoke to Mayor Tuesday- they want to settle and not spend money on this any longer- meeting Thursday- won't go over 7%, no covid money, switching order of percents is something they are looking at, spoke about personal day issue. After the remote meeting with the negotiation team and administration, Thursday, Mitch will email an amended proposal. Will need to go through the whole process ratification once we meet with the admin on Thursday. It will be brought to Eboard for recommendation.

Motion to return to order: Made by Purdy 2nd Donaldson

CAT Spokesperson: Stephanie Crowther

Salary Unit-B-Chair: NA

Election Chair: Anita Quinn

Scholarship Chair: Christine Kolodziej

Insurance Chair: Kathy Jedin

Membership Chair: Bryan Hollister, Antonia Moore

Bylaws Chair: Teresa Buklerewicz

**Adjournment: 5:27 pm**