

Accepted November Minutes
AEA Executive Board
November 17, 2020

Call to order: 4:01 p.m.
Teacher speak time: N/A

Secretary's Report:

Acceptance of October's minutes- Motion to accept and seconded. October minutes accepted.

Acceptance of Treasurer's Reports - Motion to accept and seconded September report, Motion to accept and seconded October report.

President's/Executive Director's Report :

1. Evaluations: If you are proficient, you will be evaluated as proficient. If you are a new teacher within 3 years, you will be evaluated and observed each year. Majority of us will do a smart goal and reflect on the smart goal at the end of the year. This will all be done over google classroom via an email from your principal. Time will be given during a December 2nd PD to complete the SMART goals. They are encouraging more group goals. "SMARTIE goals"-- Sheila and Cheryl will provide a template for "IE" goal. There is a timeline.
2. MOU from the District - Grievance on behalf of staff member, MOU came out of it is staff will be paid \$33/hour. Motion given - Kathryn Proctor, 2nd motion - Kathy Jediny
3. If you attend an IEP meeting, as long as you are over 15 minutes, put in a timesheet and you will be paid \$33 an hour.
4. The School Committee will need to start the process for a superintendent search.
5. Redistricting - may be on hold but there may be some street shifts - Robinson district to Granger district.
6. Longevity should be in your paycheck. If not, reach out to Rob and cc Lisa Bruno and Sean Rood
7. Seniority list is not ready or there yet. We are concerned with reduction of force next year. Sean will email IT and give them until after Thanksgiving.
8. Heating issues in Junior High - issue with boiler? Seems that every room is now cold.
9. Re-entry form - Pam Rivers brought up for district to possibly use - re-entry form after being out after exposure to COVID or test positive for COVID. Cannot return to school without re-entry form filled out.
10. Attendance was brought up to the Superintendent. Each building is different. We left it as "attendance is a mess."
11. HS- 40% is remote. Principals are selecting students who are failing or high risk so they can be brought in 4 days a week.
12. Inclement weather- following remote schedule.
13. Remote teachers will teach for 2 hours live on Wednesdays (Grades 2-4) at a time that best suits them.
14. Remote teachers grade 2-4 will help grade for report cards. Report teachers can give their

teacher on record a grade.

15. Reduction in force- they don't plan on doing it next year because they have 12 retirees that might balance it out. We want them to offer some sort of retirement incentive so there is no reduction in force. There is no retirement incentive right now, just what is in the CBA.

16. Rooms are being fogged and cleaned every night.

17. MOU states that if you service K and 1st graders, you should be in the building on Wednesday mornings.

VP's Report:

Kathryn Procter (H.S)- Sanitation and cleanliness is an issue at the HS. A meeting is set up with Tom tomorrow am.

Pam Rivers (Intermediate) - Middle School - concerns with homeroom students being responsible for remote students. Issues with IT setting up classrooms. Grading on

Junior High - concerns with MOU after it was voted, felt deceived going from 3-5%, numbers with positivity rate are not making any sense with school positive cases

-Ventilation issues in building, company has been contacted

504 and ETFs - working remotely, why are they able to if they are working off of our MOU?

Unemployment fraud - happening to a number of staff members

Sarah Barnett (Elementary)-Doing well with full in. One concern is with the number of students and staff allowed in a classroom. Most of us are maxing out 12. With the number of staff and students, some rooms do not have the 6 foot of social distancing that is required.

Grades 2-4 content team: We are supposed to meet with admin on Friday to discuss the content team, can we postpone since we were remote for two weeks. We need more time.

Constitution-Chair: Lisa Bruno - Due by 1st Friday in February.

Unit B Coordinator's Report: Laurie McCaslin - sent an email to Unit B about volunteering to work on Wednesdays at school.

Old Business

1. Thanksgiving schedule- Principal should have sent out an email yesterday or today. Check with your principal to know what is going on that day.

2. Meetings on prep - If you are asked to meet during prep and not given an alternative, they have to pay you, except for evaluations.

3. Dismissal at Doering-Stay the same.

4. Remote MOU - Needs to be adjusted to relate to elementary schedules.

5. Subs- There are no subs. Principals will need to close the school for the day. Principals may need

to cover for teachers. Sub coverage is pulled last minute and sub plans are written for that particular sub. What is the protocol for pulling subs?

New Business

1. In regards to the attendance, at Doering we are asked to do attendance regardless if we know if the kids are there or not. We are not allowed to collect work on the same day. How are we supposed to take attendance?
2. Four teachers came to K. Jediny at 2:00 pm today. The classroom teachers want their remote teachers back. Sue and Chad said no that it is due to the MOU. The whole meaning behind this is that it lessens the teacher's plate. Doering is stating it is easier for them to have their remote students. They put out separate plans for cohorts a,b, and remote. Sean will send out a survey to Doering teachers regarding this issue. There are 5 remote teachers. Some of these teachers are not teaching live. Sean and Lisa will look into it.
3. Turkey Trot today at Doering - students asking questions, teachers didn't know any information about this event. Severe lack of communication from administrators in building.
4. Briana Roy- They changed the metrics for the positivity rate. When will we go remote? In MOU, none of the factors are pivots. The decision will be made collectively in combination with numbers in schools and rates, etc.
5. The perception at the HS regarding parent/teacher conferences that it was too hard for IT and administration to figure out how to possibly make conferences work so teachers were told to figure out how to run conferences on their own.
6. IT is not responding to support tickets. IT is not reaching out to communicate to teachers after a ticket is submitted.
7. Concern regarding December 2nd because of PD day - missing prep time missed during the rest of the week.
8. Covid numbers- What is the protocol to take someone off the list? They come off after 14 days unless they still have symptoms.

Committee Reports

Membership: Pam Rivers and Bryan Hollister Redistricting: Pam Rivers- 20 paras need to be signed up and 4 teachers need to be signed up. Laurie sent an email about one para. Laurie has not heard back from any other para.

Grievance Chair: Kathy Jediny - 1 grievance resolved
1 grievance meeting with SC on Tuesday (from March)

Social Chair: Kathy Jediny- EBs dineout is 11/23. Two dressdowns, 25 week club has been sent out. Possible Pamper Chef party- not responsible for anything but we will get a cut of the check.

Election Chair: Anita Quinn - N/A

Tech Communications Report: Ali Roberts- Updated website with MOUs. Will update with minutes, etc.

Political Action: Kathryn Procter & Kristy Dyer - Urge your MA Senator to cancel MCAS! Amendment 460

Scholarship Chair: Christine Kolodziej - Asking questions about what expectations are for the scholarship process - Christine new to the position.

Insurance Chair: No chair yet

Evaluation Committee Report: Lisa Bruno Salary Unit-A-Chair: Sean Rood - See report above

Salary Unit-B-Chair: Laurie McCaslin - N/A

Adjournment: Motion to adjourn and seconded - 5:25 p.m.