

STA Executive Board Meeting

April 12, 2011

Members Present: Mary Beth Flatley, President; Kelly Healy, 1st Vice President; Peter Rings, 2nd Vice President; Carol Carelli, Secretary; Alisha Couse, Treasurer; Chris Bailey, Shannon Farrell, Sue Hennessy, Lori Hurley, Cori Kinns, Kevin Meachem. **Members Absent:** Bob Anderson, Don Brandt, Michael Foley, Amy Glick, Mike Libertucci, Laurie Macken, Fred Orlando.

The meeting was called to order at 3:37 P.M.

Motion made to accept the minutes of the March 1, 2011 meeting made by Kevin Meachem. Seconded by Sue Hennessy. Motion carried.

Treasurer's Report - Alisha Couse

- Distributed budget as of April 11, 2011.

Secretary's Report - Carol Carelli

- Cards sent to Donna Wolbert, Deborah D'Arcangelis, Maria Zarrillo, Terri McCreddie, Lorinda Gandrow, Carol Walker.
- Reminded building reps to encourage anyone to contact secretary whenever an "event" should be acknowledged by the union (births, deaths, illness, weddings, etc.) even if is outside the STA (former members, retirees, administrators, other Schalmont family).

1st Vice Presidents' Report - Kelly Healy

- New APPR Focus team - will be looking at the new requirements for developing the APPR (evaluation) process. Focus team includes: Alisha Couse, Becky Remis, Elisa Pepe, Nadine Toma, Bronson Knaggs, and Kelly Healy. More information will be given to STA members as it is available. The final document will need to be approved by the negotiating team.
- Certification questions - reminded members to track all professional development, especially those who are required to meet the 175 hour requirement for continuing certification.
- APPR - Some principals are forgetting to schedule ~~but~~ a pre and post conference. If this is not happening, contact Kelly.

2nd Vice Presidents' Report - Pete Rings

- The meeting for this year's retirees to set up 403(b) accounts for unused sick days is June 6, 2011 at 3:30 in the MS Conference Room.

President's Report - Mary Beth Flatley

- All seniority questions should be directed to Mary Beth. She will work with our LRS, Jim Greene, to resolve all issues related to layoffs.
- All layoffs were approved at the April 11, 2011 Board of Education meeting.
- If laid-off staff has questions regarding the process, he/she should make an appointment with the building administrator or Dr. Kelsey for clarification. They can also meet with Mary Beth after that meeting to make sure their questions and concerns are answered.

- If a staff member has been FT (1.0) at one time, he/she will be on the preferred eligibility for 7 years and must be called if a position opens up, even if that person is working somewhere else and refuses the job.
- Mary Beth recommends that laid-off teachers request a certified letter from the district for their files.
- NYSUT has a booklet for laid off employees which is available on the NYSUT website: http://www.nysut.org/files/NYSUTLayoffHandbook_2011.pdf
- Tenure - Tenure can be awarded to staff who are being laid off and members' sick time is frozen at the time of the layoff, so if they are recalled, the sick time is not lost.
- Part-time staff does not have rights to the preferred eligibility list, unless they were a Schalmont full-time employee.
- National Board Certification Grievance - Will now go to arbitration. The STA will share the cost of arbitration with the district. STA will be reimbursed 25% of those costs from NYSUT.
- President's Conference at RA Convention - Mary Beth had an opportunity to meet with other presidents, discussing layoffs, state budget and other issues. Alisha also shared her experience participating in the huge "Workers' Rally" which was held in Times Square during the conference. Check out the videos on the NYSUT website.
- STA Election Committee
 - Motion made to appoint Lauren Defayette as chairperson of the Election Committee made by Kelly Healy. Seconded by Kim Knapik. Motion carried.
 - Motion made to appoint the STA Election Committee: Kathryn Sargent (HS); Karen Lynch, (MS); Kathy Cathell, (JE); Joanne Jones (WE); Stacy Barron (ME) made by Cori Kinns. Seconded by Kevin Meachem. Motion carried.
 - The number of building reps will stay the same for now: 4 in each building. Will discuss in September, if the numbers need to be modified due to the changes in the number of teachers in each building.
 - Elections for building reps (1 year term) and officers (2 year term) will be held on Friday, June 17, 2011. Members interested in running for a position must send in their intention to Lauren Defayette by May 13, 2011. Candidates may also campaign for the offices, but may not use any STA logos in their quest. They may also address the membership at the annual general membership meeting on Thursday, June 2.

Motion made to move to Executive Session made by Shannon Farrell. Seconded by Kevin Meachem. Motion carried.

Motion made to move out of Executive Session made by Kim Knapik. Seconded by Kelly Healy. Motion carried.

Crisis Committee - Mary Beth Flatley (for Bob Anderson, chairperson)

- The next meeting will be on Thursday, April 28, 2011 at 3:30 P.M. in Room 107 in the Middle School.
- Thanked members for assistance in distributing mailbox treats - next treats will be on Friday, April 29, 2011.
- Members are invited to a Happy Hour on Friday, April, 29, 2011 at Clinton's Ditch. Remind members to email Bob Anderson of their intentions to attend.

Political Action - Carol Carelli (Co-Coordinator)

- VOTE -COPE materials were distributed to building reps. Encouraged reps to personally solicit an increase in members' contributions. The deadline is Friday, May 6, 2011. All materials should be returned to Carol directly.

Building Concerns

- Discussion of how we can make "new" teachers welcome in our buildings for next year. Valerie would like to do something for the first day of school.
- STA members who are moving, even if it is within their own building, will be paid 2 days pay to move. Any questions regarding moving should be directed to the building principal in writing.

Motion to adjourn made by Chris Bailey. Seconded by Shannon Farrell. Motion carried.

Meeting adjourned at 4:47 P.M.

Respectfully submitted by,
Carol Carelli
STA Secretary