

Schalmont Teachers' Association

STATIC

President's Report

January, 2009

Bargaining Update

Just as our nation's constitution defines our government, STA's constitution defines our governing responsibilities, one of which relates to negotiations. Your negotiating team has been appointed, your thoughts have been solicited and your team will begin to prepare the STA negotiation package.

Thank you to all members who took time to make comments on the bargaining survey. The amount of time members took to once again read through the contract and share insightful comments was evident in each survey we received. Your collective voice spoke to definitive professional goals, needs and vision for our members.

The negotiating team will be meeting in February to begin drafting our bargaining package. This package will then be presented to the STA Executive Board in March for discussion and revision. The Executive Board will vote for approval of the tentative package the first week in April. Once the team receives approval from the Executive Board, they will be ready to present the package to the District and formalized bargaining can begin.

In the meantime, Mike Foley, STA Chief Negotiator, will be asking the District for specific information so that NYSUT can complete an updated budget analysis. A comparison of recent area settlements is also in the process of being completed. There are local districts who are settling contracts that are fair and equitable even in this tough economic climate.

If the district had agreed to a five year contract during the last round of negotiations, we would not be bargaining in such economic uncertainty. While we will be entering bargaining during unique economic times, facing numerous variables which impact negotiations is nothing new to us. We will proceed with informed bargaining based on facts not speculation and we remain optimistic in our ability to negotiate a contract that meets the needs of members and reflects their vision for the future.

In Solidarity,
Alisha Couse
STA President

An Urgent Message from STA Political Action Coordinators

Fellow STA Members,

NYS is facing some hard financial times and we need to be proactive in our efforts to preserve the programs that we, as educators, have worked so hard to provide for our students. We cannot stress enough the need for all STA members to become part of a grassroots effort to lobby for the programs that may be eliminated due to the proposed state budget cuts.

As a reminder we would like all of our members to fax your representatives the following prepared letters which can be found on the NYSUT website www.nysut.org . Once on the NYSUT homepage, click the link(s) on the right of the screen--“**Support Federal Economic Recovery Package**” and “**Restore funding to Teacher Centers.**”

Only a few minutes of your time could make a profound difference and result in a positive outcome. Finally, by providing your home email addresses to lldemeo@nycap.rr.com or jperillosms@yahoo.com you will receive timely updates directly from NYSUT via email.

Thank you for your support, together we will make a difference.

In Solidarity,

Lori DeMeo and Joann Lasky
STA Political Action Coordinators

WELCOME

As promised in the last issue of the *STATIC*, we are introducing people who have joined the Schlamont family. In this issue, we welcome Meredith Fitzgerald, Mary Beth Thompson, and Tiffany Wood.

Meredith Fitzgerald

Meredith joined STA as a long-term sub for Sue Schiavo at Jefferson Elementary.

Meredith received her B.A. in Graphic Design and a M.S. in Elementary Education from Keene State College located in Keene, New Hampshire. She taught Kindergarten in Concord, NH and Houston, TX. This is her third year teaching.

The reason Meredith wanted to become a teacher: "I wanted to make a difference and also because I like how each day is a little different."

Meredith enjoys running, hiking skiing, gardening, cooking and reading.

She said that her experience at Schalmont so far has been "Great. Everyone at Jefferson has been so welcoming - teachers, staff, parents."



Mary Beth Thompson

Mary Beth is working as a Speech and Language Pathologist at Jefferson Elementary School.

She earned her B.S. in Communication Disorders from SUC Plattsburgh and her M.S. in Speech Pathology from Nazareth College.

Mary Beth has been a Speech and Language Pathologist for over 16 years, taking time off to raise her family. Previously, she worked for 4 years for the Jefferson-Lewis BOCES in Carthage, NY. She also worked for 2 years for the School of the Holy Childhood, a private special education school and adult day training workshop, in Rochester, NY. In addition, she spent 10 years working for the Gloversville City School District in Gloversville, NY.

Mary Beth is married and has a son, two daughters, and two dogs. She said that her family is her main interest and she enjoyed her time at home. However, she said that she is happy to be back in the field. She also enjoys outdoor activities both in the summer and winter.

Mary Beth decided to become a teacher because "I enjoy children. The development of language in a baby through childhood has and still amazes me."

She states, "It has been a wonderful experience so far at Schalmont. The people seem very warm and friendly. I feel quite comfortable. Everyone is extremely helpful and welcoming."

Tiffany Wood

Tiffany is a long term sub at Jefferson Elementary, teaching 5th grade. She received her Bachelor's degree from the College of Saint Rose and is currently working on her M.S. in Literacy at the University at Albany.

Tiffany is not new to Schalmont as she did two student teaching placements at Jefferson. Her first experience was in 4th grade with Kathy Cathell and the second experience was at Woestina in the Resource Room program with Cori Kinns. She was also a long-term substitute at Jefferson last year and then taught at the Summer Math and Science Academy at Jefferson this past summer.

Tiffany just got married this past summer. Her husband is a Special Education teacher in Altamont. They have a dog, Molly. In her spare time, Tiffany enjoys camping, kayaking, and loves to read. She also enjoys photography and scrapbooking.

Tiffany states, "Working with children has always been a passion for me. When I had to make a decision on what I wanted to do, I chose psychology. However, I often wondered what it would be like having young kids all day long instead of different ones throughout the school year. I took my curiosity to the next level, taking an internship that allowed me to work in Kathy Cathell's classroom for an extended period of time throughout a semester. It was there that I found an undiscovered passion for teaching. I couldn't sleep at night wondering what we were going to do with the children the next day. It was all I could think about and I loved feeling successful when a child would catch on to what I was trying to help them with! I switched my major the next semester and really enjoyed learning about how to teach children how to learn."

When asked about her experience so far at Schalmont, Tiffany said, "So far at Schalmont, I have been able to work with a variety of people. Everyone has been so kind in accepting me into their work environment. I feel so lucky to have the help and guidance from so many talented people in the Schalmont community. I have also had many experiences with the parents in the Schalmont community. The parents here at Schalmont are very dedicated and helpful when it comes to anything extra



"Don't worry. The first thirty years of teaching are the hardest."



Middle School Teacher Earns National Board Teacher Certification

Congratulations to Elisa Pepe, middle school English teacher, who recently received National Board Certification.

Elisa graduated from the College of St. Rose with a double major in Elementary Education and English. She also completed her M.S. in Reading at SUNY Albany. Elisa started her career at Schalmont in 1979,

teaching English and then took time off for a few years to raise her family. She returned to teach high school English for grades 9, 10 and 11 as well as AIS Reading/Writing. For the last 3 years, she has been teaching 7th grade English in the middle school.

We asked Elisa to expound on her thoughts of the process of achieving this recognition in hopes that it will inspire others to consider working toward this prestigious achievement.

"National Board Certification is a process. Like everything worth doing, it starts in the heart. Having been asked to share my thoughts about this process, I offer the following reflections.

Reflection #1: Listen to Ann Schulman

One day, when I was co-teaching with Ann Schulman in the high school, and after she earned her National Board Certification, she said, with assurance, "You know, you should do this." She was my push-in consultant teacher for a few years and having gone through the process herself, I took her words seriously. I never thought about it before. She did what she does best with her students: she inspired me and gave me the confidence to try.

Reflection #2: "Monitor and Adjust", in the words of Madeline Hunter

I wanted to reflect on my teaching. Going through the National Board process is like putting your practice under a microscope and making sure it measures up to the best it can be. Monitoring the student impact of our teaching and putting the emphasis on positive outcomes is our daily obligation.



Reflection #3: Value your colleagues

I am most impressed with the enthusiasm and dedication of my colleagues, not to mention their friendship. It took a village, really. Some took time out of their day to videotape me, some to write up required verifications of our collaboration, and some to help me study for the written exam. I will never forget the National Board certified teachers who were so generous with their time. Everyone is busy, but whenever I asked them to read and critique my work, they were happy to do it. Reading required studying the questions which are different for each teaching area, and making sure the response is thorough and focuses on student impact. The reader then offers questions that deepened my reflection on what I do and why. It's not something the reader can do on the fly. My number one reader was Diane Babin. She followed my progress closely - even on Sunday morning at Price Chopper where she helped me decide which Wite-Out tool would best suit my needs. And Rick... I had the **Ace** proofreader. I certainly could not have done it without his patience and support. We have the best colleagues here at Schalmont. We're lucky.



Reflection #4: Pass the torture. . .I mean torch

I would encourage my colleagues to consider going through the National Board process. Check out www.nbpts.org for the "Take One!" option if your time is limited. If you haven't tried the food or accommodations at The Rensselaerville Institute, then do it for that reason! Believe me, you will not be alone. The Schalmont Central School District has 19 teachers who have taken these steps and will be excited about you taking yours. Teaching is more of an art than a science and when you step back a few feet to see what you've done, it gives you the perspective you need to make every class the best it can be."



Congratulations to:

Alisha Bahrmann who married John Couse, December 23, 2008.

Sue Foggo on her marriage to Al DiCaprio, a Schalmont graduate, on January 3, 2009.

Thom Borkowski on his engagement to Liz Sobieski. A summer, 2009 wedding is planned.

The Editors can't do it alone. Lend a hand-submit news items. What's happening in your building? Have you found some interesting websites that may be of interest to others? Are you a talented artist who has a political cartoon to share? Channel that energy--submit ideas to the STATIC Editors: Carol Carelli and Kelly Healy at the middle school.



IDEA

INNOVATIONS IN THE DEVELOPMENT OF EDUCATIONAL ACHIEVEMENT Schalmont Teachers' Association / Schalmont Central School District

IDEA Grant Recipients Summer/Fall 2008

Congratulations to the following IDEA Grant Recipients!

Traditional Grants

Kathy Fagan

High School

Developed materials and curricula which will enable Schalmont students to use various technologies to facilitate the purposeful use of the target language (French) in natural contexts.

Marty Rossner and Laura McGuirk

Jefferson

Developed activities and lessons that enable teachers to engage, educate, assess and motivate students through an interactive white board called Promethean. This technology enables teachers and students to create and integrate text, images, quizzes and tests and web and video content.

Ann Schulman (Terri McCreddie, Consultant)

High School

Created on-demand video resources for First Class users.

Melissa West and Tami Dvorscak

Jefferson

Created a yearlong reading and writing workshop curriculum calendar and the coordinating texts, creating a step-by-step guide to teach reading and writing workshop in the classroom.

Mini Grants

Diane Babin

Middle School

Developed an 8th grade Careers program simulating the workplace.

Deb McCloskey

High School

Created an online and hard copy study skills tutorial for HS students and parents.

Joann Perillo-Lasky

Middle School

Created a Mock Trial based on the book Pricilla and the Wimps by Richard Peek.

Jamie Pink

Woestina

Designed two mini-science kits that will enhance the first grade science curriculum and promote active engagement in the scientific process.

IDEA Grant Committee Members

Beth Bini, Susan Cook, Jackie Gordon, Kelly Healy (Chairperson), Elisa Pepe, Wendy Stearns



What's all the Buzz about?



You might have heard your colleagues talking about MAP, the Member Assistance Program available from NYSUT Member Benefits Trust. Or maybe you've already joined. But if you haven't, you may want to once you read about MAP's benefits.

By joining MAP, an e-mail based program, you'll be among the first to hear about new, endorsed programs and program updates. You'll receive special offers and reminders from Member Benefits or from providers of its endorsed programs. Your opinions will be solicited on new programs under consideration for endorsement. When possible, you'll help Member Benefits test potential new services and provide feedback.



Often, MAPers are entered into drawings for prizes donated by providers of endorsed programs and Member Benefits. Since MAP's introduction, MAPers have entered drawings for a Bose® Wave Music System, free admissions to the National Baseball Hall of Fame and Museum, 100 gallons of heating oil from Heat USA, a summer fun pack filled with a variety of items, a DVD player and OfficeMax gift cards. In addition, new MAP enrollees and existing MAPers are automatically entered into quarterly drawings; to date, prizes included digital cameras, a cross-cut shredder and an iPod nano.

MAPers receive e-mail communications from Member Benefits and occasionally from

its providers of endorsed programs. On average, a MAP e-mail alert is sent once every three weeks.

Rest assured, Member Benefits will only share your e-mail address with endorsed program providers and then only under controlled circumstances. Once a program provider receives approval from Member Benefits to send you an offer or information, the vendor will be required to destroy the e-mail listing after sending the communication.



This exciting program allows you to help shape future programs and services exclusively available to you and your colleagues.

Help make a difference. Become a MAP team member. Enroll on our secure page by logging on to www.memberbenefits.nysut.org and clicking on the "MAP Sign-up" navigation tool on the left-hand side of our home page.

For information about this program or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits Trust at (800) 626-8101, e-mail benefits@nysutmail.org, visit www.memberbenefits.nysut.org, or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits Trust-endorsed programs.



Legal Service Plan helps thousands

More than 77,000 NYSUT members have coverage under a voluntary or group legal service plan endorsed by NYSUT Member Benefits Trust. If you already have coverage, this serves as a reminder to use your plan. If you do not yet have coverage, here's some information on how this voluntary plan can be of value.

When you enroll, you'll receive a toll-free number to the plan's National Legal Office, where you can call for unlimited legal advice and assistance at no charge. The NLO is staffed by attorneys with expertise in real estate, domestic relations, family law, civil litigation, foreclosure, bankruptcy, business law, criminal law, landlord/tenant situations, wills/trusts/estates, elder law, personal injury and vehicle/traffic law.

Many times, these attorneys can resolve your situation by writing a letter or making a phone call on your behalf, at no charge. If other assistance is warranted, you will be referred to a plan attorney located in your area. The plan has participating attorneys across the country who charge plan members \$175 an hour (effective with enrollments and renewals as of Sept. 1, 2008) or 40 percent off their usual hourly fee, whichever is lower.

You'll receive coupons for free office consultations and the *Preventive Law Guide*, an informative newsletter sent three times each year.

The NLO will review, at no cost to you, legal documents up to six pages in length, such as purchase agreements, loan agreements and real estate documents.

For many common personal legal matters, such as a real estate transaction, misdemeanor, traffic violation, separation and divorce, the attorneys will charge no more than the guaranteed maximum fees assigned to each matter.

Effective with enrollments and renewals as of Sept. 1, 2008, the plan provides a free health care proxy, living will, durable power of attorney and simple will each year of enrollment. And the plan includes advice on identity theft prevention and for identity theft victims, assistance with debt consolidation, and assistance with mortgage foreclosure.

In addition, optional riders can be purchased to provide legal coverage in the specialized areas of elder law and business protection.

Landlord problems
Noisy neighbors
Purchasing a house
Drawing up a Will
Speeding ticket

These are some examples in which the Legal Service Plan can be of assistance.

Priced at \$85 a year (\$55 for retiree members), you can't afford not to look into this valuable benefit. For information and an enrollment form, contact Member Benefits at 800-626-8101, e-mail benefits@nysutmail.org, or log on to www.memberbenefits.nysut.org to download an enrollment form or enroll online.



For information about this program or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits Trust or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits Trust-endorsed programs.

STA Executive Meeting Minutes

October 7, 2008

Members Present: Alisha Bahrmann, President; Kelly Healy, 1st Vice President; Carol Carelli, Secretary' Mary Beth Flatley, Treasurer; Chris Bailey, Stacy Barron, Kathy Cathell, Deborah D'Arcangelis, Susan Hennessy, Katie LeRoy, Carol Russell. Absent: Jason Beck, Lori Bittner, Mike DiCocco, Mike Foley, Joann Lasky, Kevin Meachem.

The meeting was called to order at 3:50 P.M.

Motion to accept the minutes of the August 26, 2008 meeting made by Kelly Healy. Seconded by Kathy Cathell. Motion carried.

Treasurer's Report - Mary Beth Flatley

- Passed out October Budget

Secretary's Report - Carol Carelli

- Cards were sent to Lorinda Gandrow, Sue Schiavo, Tiffany Wood

Vice Presidents' Reports - Kelly Healy, Alisha Bahrmann for Pete Rings

- Working on APPR - updating the process. Alisha met with Valerie
- ING is interested in coming into the schools to speak with teachers. Discussed the possibility of a "Benefit Fair"

President's Report - Alisha Bahrmann

- Elementary Grade Level Meeting - Two administrators from Guilderland were brought in for the meeting to provide an overview of curriculum mapping. Discussed with Valerie and Susan what constitutes a meeting vs. professional development.
- Building committees - It has come to our attention that principals are "choosing" members for the cabinets -participation should be voluntary. Discussion of the process of selection for the committee. All teachers should be informed of the process and the purposes should be communicated to the staff.
- Questions such as: How does the cabinet fit together with the District Shared Decision-making team once it is established? What will happen if people wish to step down in June? Volunteer vs. appointments concerns. How will the decisions of the committee be funded? What are the implications if state aid is reduced significantly next year?
- Concerns about inappropriate posting and sharing data with names by an administrator.
- APPR issue - A teacher in a stipend position was evaluated on that position as part of his/her APPR. Commenting on such roles by a building level principal is inappropriate and such comment should be removed from the summative evaluation.
- Alisha has met with the elementary schools' STA members and will be meeting with the HS STA members on October 8. She will also set a date to meet with the MS STA members.
- Field trips - Field trips are related to teacher methodology. As such, teachers make the decision whether or not to go.
- Mentor - Since we have no mentors this year and we have a stipend position, Mary Martini will research and suggest modifications for our mentor program to be included in the bargaining package.
- Distributed STA brochures to go to staff.

STA Executive Meeting Minutes, Continued

October 7, 2008

Negotiating Team Appointments - Recommend that the STA Executive Board appoint Alisha Bahrmann, Pete Rings, Kevin Meachem, Mary Beth Flatley to the Negotiating Team for the 2008-09 school year with an annual stipend of \$1000.

Motion made by Stacy Barron to appoint team. Seconded by Sue Hennessy. Motion carried.

Chief Negotiator Appointment - Recommend that the STA Executive Board appoint Michael Foley as Chief Negotiator for the 2008-09 Negotiating Team with an annual stipend of \$5,000. In addition to the annual stipend, cell phone costs will be reimbursed and mileage will be paid in accordance with IRS business deduction rate per mile.

Motion made by Katie LeRoy. Seconded by Kathy Cathell. Motion carried.

Memorandum of Understanding - Recommend that the STA Executive Board approve the MOUs on Woestina Faculty meetings, the MS Engineering Club Advisor, and the Anatomy & Physiology course work.

Motion made by Sue Hennessy to amend the motion to only include the Woestina meeting and course work MOUs. Seconded by Carol Russell. Motion carried.

Engineering Club stipend issue was not approved due to pending questions. Will be tabled until November meeting.

Consultants for STA - Recommend that the STA Executive Board approve the creation of a consultant position by moving \$2500 from savings.

Motion made by Mary Beth Flatley. Seconded by Katie LeRoy. Motion carried.

Buddy Program - Buddies will be assigned to new teachers and non-tenured long-term subs. Officers will be meeting with buddies throughout the year.

Appointment of IDEA Grant Chairperson - Recommend the STA Executive Board approve the appointment of Kelly Healy as the IDEA Grant Chairperson for the 2008-09 school year with a stipend in accordance with Article VII, Section 2. (Please note, this position is paid by district funds allocated by contract language and is NOT paid out of STA dues.)

Motion made by Stacy Barron. Seconded by Mary Beth Flatley. Motion carried.

Building Concerns

- High School - Alisha met with the HS building reps and is willing to meet with other building reps if interested.
- STA members who are also parents are hearing that there seems to be money available for frivolous reasons. Parents may need more information on how field trips are funded especially with the increase in fuel costs, etc.
- Jefferson - Teachers are having some concerns about training for the new report cards. Carol Carelli mentioned that teachers who would like a mini-training session are welcome to attend a 20-30 minute session on Staff Development Day.
- Middle School -Concerns about district's goal to accelerate every 8th grade student in the MS. Would mean that every 9th grader could take STEM in HS?

Motion to adjourn made by Katie Leroy. Seconded by Kathy Cathell. Meeting adjourned at 6:15 P.M.

STA Executive Board Meeting Minutes November 3, 2008

Members Present: Alisha Bahrmann, President; Kelly Healy, 1st Vice President; Peter Rings, 2nd Vice President, Carol Carelli, Secretary; Mary Beth Flatley, Treasurer; Chris Bailey, Stacy Barron, Kathy Cathell, Deborah D'Arcangelis, Joann Lasky, Katie LeRoy, Carol Russell.

Absent: Jason Beck, Lori Bittner, Mike DiCocco, Mike Foley, Sue Hennessy, Kevin Meachem, Jeff Van Hoesen

The meeting was called to order at 3:50 P.M.

Treasurer's Report - Mary Beth Flatley

- Distributed budget as of 11/3/08

Secretary's Report - Carol Carelli

- Card sent to Eileen Rings
- Received "Thank you" note from Eric Ciarmello, STA Scholarship recipient
- We are entering the STATIC and the STA website into the NYSUT Journalism contest

Vice Presidents' Report

- Kelly Healy -November 6 is the deadline for the IDEA grant applications

President's Report - Alisha Bahrmann

- An administrator in one of the elementary schools has approached a teacher about her Facebook page.
- Shared Decision Making Committee Update- No names have been given to the Superintendent because STA feels that an outside facilitator should be hired to make sure the regulations are followed.
- Budget - The Superintendent has shared with the President that the budget process will be difficult
- MOU -Engineering Club Stipend - Since the Engineering Club was an established special interest club, the rate for the advisors should remain consistent with other special interest clubs. Any increase can be discussed during the upcoming negotiations
- Executive Vice President vacancy - Alisha recommends that we leave the office vacant for the remainder of the year and examine the responsibilities of the other officers before the election in the spring. Will be tabled until late winter.
- Building Concerns - This category will now be moved up in the agenda before the officers' reports. Building reps should email concerns to Alisha before the meeting if possible.

Building Concerns

- HS - Issue with Sports Clearance and Director of Athletics
- HS - Concerns that CTE Physical Education courses are not in compliance with State Education regulations - will need to find a way to get these students PE - may become a personnel issue. Alisha will follow up on concerns.
- Elementary schools are also not in compliance with NYS PE regulations. Recess cannot count toward PE requirements unless it is supervised by a PE teacher.

STA Executive Board Meeting Minutes, Continued November 3, 2008

- HS - Question regarding cost of Adult lunches - Student lunches are subsidized by the district to keep the cost down. Adult lunches are not subsidized, hence the higher cost.
- HS - Chris Bailey thanked Alisha for time at the HS faculty meeting even though she spoke last. Professional meetings, including faculty meetings, should have an agenda so staff will know what business is being conducted.
- MS - concerns about LEP student and responsibilities of the teachers who cannot communicate the subject matter to her. What "protection" does the classroom teacher have with regards to the student's progress?
- Jefferson - concerns about Special Education students going to special areas without aide, etc. If a student requires an aide in the regular education setting, why are they not provided an aide for special areas? All aide time should be discussed when the IEP is developed at annual review time.
- Jefferson - Special Area teachers were asked to provide activity for children who were not participating in the Halloween parade. There are also many concerns from parents to eliminate the parade for safety reasons.
- Jefferson - Administrators are responsible for providing lesson plans for substitutes for KP teachers on conference days. This is being completed at Woestina and Mariaville but Jefferson teachers are still being asked to provide the lesson plans. A suggestion was made to sit down with Mrs. Bini to explain the process.

Motion to adjourn made by Katie LeRoy. Seconded by Deborah D'Arcangelis. Motion carried.

Meeting adjourned at 5:00 P.M.

STA Executive Board Meeting Minutes December 2, 2008

Members Present: Alisha Bahrmann, President; Kelly Healy, 1st Vice President; Peter Rings, 2nd Vice President, Chris Bailey, Stacy Barron, Lori Bittner, Kathy Cathell, Deborah D'Arcangelis, Mike DiCocco, Mike Foley, Sue Hennessy, Joann Lasky, Katie LeRoy, Kevin Meachem, Carol Russell, Carol Walker. **Absent:** Jason Beck, Jeff VanHoesen, Carol Carelli

The meeting was called to order at 3:50 P.M.

Motion to accept minutes from 11/3/08 made by Kelly Healy, seconded by Kevin Meachem.

Building Concerns

- Elementary - Issue with teachers being paid to chaperone music concerts. Jefferson teachers were told they would only be paid for 30 minutes. Woestina and Mariaville teachers were told they could all be paid for the first 30 minutes, and 2 teachers could be paid to chaperone the entire time.
- An elementary grade level coordinator submitted mileage for Grade Level Coordinator meetings being held at Jefferson and their requests have been denied. STA believes this should be paid according to Article VI, Section 6 because travel is required in the performance of duties as grade level coordinator. Possibility of rotating the meeting location was also discussed but decided against at this time.
- MS - Safety concerns regarding the energy efficiency plan. Hallways are often dark and unsafe.
- HS - Question regarding the \$100 of STA money towards a building holiday party. Can the \$ be divided up based on the % of STA members in each building, rather than giving each building the same amount.
- HS - Still concerns about CTE Phys. Ed. Program. Alisha will follow up with Mark Buddle.
- HS - Some classrooms are so cold that coats need to be worn to stay warm. Students are asking to leave during study hall to go to a warmer room.

Treasurer's Report

- Distributed budget as of 12/2/08

1st Vice President's Report - Kelly Healy

- Kelly had a meeting with the Teaching Assistants. They discussed how their roles and experiences have changed since becoming TAs. They expressed a need for a distinction between TAs and Aides.
- Distributed spreadsheets outlining ways in which TAs and Aides can be utilized (by law).
- Please remind members that APPR planning sheets do NOT need to be handed in to your administrator.
- TAs feel it would be helpful for some consistency in programming. While understanding the positions center around student needs, each move they are asked to make involves learning new curriculum and programs across more than one grade level and subject area.

STA Executive Meeting Minutes, Continued December 2, 2008

- Can TAs do curriculum work? Bronson is going to work with the Program Committee on this.
- TAs also expressed a desire for a common meeting time among them.

2nd Vice President's Report - Peter Rings

- There is a concern regarding the lack of consistency in the way coaching positions are handled. Positions are year-to-year appointments. Past practice had always been to first try filling the positions in-house. Last year the process suddenly changed and the district began advertising and interviewing for positions when a coach did not reapply. There needs to be a consistent process, and we will explore creating contract language that gives preference to district employees.

President's Report - Alisha Bahrmann

- Summarized an on-going situation with a specific member. Member took sick time at the beginning of the year and the district wanted a doctor's note from the member. STA's position is that according to the contract, doctor's notes are not required for use of sick time. However, if a member has joined the sick pool and needs to use time from the sick pool a doctor's note is necessary.
- Alisha is investigating the way payment for an involuntary move has been handled. Some members have been paid, others have not.

Negotiations Update - Mike Foley, Chief Negotiator

- The negotiating team plans to have a bargaining package for the Executive Board to look at by February. The team will most likely go to the bargaining table in April/May.
- Please remind members to fill out the questionnaire and return it to Alisha.
- Discussed some different options for negotiating the successor contract.
- Mike informed us of a website where you can look up any NYS teacher contract: www.seethroughny.com

Motion to adjourn made by Kevin Meachem. Seconded by Kathy Cathell. Meeting adjourned at 6:05 P.M.

Kooky Cartoon

Happy New Year! Have a Great Super Bowl Sunday!



The Static is the official publication of the Schalmont Teachers' Association, and is published during the school year. The Schalmont Teachers' Association is affiliated with the New York State United Teachers and the American Federation of Teachers.

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