

Schalmont Teachers' Association

STATIC

President's Report

October, 2008

Negotiating Team Appointed

As the first step in preparing a negotiations package, the STA Executive Board appointed Michael Foley as Chief Negotiator and Alisha Bahrmann, Mary Beth Flatley, Kevin Meachem and Peter Rings as the negotiating team members for the upcoming contract bargaining.

The next step in the negotiation process is to gather your input as STA members. The importance of your input cannot be overstated, since the package generated by your ideas is that which the negotiating team bargains. As outlined in the STA Constitution, Chief Negotiator, Michael Foley will be sending a form to members in November officially asking for your input. You can also e-mail your thoughts to Mike (mfoley1@nycap.rr.com), a negotiating team member, or a STA Executive Board member.

As we prepare for negotiations, please take time to read through the current contract. Does the language meet your individual, professional and family needs? Are there areas you feel need to be revisited? What is important to you? What are your priorities in the contract?

I encourage you to chat with colleagues in your building and surrounding districts about contract language and unique ways in which contracts address your ideas. I invite you to channel the frustrations and concerns you have shared with me into solutions to positively impact your working environment. I urge you to share your visions for how our contract could improve. Active participation in the bargaining process gives you ownership in the contract and ensures that the document represents your needs.

While we had hoped to secure a five-year contract during the last round of negotiations, we are optimistic, even during challenging economic times, that a fair and equitable contract will be obtained. We plan to have a negotiations package ready for Executive Board approval by mid winter and begin contract bargaining in the spring.

STA is an organization of creative and talented professionals. We believe in the integrity of the contract. We recognize the efforts of those who came before us to secure the language that currently exists. As we move into the future, it is our collective voice that carries on and extends that vision. I look forward to hearing more from each of you.

In Solidarity,
Alisha Bahrmann
STA President

Reminders to Teachers

Time Sheets

The payroll period starts on Saturday and ends on Friday. Please remember to turn in your time sheets to your building administrator every Friday. Turning in your time sheets each Friday ensures your records and the district's records are the same and payment for activities on a time sheet are timely and correct. This also applies to teachers who submit time sheets and have the pay held to the end of the year. To avoid delays in processing your time sheet, please include which building you were working in when you completed the activity and if you were a chaperone.



Save Your Receipts Meals at Conferences

When you attend a conference and meals are not included as part of the conference registration, you are eligible to include the cost of the meal in your expense voucher. The expense of meals is reasonable and customary and alcoholic beverages cannot be included for reimbursement. In order to fulfill the auditor's recommendations, you will be asked to check if the meal was associated with your attendance at the business meeting/conference when you complete your Conference Approval and Expense Voucher. You will need to check "yes" if it was and submit your receipt so that you can be reimbursed. If you submit a conference request form and the estimated food expense is not approved, please let Alisha know.

Graduate Credit Submission

If you have completed graduate course work and successfully completed the course or you have earned a Masters Degree, please remember to submit an official copy of the transcript/diploma to Wendy Dixon at the District Office so that you can receive salary credit. Further, if the course work was eligible for tuition reimbursement, be sure to also submit your transcript for proper reimbursement. Files are reviewed on or about October 15, February 15 and July 15. If you submit your transcript after this date, your salary will not be updated until the next review cycle. Reimbursement for course tuition reimbursement can take place at anytime.

Contract Salary for New Teachers

Teachers whose Masters are more than 30 credits should have that reflected in their salary. If your Masters was over 30 credits (typically, school counselors, psychologists, speech and language staff, but may include regular teaching staff), you should be compensated in blocks of 3 credits above the 30. School counselors are generally a MS + 30 (60 graduate credits). Make sure that the contract you received reflects ALL the graduate work you have completed. You must also submit your transcript to Wendy Dixon at the District Office if there is a mistake.

Contractual Rates

	Teacher	Teaching Assistant	Nurse
Hourly Rate	\$24.07	\$14.44	\$16.85
Workshops and Training	\$32.44	\$19.46	\$22.71
Curriculum Development	\$38.73	\$23.24	\$27.11
Summer School	\$38.73	\$23.24	\$27.11
Workshops/Course Instructor(outside of normal school hours)	\$32.44	\$19.47	\$22.71
Tutoring	\$33.66	\$20.20	\$23.56



Ten Years in New York State Teachers' Retirement System

If you have 10+ years in the New York State Teachers' Retirement System, you are no longer required to contribute 3% of your salary to the system. Check your pay stub to make sure that it is not being withheld. If there is an error and the 3% is still being deducted, contact the Payroll Office immediately.

KNOW YOUR CONTRACT

Article VI, Section 5 - Personal Business Leave

Four days annual leave with pay will be granted to teachers for personal business. Such personal leave is intended for personal business which cannot be transacted outside normal school hours. It shall not be used for social affairs, athletic events, recreational trips, part-time employment, or to extend a vacation or holiday. Unused personal business days shall be added to the teacher's accumulated sick leave. **If a personal day is needed the day before or after a holiday or vacation, the reason must be provided to the building principal.**

The highlighted sentence is new contract language. If you need to take a personal day for reasons outlined in the contract language and this need comes the day before or after a holiday or vacation, verbally tell your building principal the reason. The new contract language does not require you to ask for permission.

There is no need to provide a reason the building principal for the use of any personal day that is not before or after a holiday or vacation.

KNOW YOUR CONTRACT

MATERNITY LEAVE: THE INS AND OUTS

There are so many things to think about when you are having a baby. STA wants to clarify your role in the process of notifying the district of your intentions. The following outlines a few things of which you should be aware:

- As a courtesy to the District, use the form letter on the STA website to notify the district of your intention to use accumulated sick days for your disability period.
- As a courtesy, verbally inform your principal of your starting disability date. Your doctor determines your last day of work; you DO NOT need a note.
- Once your doctor has determined you are able to return to work, inform your building principal. A note is NOT required for your return if you are using your accumulated sick days.
- Your contract also provides for an unpaid leave of absence for child rearing purposes. If you decide to access this benefit, be sure you know your rights and responsibilities before you proceed. You can check the contract for additional information.
- Should you receive a phone call from the district office regarding your sick leave and/or unpaid leave, give Alisha a call before calling the district back. Several members have felt harassed by the district because they were asked for information that violated their privacy. When on maternity leave, you should be treated the same way as anyone on disability leave; there have been several instances when this has not been the case.



Your privacy is important. We want to be sure STA protects your rights. It is a good idea to schedule a meeting with Alisha prior to your disability period to review your rights and ask any questions that you may have.

CONGRATULATIONS!

Alisha Bahrmann on her recent engagement to John Couse.



Mark and Kim (Wilson) Woodrow on their wedding, held July 11.

Michelle (Torre), on her marriage to Scott Weeks (former Schalmont graduate) on August 2.

Kelly (Carroll) Healy, who tied the knot with Jim Healy, August 15.

Tiffany LaVoie and Bryan Wood--a Schalmont graduate--who wed on August 23.

Carrie Fiske and her husband, Matt, on the birth of their new baby boy, Jacob Parker, born August 19. Jacob joins his sister, Madison, who is three years old.



Kim Donofrio and her husband, Jeff, on the birth of their daughter, Sophia Bella, born July 17. Sophia weighed 7lbs, 10 oz and was 18 and 1/4 inches long at birth. She joins her brother Luke, who is four.

Welcome!

In this issue and the next, we will be introducing people who have joined the Schalmont family. In this issue, we welcome Lori DeNovio, Colleen Krom, and George Hebert.

Lori DeNovio

Lori, a former Schalmont graduate, is a long-term sub for Kate Sinnott in the Middle School. She is teaching English 8 and ELA AIS.

Lori earned her B.A. from the College of St. Rose and is working to complete her M.S. Literacy Specialist 5-12 certificate at the University at Albany. During her undergraduate years, Lori student taught at Saratoga HS in both grades 9 and 12 English. She was also a student teacher at Waterford-Halfmoon, teaching both English 10 and AP English to seniors.

Lori stated, "I decided to become a teacher because I love literature and showing kids that English class doesn't have to be boring!"

In her spare time Lori enjoys reading shopping, swimming, and playing with her dog, a miniature poodle.

When asked how her experience at Schalmont has been so far, she said, "Wonderful. I am a Schalmont alum so it was easy to get to know most of the faculty, as I knew many of them when I was a student here."

George Hebert

George, a 2008 graduate of SUC Plattsburgh with a B.A. in Secondary Education and a focus in Mathematics, is teaching AIS math in the Middle School..

George was a student teacher at Shaker Junior and Senior High Schools in the North Colonie Central School District. There he taught math in Grades 8,9,11, and 12 and also taught IRP, a college level math class.

George enjoys most sports, especially football and his favorite major league team is the Buffalo Bills.

George stated "I decided to become a teacher after a summer job of teaching kids how to swim. There was nothing more rewarding than seeing how proud the kids were when they told their parents that they no longer needed any help swimming. It gave me the greatest sense of accomplishment."

When asked about his experience so far at Schalmont, he said, "My experience here at Schalmont Middle School has been amazing; the entire faculty has been extremely helpful and friendly, and the students are amazing."



Colleen Krom

Colleen is a Speech and Language Pathologist at the Middle School.

Colleen received her B.S. in Speech and Language Disabilities from Elmira College. Shortly after college, she earned her M.S. in Speech-Language Pathology from Northeastern University in Boston, MA. While in college, Colleen student-taught at Washington Elementary School in Elmira, NY, working with students in Grades K-5. She also completed her internship in graduate school at Kennedy School in Somerville, MA working with students in grades K-8 and in Pollard Middle School in Needham, MA, working with students in grades 6-8.

Colleen enjoys reading, travelling, running and spending time with family and friends.

She states, "I've had a wonderful experience at Schalmont so far. The staff has been incredibly helpful and kind. I am looking forward to a fun and productive year."



Policy Board

2008-09

Bronson Knaggs, Director
Ann Schulman, Technology Program Specialist
Donna Notar, Secretary

Eileen Scheffer	Co-Chair, STA	2008-2010
Susan Cook	Co-Chair	
Beth Bini	Administrator/DO	
Jackie Gordon	Administrator/HS	
Mary Martini	High School, STA	2007-2009
Heather Cohen	HS, STA Member at Large	2008-2010
Becky Remis	HS, STA Member at Large	2008-2010
Courtney Deming	Middle School, STA	2008-2010
Don Brandt	Middle School, STA	2008-2010
Marty Rossner	Jefferson, STA MemberAt Large	2007-2009
Pat Vissat	Jefferson, STA	2007-2009
Michele Williams	Jefferson, STA	2007-2009
Jessica Melchior	Jefferson, STA	2007-2009
Sarah Dinan	Mariaville, STA	2008-2010
Katie LeRoy	Woestina, STA	2007-2009
Paula Gold	Special Area, STA HS	2008-2010
Ann Marie Hughes	Special Area, STA HS	2008-2010
Deb Falcone	Special Area STA HS	2008-2010
Kelly Healy	IDEA Chair, STA MS	2007-2009
Pat Allen	Higher Education/Union College	2008-2010
Norma Jean Mitchell	Business Community/SI Group	2008-2010
Sue Torres	Teacher Assistant, STA	2008-2010
Carolyn Stagnitti	Parent	2008-2010

Opinion

Joann Lasky, Middle School Reading Teacher



As with every election, it is of the utmost importance that everyone makes a commitment to exercise his or her right to vote. On Election Day, Tuesday, November 4, make sure to get to the polls to vote for the presidential candidate who you think will do the best job. My vote will go to Obama for many reasons but, most importantly because he is a strong supporter of public education. As a teacher in a public institution, I want to support a candidate who opposes the use of public money to support private school vouchers. In addition, my years as a teacher in the Rensselaer City School District served to make me aware of how important programs like Head Start are to children from impoverished families. Obama supports funding to expand the Head Start program, summer learning opportunities and after-school programs for disadvantaged children. As educators we have seen first hand the effects that lack of parental guidance and neglect have on the children we teach. Constructive after school and summer programs address that problem and help thousands of children who would otherwise be alone and unsupervised. Recently, in a heated political debate, someone told me that government is a bad parent. That may be true, but in the absence of parents and guardians, who will step up to the plate to save these neglected children if not our government and our schools?

I cannot help but think that John McCain would not be a positive force in public education. First, his support of using public money for private school vouchers just takes money away from our public schools. Unlike public schools, private schools can pick and choose which students may enroll. Oh, if only we were allowed such choices the playing ground would be level. Also, as we have seen locally, charter schools have not done well with many closing their doors due to poor performance. Most have been utter failures with uncertified teachers and inexperienced administrators at the helm. These charter schools have gleaned money that would otherwise have gone into the public school system. McCain favors federal funding for virtual schools and online courses as part of a larger focus on school-choice initiatives, using \$500 million to build new virtual schools and support state programs expanding online education opportunities.

While I am no expert, this paints a grim picture for the future of education. My career is nearing its end so while this won't necessarily affect me, the implications are enormous for new teachers in the field. The education money pot is not endless and the funds for these online opportunities and school vouchers must come from somewhere, perhaps programs that are already in place will be cut or perhaps teacher salaries, benefits and class sizes will be affected. Obama, on the other hand, supports pay increases for "accomplished" educators who serve as mentors, work in underserved locations, and who consistently excel in the classroom. He also believes that pay raise policies should be developed with teacher input, which speaks to his desire to reward and empower teachers. While both candidates would commit to full funding of NCLB, Obama would reform the law by moving away from heavy-handed penalties and the overwhelming emphasis on testing. That alone would make me vote for Obama. Our students are being tested to death and I believe that in the quest for higher test scores, we have neglected to teach students how to think. The next generation and future leaders must be critical thinkers rather than good test takers.



Finally, NYSUT, AFT, and NEA have overwhelmingly endorsed Barack Obama as the candidate that is best suited to lead this country in a new direction away from the failed policies of the current administration. Before you go to the polls please take some time and read the New York Teacher, the September 21st edition; it compares the candidates' views on energy, Iraq, labor, taxes and health care. When you go to the polls, ask yourself which candidate will be best for you as a teacher and which candidate can truly make a difference and lead this country in a new, more prosperous direction.

STA members are always encouraged to write pieces for consideration for inclusion in future editions.

(While STA has not endorsed either candidate running for the office of U.S. President, we encourage you to exercise your Constitutional right to vote for the candidate of your choice)

IDEA

INNOVATIONS IN THE DEVELOPMENT OF EDUCATIONAL ACHIEVEMENT

Schalmont Teachers' Association / Schalmont Central School District

FALL 2008 - 2009 IDEA Grant Deadlines IDEA Grant deadlines:

Traditional Grants:

Application date:	November 7, 2008
Interview date:	November 20, 2008
Submission date:	January 2, 2009

Mini Grants:

Application date:	November 7, 2008
Submission date:	January 2, 2009

For information regarding the IDEA Grant application process and to obtain application forms, please visit the Schalmont Teachers' Association website, www.schalmontta.org, and choose the IDEA Grant link.

IDEA Grant Committee Members

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

Look at what's available to you!

Through your membership in NYSUT, you have access to a variety of programs and services endorsed by NYSUT Member Benefits Trust. Every endorsed program is monitored on a regular basis for participation, member satisfaction, utilization and product competitiveness.

<p>Insurance plans include term life, catastrophe major medical, disability, auto, home, boat, personal excess liability, long-term care, WrapPlan term life insurance coordination plan, accidental death & dismemberment, vision, and retiree dental.</p>	<p>Financial and legal services include online banking, mortgage services, credit monitoring service, consumer credit counseling services, and a legal service plan.</p>
<p>Discounts include OfficeMax, Bose, Dell Computers, Barnes & Noble.com, Working Advantage (discount tickets and more), Lifeline Medical Alert Service, car and truck rentals, Six Flags, The Buyer's Edge Buying Service, and HEAT USA. Be sure to check the Member Benefits Web site, www.memberbenefits.nysut.org, for particulars on these discounts, because some you can only receive by linking off the Member Benefits site. Many have unique ID numbers.</p>	<p>Other services include MAP (Member Assistance Program), an e-mail information service; payroll and pension deduction of Member Benefits-endorsed programs, which often yield reduced premiums or additional coverage; Consumer's Guides on Automobile Insurance, Homeowners and Renters Insurance, Legal Services, Long-Term Care Insurance, Long-Term Disability Insurance and 403(b) Plans; and MetDESK (Division of Estate Planning for Special Kids).</p>
<p>Workshops include Defensive Driving, Identity Theft, and Unraveling the Mysteries of Credit and Credit Reports. Workshops are scheduled by your local president, chapter leader, retiree council leader or retiree chapter leader.</p>	

To request more information, call Member Benefits at (800) 626-8101, e-mail benefits@nysutmail.org, or visit www.memberbenefits.nysut.org.

Some benefits may not be available in all local associations.

For information about these programs 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 Board Minutes

June 3, 2008

Members Present: Alisha Bahrmann, (President, on leave); MaryBeth Flatley (Interim President, Treasurer); Kelly Carroll, 1st Vice President, Carol Carelli, Secretary; Chris Bailey, Jason Beck, Kathy Cathell, Michael Foley, (Retiree Rep, Chief Negotiator); Susan Hennessy, Stacy Barron (for Kim Knapik); Carol Kramer, Joann Lasky, Katie LeRoy, Kevin Meachem, Carol Russell, Jeff VanHoesen. Absent: Lori Bittner, Deborah D’Arcangelis, Mike DiCocco, Peter Rings, 2nd Vice President; Michele Williams (Executive Vice President, on leave).
The meeting was called to order at 3:50 P.M.

Secretary’s Report – Carol Carelli

- Cards were sent to Tammy Dvorscak, Marge Vosburgh, Mike Fuller, Dan Vosburgh, Jessica Zupan
- Motion to accept minutes of May 6, 2008 meeting made by Kelly Carroll. Seconded by Kathy Cathell. Motion carried.

Treasurer’s Report – Mary Beth Flatley

- Handed out June budget

Vice Presidents’ Reports

1st Vice President – Kelly Carroll

- Handed out information regarding proposed changes in the tenure law
- IDEA Grant – looking at the rubric for consideration for grants. The traditional grant have an award cap of up to \$10,000 and requires an interview. Mini-grants have an award cap of \$2500 and do not require an interview. Any changes in how grants are awarded will be put on the website.
- APPR – Stressed the importance of making informed decisions about which type of evaluation a teacher wants. Stressed the need for an awareness session so teachers can learn more about each option before making a decision. APPR information cannot be shared by the Principals but teachers may share their experiences should they desire. Discussed making that information known to others.

President’s Report – Mary Beth Flatley

- Thanked Kelly Carroll for taking over the IDEA grant Chairperson position. Also thanked Pete Rings for his assistance during this difficult year
- Alisha Bahrmann also thanked the Executive Board for all their assistance and cooperation while she was on leave this year.
- Motion made by Kathy Cathell to pay Jim Scott a stipend of \$500 for his assistance with the Treasurer’s duties while Mary Beth was Interim President. Seconded by Joann Lasky. Motion carried.

STA Appointments for 2008-09

- STI Co-Chair – Eileen Scheffer
- Webmaster – Carol Carelli
- STATIC Co-Editors – Carol Carelli and Kelly Carroll

STA Executive Board Minutes

June 3, 2008

STA Appointments for 2008-09, continued

- Mentor Chairperson - Mary Martini
- Auditor – Jim Scott
- Political Action Co-Chairs – Lori DeMeo and Joann Lasky
- Grievance Chairperson – Alisha Bahrmann
Motion made by Kevin Meachem to approve the appointments. Seconded by Sue Hennessy. Motion carried.

2008-09 Budget

- Mary Beth handed out budget. Motion made by Katie LeRoy to approve 2008-09 budget. Seconded by Jeff VanHoesen. Motion carried. Budget will now go to the general membership for approval on June 4, 2008.

Other

- Alisha has developed a brochure about STA which will be included in the Back to School packet for teachers.
- Mike Foley discussed some emails he had received from a member– handed out copies of emails he had received from Mark Reitz to support his position that he did what he could to negotiate for the top step.
- Discussion of stipend for Alisha Bahrmann while on leave. Mary Beth recommends that we give Alisha the entire stipend since she did so much of the “behind the scenes” work while she was on leave. Also recommended that Mary Beth receive the entire Treasurer stipend. Discussion after Mary Beth and Alisha left room.

Motion made by Kevin Meachem to approve the full stipend for Alisha. Seconded by Chris Bailey. Motion carried.

Motion made by Chris Bailey to approve the entire Treasurer stipend for Mary Beth. Seconded by Kevin Meachem. Motion carried.

- Negotiations – Discussion of Chief Negotiator’s position. Will continue discussion in the fall.
- Crisis committee chair/co-chair position appointment will be tabled until the fall.

Building Concerns

- High School – Teacher assignments stated tentative. This is how letters have been stated in the past.
- High School – Carol Russell asked if there was any resolution on the subs for nurses. There are no NYS requirements for nurses to be in each building. Alisha sent formal letter to Valerie in November addressing concerns STA has regarding health and safety of students and staff. Valerie has met with the nurses in past and throughout the year. Alisha will also be meeting with the nurses to discuss additional items.
- Woestina – Katie LeRoy brought up carpooling and what we can do. Suggested bringing up at faculty meetings in September.

There will be a tentative STA meeting on August 21, 2008. STA Executive Board members will be notified.

Motion to adjourn made by Kevin Meachem. Seconded by Jason Beck. Motion carried.
Meeting adjourned at 5:15 P.M.

STA Executive Board Minutes

August 26, 2008

Members Present: Alisha Bahrmann, President; Peter Rings, Second Vice President; Carol Carelli, Secretary; Mary Beth Flatley, Treasurer; Stacy Barron, Kathy Cathell, Deborah D'Arcangelis, Susan Hennessy, Katie LeRoy, Carol Russell, Jeff VanHoesen, Carol Walker. **Absent:** Chris Bailey, Jason Beck, Lori Bittner, Mike DiCocco, Mike Foley, Kelly Healy, JoAnn Lasky, Kevin Meachem, Michele Williams (Executive Vice President).

The meeting was called to order at 10:10 A.M.

Treasurer's Report – Mary Beth Flatley

- NYSUT Membership forms passed out for new teachers and long-term subs
- Reimbursement forms must be completed and sent to Mary Beth for STA expenses. They can be downloaded from the STA website or she has extras in her room.

Secretary's Report – Carol Carelli

- Cards sent to Lori Bittner, Brian Croote, Kim Donofrio, Kris DuBois, Carrie Fiske, Carol Giardinelli, Peter Guba, Kelly Healy, Laurie Hughes, Mark and Kim Woodrow, Sue Schiavo
- Handed out Executive Board list for updates
- Handed out STA check lists for updates
- Handed out minutes from June 3, 2008 meeting

Motion to accept the minutes as amended made by Katie LeRoy. Seconded by Deborah D'Arcangelis. Motion carried.

Vice Presidents' Report – Pete Rings

- Life Insurance is now \$75,000. This may have IRS implications. Pete will check with Valerie to make sure. Has not received any answer from Valerie as yet. Members should check their paycheck stubs in the fall. Pete will also check with someone at NYSUT and report back in October.
- 403(b) representatives used to be allowed into schools. Discussion of vendors having access to teachers and staff. We will still distribute fliers from vendors to teachers.

President's Report – Alisha Bahrmann

- Handed out Executive Board meeting schedule
- STA will sponsor a pizza lunch on the first day of school
- Discussion of nano-tech field trip for teachers on the first Staff Development Day
- New Contract Language
 - o Payroll deduction – Teachers can change payroll direct deposit to any bank. Can also change the amount at any time.
- First Day Folders
 - o Printed Contract is not ready. Still needs signature of Mr. Della Villa.
 - o If ready, teachers will receive them the first day of school
- Leadership Conference – October 17-19, 2008 at Lake Placid. Limited to 6 people. See Alisha if interested in attending.

STA Executive Board Minutes, continued August 26, 2008

- Resignation of Michele Williams – Executive Vice President
- Shared Decision Making Meeting
 - Valerie met with the STA officers on July 30 to discuss shared decision-making in the district
- Process of re-establishing the shared-decision-making model was discussed and needs to be explored and developed according to 100.11 of the Commissioner’s Regulations. STA and the District will begin the process. This process will take time to develop.
- Buddy Program – There are no new teachers who need mentors this year. We will utilize the Buddy program to assist newer teachers.
- Conference Requests
- Lunches ARE included in conferences. When completing the Conference Approval and Expense Voucher, you will be asked to check if the meal was associated with your attendance at the business meeting/conference. You will need to check “yes” if it was and submit your receipt so that you can be reimbursed.
- Maternity Leaves
 - Pregnant teachers should contact Alisha regarding maternity leaves. District Office personnel are asking inappropriate questions regarding leaves, doctor notes, etc. **The ONLY time a doctor’s note is required is when using the sick pool.**
- Talking Points distributed for faculty meetings
- Middle School Air Quality
 - STA is requesting copies of the tests that were done.

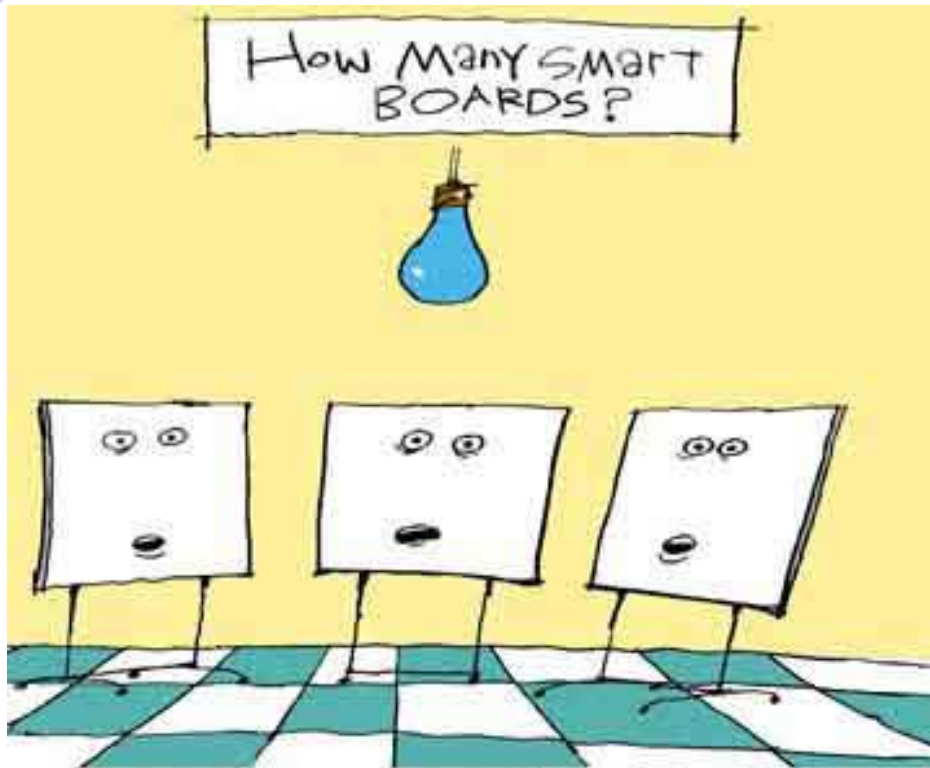
Building Concerns

- Discussion of field trips as a methodology. The decision to take field trips is one that is left to the teacher.
- Supplies for Elementary teachers
- Carpet cleaning in Jefferson before school starts
- Student permanent files being kept in elementary classrooms – Discussion of security and confidentiality issues as well as access to information by other staff. Permanent records should be kept in the main office at the elementary schools.

Motion to adjourn made by Mary Beth Flatley. Seconded by Kathy Cathell. Motion carried.

Meeting adjourned at 12:15 P.M.

Kooky Cartoon



"How many smart boards does it take to change a light bulb?"

"It sure beats me. What's the answer?"

"None, stupid. It takes a human to do that. We can only change classrooms, not light bulbs."

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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Treasurer:	Mary Beth Flatley
Political Action:	Lori DeMeo Joann Lasky

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