

**MINUTES – STA BOARD MEETING**  
**SEPTEMBER 25, 2018**

Meeting called to order at 3:15 PM by Jackie Lawrence, STA President.

**Present:** Megan Brady, Rami Bridge, Carlos Contreras, Patricia Di Pasquale, David Di Pietro, Deborah Di Russo, Laurie Foley, Agnes Gallant, Jamal Halawa, Jacquelyn Lawrence, Sharon Levesque, Karen Murdock, Theresa Nickerson, Deborah Pacino, Nina Romano, Gloria Salazar, Thomas Serino, Rachel Shapp, Steve Stephano, Sharyn Von Trapp, Linda Walsh

**Not Present:** Maureen Cullinane, Donna Fils-Aime (E), Ben Garton, Deborah Lewis, Mario Sousa (E), Lis Stark

**Guests:** Lauara Brooks, Hillary Salleck

Nomination papers were received from the Kennedy School from Maureen Cullinane and Deborah Hurley. A motion was made to accept them to share a seat. Motion seconded and approved.

**ITEMS FROM BOARD MEMBERS**

A question about a new sub system allows the substitute to rank the teacher and give feedback. Is that evaluative? Jackie will reach out to Marianna in HR about it.

The system seems to allow half days for teachers. Teachers do not get half days. Some teachers don't need a sub, but they are getting them anyways. Jackie will look into this. There are still "bugs" in the new system that need to be worked out.

A Director asked a question about equity for stipend positions in a school – who gets it? Can one person get more than one? Jackie will do some research on it. After 3 years, the expectation is it goes to someone else (assuming someone else wants it).

Clubs listed on the appendix are pensionable.

Questions about meetings being held at lunch and Professional Developments are held longer than bargained for in the contract. A new administrator seems to be crossing the line.

Concern over air quality in classrooms. Two members are out with pneumonia.

Can a supervisor tell a teacher what his/her goals should be? The hope is that it is a collaboration between teacher and supervisor. The principal signs off so the principal can have a say in what the goals are.

SHS – issues about students and staff leaving one building and going to another building during a thunder and lightning storm and/or raining heavily. Parents were upset.

### **SECRETARY'S REPORT**

Minutes were amended with additions to attendance. A motion was made to accept the minutes from the last Board meeting, 9/4/18. Motion was seconded and passed.

Discussion was held. A motion was made to change the wording of a bullet in the minutes, to an amended version of the bullet point.

### **GRIEVANCE REPORT**

The Board discussed a grievance that was believed to be settled during the previous school year. What was put in writing to the member was not satisfactory. What the superintendent said and what was written did not match. They will take it back to the superintendent as a Level II grievance,

### **COMMITTEE REPORTS**

Negotiation updates are being sent to membership by e-mail. Negotiation team has set up a series of listening tours. The meetings will be held off-site – not at a school. Members have to sign up for a day and time slot. A reminder notice will be sent out. School Committee has asked for some dates to re-open negotiations. The next meeting will be Wednesday, September 26, 2018.

One member of the negotiating team resigned due to conflict of philosophies.

SCALE ratified a 2 ½ rollover for two years.

### **MEMBER ENGAGEMENT**

Proposals were presented to the Board:

- . instead of a new members only party, have a welcome back gathering for all members
- . getting on-line voting going - may be a by-law issue
- . faster turn around on meeting minutes

### **PROM CLOSET**

Very successful – 30 girls and 12 boys made use of the closet. Concern about where the closet will go while SHS is under construction.

### **PRESIDENT'S REPORT**

New membership forms from MTA are being given out to new members.

Labor woes in Everett – can we show some support? Ideas were bounced around. Maybe STA members who live in Everett can attend a school committee meeting.

Folders were distributed to Board members to give out at school as a resource to help with recertification.

HRDB – is not open yet. They hope to get it open by Friday, which will give members in Unit A a chance to join the sick leave bank. First year teachers cannot join the Sick Leave Bank.

SCALE – two members from SCALE had an overpayment of dues. The STA has reimbursed those members.

History of the STA current information will soon be on the website.

Consent agenda – provided by MTA attorney, the PEC needs to vote on presenting this agenda to the city. Jackie asked the STA Board to also vote to support this. A judge has to sign off on it.

Motion was made to approve the consent order and seconded. Voted on and passed unanimously.

MX2 – Math class for advanced students in 8<sup>th</sup> grade to take in a blended environment outside of school. It would be a Geometry class that happens on line with a once a week class at SHS. If students pass, they would start in Algebra II at the SHS in Grade 9. Issue with job description and level of services. A settlement agreement for this year only is pending.

Calendar – discussion about meetings on Tuesdays and other days of the week. Tuesdays work the best. The meetings will be held at different schools – locations to follow.

A health and safety committee is to be started at SHS to help address issues at SHS. The first meeting is on October 2<sup>nd</sup>.

Motion was made to adjourn the meeting at 5:45 PM. Motion was seconded and passed. Meeting adjourned.

Respectfully submitted by,

Deborah Pacino  
STA Recording Secretary

