

Executive Committee Meeting
Lomb Porch
Tuesday, September 4, 2018 at 3:30 pm
Agenda

Updates:

- Sent with agenda: Meeting Dates, RA Roster, Committee Rosters (Fill openings)
 - Unfilled Committee Positions- JRE & TRE Building Tech Chairs are currently open. Check and then let Dwayne know.
 - Need to update cell phone numbers on Exec roster, Karen has that, send Dwayne cell numbers if it has changed.
 - Salary notification- check Wincap, letters supposed to go out next week
- PDTA email lists – directions- **Stephanie B. can check in with Dwayne**
- **Annual AFT audit completed** - David P. 990 EZ NEXT (Nov 15th)
- **Negotiations Update (Cindy M)**
 - Team is in place
 - Looking at common threads of issues and will share out with Exec when ready
 - Have note taker for negotiations- Jennifer Villareale (non-stipend currently), should we consider a stipend? Something like \$200? Will talk to David and bring it to RA.
 - PAC (Professional Advancement Committee) meetings during negotiations. Add on to current (condensed) meeting or have a stand-alone meeting? Will try to condense
 - Exec. Committee, taking a shift at the PTSA Super Sale Day, important for our members and parents to see us. (10/16) Could we also have a Solidarity Day, so (members) shoppers would be visible as well. Do we offer it out to RA, committee members, etc? Shoot for one member per building, have them sign up with a friend. Seek volunteers in general.
- **NEW Pregnancy Disability Leave Brochure**
 - Brochure will be ready to roll out in the next week or two, is currently with Debbie in payroll, then will go back to HR.
- **2017-18 Sick Leave Bank-** will include in agenda each year to be able to check-in
 - **+263 Voluntary Contributions; +104 Enrollment Contributions; Allocated -138.5**
 - **788 Days Available (Reassess at 500)**
- **Summer PD**
 - **Leadership Institute Training Report (Stephanie and Dwayne)**
 - Best PD anywhere, overview of the program, would support people going in the future. Interesting to see the situations other leaders are in as far as release time and stipends, etc.
 - **New President's Training Report (Dwayne)**
 - Can go your first or second year, had a better experience going in his second year.
 - **Local PD offering; Role of the Member Leader**
- **Membership- 100% currently!**
 - **Re-Commit Campaign-** outcome was great, process needed some fine tuning. MiniVan had glitches and Dwayne voiced his concerns to NYSUT.
 - Post-Janus-
 - **"Unit Members"**- everyone that can be a member (paying or nonpaying), gets everything that is in the contract (four corners clause) cannot deny them their rights. No super contract benefits- can deny them member benefits through NYSUT. NYSUT will not represent Unit Members in disciplinary process.
 - **"Dues Paying Member"**- NYSUT investigating this term. Someone who pays full dues, but won't refer to themselves as a member (won't sign membership card, but will sign a pay deduction card).
 - Union Member / Dues Paying Member / Unit member (Non-Member)
 - Non-Member Status ; Information and Discussion

- We need to decide if we have a non-paying unit member, what do we want to do to represent them:
 - Group 1: (no dues, no representation) District says they cannot bring in own lawyer.
 - Group 2- here is a process for joining (may or may not involve past dues) get them to join, then represent them.
 - Group 3- represent all, regardless of whether they pay or not.
- Share with our members that dues do not affect final salary for retirement purposes
- Goal would be to capture this in our PDTA Constitution, that is the place to differentiate what paying versus nonpaying get. Would also want to get language that non-paying members would not be allowed to be officers or on the negotiations team, etc.

○ **Q&A**

Discussions:

- Circulate for input: Executive Committee Contact Information- need sheet from Karen K.
- “Elementary Report Card Core Committee”
 - Met in August- draft recommendations for work habits and scales
 - Elementary teachers will continue work during October Supt. Conference Day
- Use of scheduled elementary conference half-days
 - Doing work outside of the designated window, then are using designated time for other purposes, which could put them out visible, in the community.
 - Reminder that any scheduled release/conference days, should be served on campus, unless approved by admin.
- Schedule an official building visit with Dwayne prior to Nov 1st. Unscheduled visits will occur as well.
 - Dwayne wants to get around to classrooms, building reps should schedule with him for an afternoon. Wants to be in classrooms, lunch rooms, etc.
 - Dwayne has been doing casual, unannounced check-ins at buildings, will continue.
- Bulletin Boards
 - Update as needed
- Start of the year contract issues/concerns: Kim C
 - Check schedules for potential overloads (too many students) overages (extra sections, etc)
 - There isn't an overage, until the Assoc. and District agree to it, and then member agrees to take it on. All are optional, not required.
- Substitute vacancy processes.
 - Every level: K-12, unfilled absence- it needs to be offered to faculty first (teaching staff) to fill internally for a paid overage. Classroom/contractual EA's should not be accessed. Library or supervisory para's can be pulled legally.
 - Request must come from admin- only principal can allocate money. Secretary can write that it is on behalf of admin if that person is out of the building, etc.
 - Dwayne will send communication to Supt and HR tonight. Will allow them to weigh in and then will send communication to all admin in the morning, so communication is consistent.
- PDTA Health Care & Leave Advocate
 - Members dealing with health issues with HR is concerning, especially in regard to mental health concerns. District is responding poorly. Met over the summer to begin to work on this process. First step will be to make a booklet for communication. Also, help HR to better understand the FMLA process. Should this be part of Dwayne's role, or contractual implications could relate to Kim's position.
- Terms: “Duty of fair representation” / “Weingarten Rights” / “Cadet Rights” / “Progressive Discipline”
 - Represent fairly, especially in our current climate. Meet with Dwayne and work together if needed.
- Building Reports
- Additions
 - NYSUT ELT- Educational Learning Trusts, Jolene oversees it. Julie Barker is not opposed to it, could be a positive addition, especially for SRP's. Want to come to Benefits Fair.

- Payroll Notices

Building Rep Reminders:

- **TO DO at the first faculty meeting. Here are your talking points.**

1. Introduce building PDTA leadership team including reps, assistant reps and other volunteers ...include your SRP leadership as well if applicable. Let your building know that you will be meeting with your principal at least monthly and that they can bring forward items they would like you to speak about on their behalf at the meeting.
 - **IMPORTANT:** Especially If you have a non-tenured administrator(s), discuss the process for communication and collaboration (early and often).
 - Speak to Admin about Benefits Fair and everyone's right to attend when professional responsibilities are completed. For secondary staff that means 2:30.
 - Discuss PLC expectations
2. Discuss ways you will be communicating...@ each faculty meeting and through email with meeting minutes each month. Discuss the importance of reading these emails and staying informed with all that is going on within the district and throughout NYS and the nation.
3. Direct them to your PDTA bulletin board and explain what you would typically post there. Encourage folks to "like" our FB page (***Pittsford District Teachers Association***), follow us on Twitter (***@PDTAunion***) , regularly visit our updated webpage at www.pdta.org and to read ***Speak Out!***
4. Ask each and every person to join the PTSA. Building coalitions is important in today's educational climate, particularly with attacks on teacher pensions, unions, and public educators in general. Membership in PTSA aligns us with this supportive and engaged population. The form to join is found in the District calendars and online. Our membership means a lot to our parents and this is an important part of our current advocacy work.
5. Speak to your Public Relations volunteer in advance, ask them to encourage members to walk in the Making Strides Walk on Sunday, October 14, 2018, as a member of the PDTA. We hope to have 2-3 walkers per building under the PDTA banner. Information from Kelly Jordan, our Public Relations Chair, will be forthcoming.
6. Speak to your Membership volunteer in advance, ask them to say a few words. This is critical so our potential members can put a name with a face and hopefully they will say a few words about the importance of union membership. If they need help, I am here!
7. **Share important dates:**
 - Benefits Fair (Burgundy Basin Inn) - October 11, 2018 (Solidarity Wear Day)**
 - Making Strides Walk (Frontier Field) - October 14, 2018**
 - ERS Pre-Retirement Workshop (Location TBD) – October 18, 2018**
 - NYSTRS Pre-Retirement Workshop (SHS LGI) – November 29, 2018**
 - Pink the Rink (RIT) - January 19, 2019 (Wear Pink)**
 - Membership Meeting (SHS Aud) – January 14, 2019 (Solidarity Wear Day)**
 - Retirement Party (Eagle Vale) - May 16, 2019**

Reps, please send all building reports and news to ~~Shari Ebert~~ Stephanie Warchol and Brian Regan via email for this meeting. Items in **bold** should be included in your Executive Committee Minutes and/or shared at a faculty meeting!

Respectfully Submitted by: S. Warchol