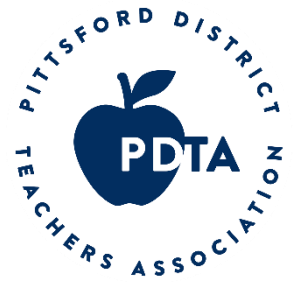


PDTA Representative Assembly Meeting Minutes
Monday, September 21, 2020



1. NYSUT/PDTA Code of Conduct
Adopt same or modified PDTA Code of Conduct
Motion to accept NYSUT's Code of Conduct
Motion passes

Motion to adopt NYSUT's Code of Conduct for PDTA
Motion passes
2. "We are the PDTA's Representative Assembly"
Dwayne reviewed the responsibilities of the members who sit on RA.
3. Additions to the Agenda:
 - a. Standards leaders have been assigned additional responsibilities. Turn around time may be delayed.
4. Approval of the Minutes (sent with agenda)
 - a. Representative Assembly – June 2020
 - b. Executive Committee – September 2020Motion to approve minutes
Motion passes
5. Treasurer's Report:
 - a. Treasurer's Report
 - b. Annual Required AFT Audit (Available to members upon request in the PDTA office)
 - i. Motion to accept the AFT Annual Audit
Motion passes
 - ii. Motion to approve
Motion passes
 - c. Annual Budget Review
 - d. Stipend Consideration
 - i. Appointed remote Elementary / Secondary Unit Representatives.
Motion to approve monthly stipend pay for the remote unit representatives for the time they hold the position.
Motion passes
 - ii. Executive Committee / Safety Chair Summer Duties
RA voted to give a stipend to the EX for meetings attended during the summer months. RA voted to approve an additional stipend of \$300.

Motion to increase stipend to \$400
Motion passes
 - e. Julie attended the NYSUT treasurer training
 - f. PDTA is currently looking into reducing fees associated with pay roll for Karen K

6. Old Business

a. Calendar:

- i. All modifications from the original PCSD calendar were approved by the BOE; the printed calendar is now official.
- ii. Conference days in November and April are still planned. April could be used for additional snow days.
- iii. Snow days will happen as normal

b. 2020-21 Sick Leave Bank :

- i. Changes to enrollment process and usage guideline approved by 2019-20 RA will be implemented this year.
- ii. Member donation of days which typically occurs at the Benefits Fair will be done
- iii. Contractual provision "All members of the Sick Leave Bank may elect to donate up to four (4) sick days to the Sick Leave bank each year during open enrollment (October)
- iv. Annual Sick Leave Bank Status Report:
2019-20 + 179 Voluntary Contributions ; Allocated – 331
567.8 Days Available (Historical: 18/19 720/ 17/18 784) / Reassess at 500

c. Quarantine due to travel:

Members are reminded that if they need to travel they must get approval for not only the personal day, but also for the resulting quarantine that would occur upon return. Please reach out to your building representatives about possible travel plans.

7. New Business

a. PDTA Sexual Harassment Training will be conducted at the October RA Meeting

All RA members must complete the PCSD Module prior to the RA Meeting and submit (email, interoffice mail or at the meeting) a copy of the certificate of completion. If not present, you will be required to set up time to complete the required PDTA training.

b. Re-Opening

- i. Review of Re-opening Agreements
- ii. PDTA has secured protection of work duties, full-time or equivalent pay and benefits for our unit members if we are again required to pivot to a fully remote model.
- iii. PDTA is aware that best practices (mostly from the collegiate level) and safe practices for teachers/students within the remote and hybrid model, especially when working with young children, are, at times, in conflict. We continue to caution members to thoughtfully consider these concerns when exploring remote techniques that do not provide appropriate student supervision.
- iv. Class size – Most overages and overloads have been resolved and a few are still being addressed. Overload and Overage compensation agreements are expected

next week from HR. We have mutually agreed that due to potential staffing changes following the second round of parent choice, all documents will initially be processed solely addressing the first semester.

- v. PDTA is currently advocating for shared planning time for elementary pod-partners. Though the original agreement allowing para hours to shift, valued and provided this time, the implementation has unfortunately not been able to support this.
- vi. PDTA is currently working with District leaders to create a Substitute Process shared document for TLMs. Expected by end of this week.
 - 1. Note: For quarantine related absences please use : 253 PIT –
QUARANTINE
- vii. PDTA is currently addressing delivery of Specials and Support Services in Fully Remote TLM. We recognize that these services are not equitably provided at this time. This may be justified in some cases as the TLM has less offerings/options but there is a need to be attentive to this.
- viii. PDTA worked with district leaders to shift some staff so that we could return some reading support to each elementary building.
- ix. Workload: PDTA fears that the current workload for members is not sustainable. We will continue to advocate for ways to relieve these challenges. We do advise members to assure that the workload is not overly self-imposed. Our expectations for ourselves, our students and our colleagues need to be appropriately modified for the TLMs.
- x. Open Interests
 - 1. Who is dealing with attendance for remote when teachers are out. Could do attendance a day later; it is a legal obligation
 - 2. Attendance and the amount of time it is taking- show Dwayne why it is taking so long, only then will they consider doing something different
 - 3. SAC has been asked to look at it; at this point they have not shifted
 - 4. Student absences add a layer of confusion
 - 5. Student experience has to be the same; teacher can use the excel doc as they wish
 - 6. PDTA has no position on this topic- BR will bring this to Principals, Dwayne will bring this to Melanie
 - 7. Reopening committee- will review this at their meeting next week
- xi. PDTA member Reopening Survey is scheduled (9/30 – 10/2)

- c. Compensation:
All members are encouraged to review their pay reports for accuracy.
- d. In-Person, Remote, Hybrid RA meetings?
Action: RA will continue to meet in person. Will reconsider if the district goes fully remote.
- e. Budget topics
 - i. Already spent over \$1.5 Million in PCSD COVID-19 related expenses.
 - ii. NYSUT filed a lawsuit 9/16/20 seeking the release of funds withheld in July, August and September and seeks an injunction on future withholding or delays in payment. Since then the state has reversed course on the withholding of state aid payments to schools. Additionally following advocacy from NYSUT, the NYS Division of Budget (NYSDOB) issued a statement later in the day stating that the September school aid payments of approximately \$2.5 billion will be paid in full.
- f. District Committee Updates:
 - i. DPT Discussion: How we (staff, students, community) model/practice/teach civility while engaging in progressive and responsive discussions relative to race, equity, and other challenging topics that require our attention. Pursuing a strategic plan engaging current partnerships.
 - ii. ILC: Meeting time schedule will be altered to reduce need for time out of classrooms.
 - iii. PLC ad-hoc: We are exploring ways to engage this committee to address the PLC challenges and opportunities resulting from the TLMs
 - iv. Safety Committee is meeting weekly
 - v. APPR Committee is scheduled to meet to discuss TLM implications on APPR

8. Committee Reports: Beginning of Year Committee Reports Delayed : Due for OCTOBER RA

Communications (Brian Regan)

Speak Out	Submission Deadline	Publication Date
September	9/28	10/1
October	10/26	10/29
January	1/11	1/14
March	3/15	3/18
May	5/10	5/13
June	6/14	6/17

Extracurricular (Katie Shea)

- i. Process has been established for advisors to request their club(s) run this fall. For those that can effectively run remotely, the process will be simple. If not, the request will need to be submitted to District Committee for further consideration.

Health and Safety (Emily Natoli-Burns).

a. Cleaning/Disinfecting protocols (In school/after school):

- ii. PDTA has advocated for and obtained detailed, frequent and consistent cleaning/disinfecting protocols in all buildings.
- iii. PDTA members are NOT required to use ReJuvNal to disinfect during the school day but may do so if desired and comfortable.
- iv. Desks/surfaces should be clear of objects each evening for proper disinfecting by custodial staff.
- v. Corridor bathrooms will be cleaned/disinfected 2-3x/day and signage will be displayed
- vi. If members have concerns about the cleanliness of workspace, please direct concerns to your building principal and cc your building Health and Safety Rep.

b. Lunch/Recess protocols:

- i. PDTA is continuing to advocate for clear, safe and consistent protocols for lunch and recess.
- ii. Students can talk during lunch, once they have eaten and put their masks back on. We are not encouraging student talking, even quietly, without masks. We also don't want to tell students they can't socialize. they just need to do it safely, once they have eaten.
- iii. We are encouraging students to use hand sanitizer before going out to recess and wash their hands/sanitize upon re-entering the building. Students are playing with common toys/materials, which is an important aspect of their play. Each DAY these materials are sanitized. We are still addressing the impact this has on PE teachers and the use of their shared equipment and materials.

Membership (Paul LeVan)

a. Membership update

100% of teachers are members of PDTA. 1 SRP who is not a member. Membership drive is starting this week.

Political Action (Karen Grace)

a. VoteCope is paused until further notice

Professional Advancement (Cindy Merrifield)

Professional Growth (Julie Barker)

Public Relations (Nina Talamo)

a. PDTA Lanyard Sales

b. Making Strides Walk/"cityHUNT" – October 2020

Social Committee (Shari Ebert)

10. Special Reports

President:

- a. Please schedule PDTA President Building Visits for the Fall
- b. Representation Needed (Any member may submit their name) Rochester Labor Council (Former representative: Spencer Jones) NYSUT Woman's Committee (Former representative(s): Kim Chesko, Dennise Zobel)
- c. Important dates (All are tentative subject to COVID-19 Restrictions):
 - i. ~~Benefits Fair~~ Flu Shot Clinic - October 8, 2020 BRE 2:00-6:00PM Solidarity Wear Day
 - ii. Building Reps have Flu Shot Consent Forms for those who desire to fill out prior to the event
 - iii. SRP Leadership Conference Virtual October 20th -22nd and 27th -29th SRP
 - iv. Making Strides Walk/"cityHUNT" – October 2020
 - v. ERS Pre-Retirement Workshop - October 26 webinar
 - vi. SRP Recognition Day – November 17, 2020
 - vii. NYSTRS Pre-Retirement Workshop (SHS LGI) – November 19, 2020 at 3:30 p.m.
 - viii. Membership Meeting (SHS LGI) – January 11, 2021 (Solidarity Wear Day)
 - ix. Pink the Rink (RIT) – February 6, 2021 (Wear Pink)
 - x. Retirement Party (Eagle Vale) - May 20, 2021 at 4:30PM

Other

11. Committee Opening Needs:

- a. JRE—Extra Curricular Committee
- b. CRMS—Public Relations

Executive Vice President:

- a. PDTA Job Descriptions – Link to documents sent with Agenda
Motion to approve all documents as is
Motion approved
- b. Board of Education
 - a. PTSA – Encourage all PDTA members to join! Membership is \$8 for Faculty/Staff.
 - b. Student Benefit Fund - Forms are electronic and found exclusively on www.pdta.org
 - c. Social Media - FB page (Pittsford District Teachers Association), Twitter (@PDTAunion)

Vice President-Negotiations

- a. MOA's: If you were asked to switch rooms and were assigned a date by administration, not the teacher days in September, contact Kim / Cindy
- b. APPR: Small group meeting this week. Large group meeting next week.

Resolution Specialist

- a. All overages, overloads or contractual inquiries need to be communicated to Kim Chesko ASAP.

Respectfully submitted,

Shari Ebert