

**PDTA Representative Assembly Meeting
February 12, 2018**

Present: M. Althouse, ~~T. Anderson~~, C. Bader, L. Backscheider, J. Barker, G. Bischooping, B. Burrows, D. Cerbone, K. Chesko, T. Cole, ~~C. Doggett~~, ~~K. Dolan~~, J. Drake, L. Drake, S. Ebert, ~~L. Ehrlich~~, P. Fink, C. Foti, K. Grace, M. Hamblin, M. Hellems, K. Jordan, S. Kaier-Tuttle, G. Kemp, T. Kennell, B. Kramer, D. Larson, P. LeVan, M. Maland, A. Marshall, L. Mauger, ~~P. Mayer~~, ~~V. McCutchen~~, C. Merrifield, D. Pellegrino, J. Pink, R. Ramesh, B. Regan, ~~B. Keeskemety~~, K. Rudd, H. Schindeler, B. Shafer, ~~J. Shaw~~, ~~K. Shea~~, ~~K. Secker~~, L. Spring, ~~S. Tentarski~~, S. Warchol, D. Zobel

1. Additions to the Agenda
2. Approval of the Minutes (Sent with Agenda)
 - a. Representative Assembly – December 2017 Action:
 - b. Executive Committee – January 2018 and February 2018 **Action: minutes accepted**
3. Treasurer's Report: No action required
4. Old Business
 - a. Maternity/Disability Leave Pamphlet has been sent to HR for review. Dwayne will be meeting with HR about the changes that were made.
 - b. Print Shop Website is being updated to include color options and details on copy functions.
 - c. HR will be placing a link on the HR page to access the substitute applications for all subs (teacher, para, nurse). This link will give direct access to application page
 - d. Mendon HS Principal Search: The pool has closed. Dwayne and HR have gone through the applicants and Dwayne feels that there is enough strength to move forward. Interviews will commence on March 8th.
 - e. Process to appoint PDTA representation to District Committees: There has been a lot of conversation about how people get chosen to serve on committees as a PDTA representative. PDTA feels that this process needs to be cleaned up. Currently, the representatives on District committees are appointed by the building representative, the President, or an in-building process.

Question: Do we keep the status quo, or do we implement an election process (if more than one person expresses interest)

Discussion:

 - We don't usually have more than one person who wants to be on a committee, if it happens, schools usually do have a vote.
 - A vote is a good idea. We want to keep these openings as transparent as possible.
 - When people are in the position for a while, others defer to that person. Can we have a posting of the position every 3 years? Similar to department leaders? Answer: Yes, the positions will be posted every three years to open it up to more people.
 - Would these positions be open to paras? Answer: If the committee allows for para representatives, both paras and teachers would be allowed to put in for it.

Form for representatives:

- Form draft—no need for signatures to be on committees
- Form needs to be bi-unit (SRP & Teacher)

Action: In the event that more than one person is interested in representing PDTA on a District committee, an election process will be implemented. No signatures are required to apply for these positions.

Dwayne will communicate each position that will be under these terms.

- f. Constitutional Amendments: Possible modification of the constitution to include:
 - All Buildings have a rep and asst. rep regardless of size
 - 50 members would increase to 2 assistant representatives.
 - This change will come out for ratification by our membership
 - Join this process with District or Building Elections?

Action: changes approved to be moved forward for a vote from the membership
Motion: Join the election with other elections
Motion passed

5. New Business

- a. Application forms for the “Barb Shapiro Scholarship ” have been distributed to the high school Counselors and College/Career Center Coordinators. PDTA members should make students who are planning a career in education aware of this unique scholarship opportunity.
- b. Elementary building usage of release days:
 - Superintendent Pero is reviewing this with each administrator for further discussion with PDTA. Dwayne is hoping for more information next week.
- c. Calendar:
 - Discussions on 2018-2019 District calendar recommendation to Superintendent:
BOCES Calendar has us starting school on 9/4 with kick off day, starting classes 9/5.

Motion: Do we come back on Aug 30th, and in doing so, reducing teacher PD hours to 6 for the year, in addition, SRPs would have April 8th off?

Discussion:

- Have they established when elementary half days will be? No, this happens after the calendar is set
- Could this set a precedent? No, we will create an MOA for this year only. The district will not approve 6 hours of PD for future years. Staff will need to go back to the 12 hours the following year.
- It would be nice to have the rest of that week off—it would be great to not have to come in, and those who want to come in can.
- PDTA tried to have September 5th as a teacher work day, but we can't lose the student day
- Being forced to be here at school is helpful. We start with less stress when we have 2 days.
- There are initiatives at each level that will need some time to work out—having the 2 days will help.

MOTION: coming in on the 30th with 6hrs PD and paras off on April 8th--Motion passes

- Contract: All other District 12-month employees gets 13 paid holidays. The PDTA contract provides 14 Paid Holidays for 12-month Auxiliary staff. This additional day off will need to be when there are no students in school. PDTA has negotiated that these members will have April 2nd off.

Resolution: Superintendent will notify Auxiliary employees annually of the 3 “floating days”.

d. Membership Cards / minivan

- NYSUT is requiring us to obtain member commitment for union membership by the end of this school year because it is possible the outcome of the court cases will not be known by the end of the year. This means we could come back next school year to a situation where membership is not guaranteed.
- Shelly Clements (NYSUT Labor Relations Specialist) will attend next RA for training on how to use the app.

Discussion:

- Is there any way to cross reference the information that we gathered from our previous 1:1 meetings? No, but once we do it in this form it will be permanent in the NYSUT software package.

- e. FMLA/New York State Family Leave Pregnancy provision: This is required in NY state for business, but they exempt public entities from doing the same. These entities may choose to opt in. If we wanted to opt in, it would need to be negotiated. The district has not opted into NYS Family Leave

Option:

- A pregnancy related disability period is typically 6-8 weeks of medical leave. Current practice for the remaining time up until 12 weeks must go unpaid.

MOTION: Allow members to utilize their sick days for the remainder of the FLMA leave (typically 4-6 weeks, depending on medical leave)

Discussion:

- If we do this, sick leave bank can only be used for the medically excused portion of the absence. At that time sick leave would stop and personal sick days would be used.
- Change in language: Retain the ability to use remaining weeks unpaid if desired. Could member decide the amount of days they use?
- Will taking paid leave retain seniority? Yes.
- Benefit to district: Paper work behind figuring out when people are out medically or not.

MOTION: move forward with HR negotiations on wording—motion passes

- f. Pink The Rink PDTA Winter event: PDTA would join along with the organizers. Benefit to the breast cancer coalition of Rochester.

MOTION: moving forward in planning this winter event: Action: Motion passes

- g. Member Representation / conflict:

- represent members when it comes to discipline. Dwayne is requesting building representatives to let him know of any potential discipline.
- member-member conflict: members speaking negatively to an administrator about another member. Dwayne has requested that building representatives take some time at the next faculty meeting talking about what to do when member-member conflicts happen. Suggestion: take it to the member and / or building representative.

- h. Office printer: The color printer in the PDTA office is malfunctioning and unable to be repaired.
Options: Replace with a color inkjet \$99.99 or replace with a color laser \$269.99, do not replace and print B&W only.

Discussion:

- Inkjet can clog if sitting for too long—this printer can sit for lengths of time because we don't often print in color.
- Laser, while more expensive, will not clog if not in use.
- Budget is \$2250 and we have about \$1000 left at about halfway through the year.
- Against buying an Inkjet printer
- Valuable to have a color printer, just in case
- Is there another printer available that we can pay the district to use per copy?

MOTION: Hold for now. Remove the Inkjet option—motion passes

6. Committee Reports

- a. Paul Levan: Membership Update- We are at 100% PDTA Membership!
- b. Political action: Supreme court case will start hearing arguments for Janus on February 26th

7. Special Reports

President:

Important dates:

- Seniority lists have been sent to Building Principals. All members must check their seniority and inform reps of any discrepancies/concerns by Friday, March 2nd. A meeting with HR and your PDSA President will be scheduled shortly after that to address all concerns.
- All written letters for SRP retirements that are effective prior to the end of the school year must be submitted to HR by 3:30 on April 2nd—This is a change from the contract because the contract date lands on a holiday
- For tax purposes, the annual union dues for 2017 is shown on the last paycheck stub of the year. This information can be found on WinCap. For a full-time member, this was \$730.

Vice President-Administration:

- budget meetings to start at 6:00

Vice President-Negotiations

- Membership meeting discussion—collected 176 interests. This will come down once repetitions are combined.
- 8 people total took advantage of the optional office hours

Input:

- mixed groups were powerful.
- great form of communication because it included everyone from the district.
- administration was aware that we were having that meeting
- members felt more heard
- People were putting other interests in front of their own
- People rallied to support others at other levels

Resolution Specialist

- Upcoming overage: Sometimes it is the teacher giving themselves an overload within their own classes. This is not okay because it sets a precedent that can undermine our contract.

Communications

- a. Our next Speak Out deadline date is Monday 3/19 for a Thursday 3/22 publication.
- b. Please forward Building News and pictures of events and happenings.