

**PDTA Representative Assembly Meeting  
November 13, 2017**

**Present:** M. Althouse, T. Anderson, ~~G. Bader, L. Backscheider~~, J. Barker, ~~G. Bischoff~~, B. Burrows, D. Cerbone, K. Chesko, T. Cole, C. Doggett, K. Dolan, J. Drake, L. Drake, S. Ebert, L. Ehrlich, ~~P. Fink, C. Feti~~, 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. McCutchon, C. Merrifield, D. Pellegrino, J. Pink, R. Ramesh, B. Regan, B. Kecskemety, K. Rudd, H. Schindeler, B. Shafer, J. Shaw, K. Shea, K. Socker, L. Spring, S. Tontarski, S. Warchol, D. Zobel

1. Additions to the Agenda:

A recommendation came forward for Dwayne to include more information in the agenda to help the members of the RA send out a consistent message, and to allow for a more productive discussion during the Representative assembly.

2. Approval of the Minutes

- a. Representative Assembly – October 2017 Action: minutes accepted
- b. Executive Committee – November 2017 Action: minutes accepted

3. Treasurer's Report:

- a. NYSUT dues will be taken out starting November 15<sup>th</sup>

4. Old Business

- a. ConCon: Dwayne has requested a partial refund for the magnets due to the length of time it took to receive them. NYSUT has agreed to give back 50% of the cost.
- b. Member Engagement (a.k.a. Re-Commit) Campaign
  - Post connections: Dwayne has reached out to the members who have indicated that they might leave the union.
  - PDTA will be scheduling a 1:1 with all members in the Spring. There will be a card for members to commit to the union for the following year.
  - NYSUT President Pallotta stated during a recent town hall phone meeting that it is NYSUT's desire that every member sign a membership card (paper or electronic) by September 2018.
- c. Copy services
  - PDTA will continue to monitor the copy services following the elimination of the copy clerks as we work with District administration to establish processes that best support or members' needs.
  - Please encourage the use of this copying service in your buildings, and forward any observations and feedback to Dwayne prior to the December RA meeting.
- d. Advocacy : We ask every member to complete the petition on the District Website by this Thursday, Nov 16<sup>th</sup> <https://www.pittsfordschools.org/Page/533>
- e. NYSTRS Delegates 2 updates from Exec Meeting
  - PDTA is responsible for expenses of our 3 NYSTRS delegates
  - The delegates historically provide an article for Speak Out detailing their work early in the calendar year.
- f. Sick Leave Bank enrollment and contributions (Updated and corrected since Exec Mtg)
  - 21 New Members = 48 days
  - 92 Current Members donated 263 days voluntarily
  - Total additions to Bank = 311 days

5. New Business

- a. Maternity/Disability Leave Pamphlet revision: Volunteers from the RA to join Dwayne will be solicited. Volunteers for committee: Katie Shea, Shari Ebert, Kristen Dolan and Kelly Jordan

b. Substitute Recommendation Process

- Please submit the names of individuals you would recommend to serve as Para subs (2 yrs of college experience) and/or teacher subs (4-year degree) using the attached form. Dwayne has requested a 2-week window for teacher recommended names. Names can be sent to your building principal or to HR.
- PDTA (Dwayne/Kim) will be working with HR to establish a clear, effective and efficient method to process these submissions

Questions: Dwayne will investigate with HR.

- Has the district considered advertising for substitutes?
- Would there ever be the possibility of going back to .2 release, instead of the mandatory half day / full day?
- Is this process for both SRP and teachers?

c. PCSD APP

- The APP is recommended for easy, mobile friendly, on the go, access to the District's website resources.
- Most useful to our members are the calendars and directories that link to our phone's calendar and contacts, News and PCSD Stream, and fast access to staff resources via the recently added feature "For Staff".

d. Clustering Delegates to NEA RA (Delegates are assigned 1:1750)

Proposal: Cluster Delegates to the NEA RA with other MCFT Locals at no cost to our Association unless we opt to send a delegate and then we would cover full expenses. Election necessary. Motion passed

e. NYSUT RA: PDTA is eligible to send 8 delegates to the NYSUT RA. We currently only send 6 due to related costs.

- Most RA Votes are 1 vote per person by voice or show of hands
- For Officer/Director election, votes are weighted based on number present and number entitled.  
6 people: each vote is for 1/6 of members    8 people : each vote is for 1/8 of members

Proposal: Elect 8 delegates this Spring. Plan to send 6 each year but have 8 available for an important issue as alternates if one of 6 is unable to attend and for local events based on cost/available funds.

Point of clarification:

- Some delegates are 2-3 year, would alternates be on rotating years too? Answer: Yes, the alternates will be on rotating schedules as well.
- How do we choose who goes: answer: additional people would be voted in as alternates
- How do we accept new delegates—are they brought in as alternates who can move up? Tabled.

Resolution: We will bring on 2 alternates this spring, with a pending clarification as to what an alternate will be. Motion passed

6. Committee Reports

1. Political action:

- June 30, 2017 68% said they would be in favor of a constitutional convention, Sept 2017 45% in favor, October, 2017 44% in favor—phone banking started October 10<sup>th</sup> 15,000 calls were made. PDTA made over 1000 calls. November 1<sup>st</sup> 25% in favor. Won by 83%
- Signs and buttons paid for with Vote Cope rebate money
- Union hall feel helped unionists feel connected. Suggestion was made to hold an RA meeting at NYSUT headquarters
- Janus will be held in February with a decision by June. Belief that the union is in violation of the first amendment rights. Worst case—we need to sign every year. Best case—sign once and opt out after.

2. Professional growth:

- No study grant applications received that met the requirements for the November deadline. Another opportunity will be available in April.

## 7. Special Reports

President:

- i. ROC the day advisors:
    - District had negotiated a stipend for these advisors without consulting PDTA. Dwayne has discussed this with the district and agreed that the pay that was recommended from the district was sufficient for the members. The pay rate for head chaperone for a designated number of hours was agreed upon by both the district and PDTA. The district is currently funding this stipend and may do so as long as they wish. This stipend will not infringe on the designated money for extracurricular stipends.
    - Dwayne has recommended that these advisors receive proper training to discuss the sensitive issues that they will be discussing. This training will be provided through the Student Services office.
- Question:
- How will the increases for stipends be accounted for? Typical extracurricular pay increases with years of service. Will this happen for these advisors too? Answer: Dwayne will discuss potential stipend increases with the district. The money for this stipend is currently coming from the superintendent budget as a one-year commitment.
- ii. President's Action Plan—Dwayne will be meeting with grade level chairs, standards leaders, and department leaders to talk about PDTA concerns.
  - iii. Dwayne would like the RA to consider how we will engage our members. Are there additional ways to communicate? Please send ideas to Dwayne.
  - iv. Important dates:
    - SRP Day: Tuesday, November 21, 2017
    - TRS Pre-Retirement Workshop for Teachers Only: December 7
    - Rochester NYSUT Negotiations Conference January 27<sup>th</sup> 2018 Hyatt
    - AFT Student Debt Clinics November 15<sup>th</sup> (See prior PDTA email or our website)

### Vice President-Administration:

- i. The PTSA membership contest for PDTA members closes today (Monday 11/13). Winners will be announced later this week. Members should have received a confirmation email directly from PTSA in the days or weeks following their registration.
- ii. Pictures and posts from buildings, please send to Stephanie for social media posts.

### Vice President-Negotiations

- i. January 22<sup>nd</sup> General Membership Meeting has been scheduled to collect contract interests for the next round of negotiations. All members should plan to attend this important meeting. We will begin in the auditorium at SHS, then break out into small groups. Table groups will be asked to share their interests and to rank/prioritize those interests.
- ii. All RA Members will be trained at the December meeting on this new process for collecting member contractual interests.
- iii. Members will be encouraged to attend or share the interest with a colleague who can share on their behalf.

### Questions

- What do we do when someone has an interest but cannot make the general membership meeting?  
Proposal: 3 days of office hours at varied times, to be determined after the general membership meeting, for members to bring interests to PDTA in small groups. Resolution: Passed

### Resolution Specialist

- i. Elementary art overage caught and resolved with overage pay
- ii. MHS overload in English was resolved with overload pay while teacher still retained planning period (no additional section created)
- iii. Overloaded SLP schedule was re-worked to give teacher appropriate planning/travel/lunch time, and payment for portion of semester without appropriate time was secured
- iv. As a result of our requirement that all overage documents be reviewed by our leadership; a communication error regarding payment amount on a SHS overage was found and resolved.

### Communications

- i. Our next Speak Out deadline date is Monday 1/29 for a Friday 2/1 publication.
- ii. Please forward Building News and pictures of events and happenings to Brian Regan and Stephanie Warchol.

### Retiree

- i. Made just under \$300 for the scholarship fund from the PDRTA fall luncheon raffle.