

Executive Committee Minutes Monday September 9, 2019

Updates:

- **Sub vacancies:**

Dwayne is working with the district to ensure that there is substitute coverage for teachers. There is no need to collect more data at this point.

Reminders about compensation for covering a class:

- Secondary level: compensated at the current curriculum writing rate
- Elementary level: SRP covering for a teacher will get teacher pay. Teachers covering for a teacher will get teacher pay, and SRPs covering for an SRP will get SRP rate. In addition, if a K-3 Educational Assistant is pulled, that EA's teacher will be compensated extra.

- Annual AFT audit completed. Treasurer will be completing the 990 EZ next.

- **Negotiations Update:**

Reminder that all recently negotiated contractual language is fully in effect. If you need to reference any part of the recently negotiated language, there is a copy of the revisions on the PDTA website. If you have any questions about wording of the contract, please reach out to Cindy, and if you have questions about implementation of the contract, please reach out to Kim.

Discussions:

- **Review of calendar decision to implement elementary August start date**

Executive Committee discussed the impact of the elementary start date in August. Feedback was given to Dwayne by the building representatives.

- **District restructuring:**

PDTA is continuing to address communication around:

- Nurse office staffing model
- Behavioral Specialist / Pupil Service Coordinator
- PCSD Social Worker

- **Political endorsement:**

PDTA is assessing whether we will engage in a political endorsement process. Before implementation, the process will be brought to the Representative Assembly for discussion and a vote.

- **2019-20 Sick Leave Bank**

New 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 in October. This is recommended for staff members who have more than 200 days. More information about the Sick Bank will be provided at the Benefits Fair on October 10th.

- **Bank Status Report:**
 - 2018-19 +96 Voluntary Contributions ; Allocated -160
 - 720 Days Available (Last year 784) / Reassess at 500

- **Summer PD and District Initiatives**
 - **PDTA will be eliciting feedback around professional development. How can PDTA_____**
 - **be more inclusive of working parents?**
 - **support diversity in employment?**
 - **assure policies, elections, meetings, offerings are transparent and inclusive?**
 - **encourage students, especially those in marginalized groups, to consider teaching as a career?**
- **403b education for members:**
PDTA will be working on educating members regarding this. Section 1-7-e in our contract communicates the need for having a 403b in place before retirement.
- **High Deductible Health Plan (HDHP):**
PDTA is working with the district to ensure there is proper education for members before the open enrollment period.
- **Health and Safety:**
Building representatives will participate in all Health & Safety meetings at the building level.
- **Technology : Privacy and vulnerability assessment update**
Recent technology audits and vulnerability assessments; we must make change to our protocols and procedures to comply with looming mandates and to secure student/employee data. This will occur at a reasonable and feasible pace.
- **Membership update: **We are at 100% memberships!****
Members on leave: RA will be voting on how to cover the expense for dues for these members on leave. RA will also discuss a process for ensuring these members have an opportunity to sign when they return from leave. PDTA is required to re-sign any member that is out on leave for 1 year or more.
- **10 minute Building meetings:**
President to provide a template to all Building Representatives for their monthly meetings with the membership.
- **Rochester Labor Council Representation**
 - **Recruiting additional delegates**
 - **PDTA has extended an invitation to Spencer Jones for RA**
- **Commissioning of a PDTA Logo change**
PDTA is investigating options for a logo change. Samples will be brought to the RA for a vote in October.
- **Para salary notices**
Salary notices should be arriving for SRPs. If there is an error, please share a copy with your Building Representative, who will contact Dwayne.
- **Health Care Leave:**
There has been a change in language around FMLA leave. Any member taking a Health Care Leave should contact Dwayne or Kim to review these new provisions.

- **Start of the year contract concerns:**

Reminder to contact your Building Representative with any start of the year contract concern.

Important dates:

- **Benefits Fair (Burgundy Basin Inn) - October 10 (Solidarity Wear Day)**
- **SRP Leadership Conference Oct 4-6 (Saratoga Springs)**
- **Making Strides Walk – October 20**
- **ERS Pre-Retirement Workshop SHS LGI – October 28 at 3:30 p.m.**
- **SRP Recognition Day – November 19**
- **NYSTRS Pre-Retirement Workshop (SHS LGI) – November 21 at 3:30 p.m.**
- **Membership Meeting (SHS Aud) – January 13 (Solidarity Wear Day)**
- **Pink the Rink (RIT) – February 8 (Wear Pink)**
- **Retirement Party (Eagle Vale) - May 20 at 4:30 p.m**

2019-20 Speak Out Deadlines

	Submission Deadline	Publication Date
September	23	26
October	28	31
January	13	16
March	16	19
May	11	14
June	15	18

Respectfully submitted,

Shari Ebert
PDТА Secretary