

GATES CHILI TEACHERS' ASSOCIATION

Cabinet Meeting Minutes

March 19, 2009

Middle School

Present:

OFFICERS: Bill Ahearn (Pres.), Erik Johnson (VP), Linda Quinlan (Treas.), Sue Evans (Corr. Sec.), Jennifer Kulikowski (Rec. Sec.)

BUILDING REPS: Janet Algase (FB), Paul Antinelli (NA), Kathleen Bailey (MS), Christina Bathgate (FB), Jeannine Bezon (NA), Karen Bovenzi (PR), Pat Coughlin (HS), Eric Fooks (HS), Jill Gorski (MS), Judy Lawler (WD), Todd Martin (HS), Maureen Mertz (PR), Rich Taddonio (HS)

Members: Jon Barleben (MS), Mike Bamo (HS), Susan Case (MS/HS), Sarah Hager (HS), Tinamarie Mantsi (MS), Karen Rappleye (MS), James Traver (MS), Natalie Trenton (NA), Barbara Weimer (NA)

I. Call to Order: Meeting was called to order at 4:04 PM.

II. Chris Hamrick, NYSUT LRS: Tenure and Seniority

A. Certifications

1. Before Feb 2004 – Certified in elem. Ed K-6
2. After Feb 2004 – Certified in K-2, 3-5
3. Before Feb 2004 – Reading certified K-12
4. After Feb 2004 - Now certified in Literacy K-2, 3-5, Middle, High
5. Determined by State Ed.

B. Tenure

1. Areas determined by Board of Regents
2. Seniority lists must be by tenure area
3. Seniority has nothing to do with tenure
4. Seniority lists will be complicated due to certification changes
5. If someone says what they were certified in, ask them what their tenure or probationary appointment was
6. Seniority is the length of continuous service in your tenure area
7. **Any** unpaid time is subtracted
8. Seniority starts over if you resign and come back
9. If you switch to part time voluntarily, seniority freezes at full time level
10. If you go part time involuntarily, seniority continues to accrue
11. Part time kindergarten teachers accumulate seniority as full time
12. You gain tenure and seniority as long as you spend 40% of your time teaching that subject
13. Long Term subs count as part of seniority, not up to the district
14. District has the right to assign you 20% of your time outside of your tenure area
15. Instructional coaches – If you are not teaching 40% of your time you can not accrue seniority

- a) Seniority freezes in area before instructional coach position was taken
- 16. Teachers on special assignment - If you are not teaching 40% of your time you can not accrue seniority
 - a) Seniority freezes in area before TOSA position was taken
 - b) State is looking at creating a tenure area for TOSA's
 - c) TOSA's do not have a tenure area
- 17. If you have switched areas and your position is cut, you move back to the original tenure area
- 18. LTS should not be included on seniority list
- 19. School nurse teachers can only be cut if they are not teaching in classrooms – replaced with RN
- 20. OT's and PT's – either certified through state ed or licensed through civil service – each case needs to be looked at individually
- 21. AIS is not a tenure area – seniority is in certification area
- 22. Special ed with content certification – still by special ed area
- 23. BOCES take backs – BOCES teachers have rights to those jobs taken back
- 24. Call backs – Person with most seniority is called back first
 - a) Part time call backs can collect unemployment
 - b) Can not refuse position based on where job is on district
 - c) Seniority continues to accrue when you come back
 - d) Have to be offered LTS position if available in tenure area
- 25. Lay offs – can collect unemployment
- 26. If K-6 certified, district can put you in any elementary teaching position
- 27. If K-12 certified, district can put you in any building as long as it is in your certification area
- 28. If laid off – health insurance is covered through August 31st
 - a) Then COBRA picks up coverage

III. Approval of minutes from February 2009 meeting

- A. Recording Secretary: Minutes were approved unanimously in a voice vote.

IV. Officers' Reports

A. Treasurer

1. Monthly Report

Checking	\$38,729.37
Savings A	\$29.84
Savings B (Scholarship)	\$5783.31
Money Market	\$56,338.28
Total	\$100,880.80
2. Yearly audit will be conducted next Tuesday 3/24/09
3. \$2275 will go towards GCTA t-shirts
 - a) Expect to make payment of \$5000+
 - b) Collected \$2790.24 from members
4. Received \$950 from NYSUT reimbursement for Arbitration costs

- B. Corresponding Secretary
 - 1. VOICE
 - a) Just came out a few weeks ago
 - b) Sue to receive 2 awards at RA in April for VOICE
 - 2. Retirees
 - a) 50% of retirees have contributed to become active retirees
 - b) A number of retirees want to help support contract negotiations
- C. Vice President
 - 1. Membership – shirts will be available next week
 - 2. Grievances
 - 3. Distribution of VOTE/COPE materials – next month
- D. President
 - 1. NYSUT RA – Buffalo, April 09
 - 2. Budget
 - a) In flux – 0.8% tax increase being discussed
 - b) Federal money can not be used to decrease tax levy
 - 3. Layoffs – See previous
 - 4. Fact finding update
 - a) District's attorney does not know if they have proceeded
 - b) Union will proceed and file for fact finding by default

V. Committee Reports

- A. Grievance
 - 1. ELP Arbitration – Every date proposed to district by arbitrator has not been good for district
 - a) Next date proposed is June 3rd – no word from District yet
- B. Community Relations
 - 1. Maureen Mertz and Judy Lawler willing to organize road cleanup
 - 2. Suggestion to help with Dean Myslivecek house remodel
 - 3. Motion made to distribute t-shirt money donations to St. Helen's and St. Theodore's made by Jill Gorski and seconded by Pat Coughlin.
 - a) Approved in voice vote
- C. Scholarship
 - 1. Don Messina contacted Sue to add money to his scholarship
 - 2. Committee has been established and moving forward
- D. Action
 - 1. Start to organize wearing shirts and meeting to walk in to building together
 - 2. Phone tree will be activated for attending board meetings
 - a) Employees who live in the district are encourage to speak and ask questions
 - 3. Buttons to be made at Action meeting tonight

VI. Items for Discussion

- A. Staff recognition will not be held this year
 - 1. Mace wants union to continue recognition

- B. Health and Safety
 - 1. OSHA is being revamped
- C. NYSUT Conference
 - 1. Niagara Falls
 - 2. August 24-26, 2009
- D. VOTE/COPE
 - 1. Recognition award for contributions
- E. United Way
 - 1. Contribution is down 30%
 - 2. Information comes from district
- F. TIC's, Alternative ed, etc. being asked to justify their jobs
 - 1. No one should have to justify their job
 - 2. If administration doesn't know what you are doing, they should know
 - 3. Give them copy of your job description
- G. 3031 Article – Outlines procedure for dismissal by district
 - 1. If you need one, send e-mail to Bill

VII. New Business

- A. Business from the floor
 - 1. No superintendent news
 - a) Manko took a job elsewhere
- B. Building Concerns
 - 1. Armstrong – No concerns
 - 2. Brasser – No concerns
 - 3. Disney – No concerns
 - 4. High School – No concerns
 - 5. Middle School – No concerns
 - 6. Paul Rd. – No concerns

VIII. Announcements: Next meeting – April 16, 2009, High School

IX. Adjournment: Motion was made to adjourn at 6:03

Respectfully submitted,

Jennifer L. Kulikowski
Recording Secretary