

# Union Meeting

## Meeting Minutes

January 9, 2019

### Opening

The regular meeting was called to order at 3:45pm on in Ansonia High School by Mat Hough.

### Approval of Agenda

Approved

### Approval of Minutes

Approved

**Present** Yvette Jaime, Joanne, Norine, Michele, Mat, Megan, Maryann, Paul

**Absent** Pam, Kelly, Brian

### Treasurer Report

- New hires/resignations (7 teacher positions at Middle School)
- Gifts

### Business Agent

- No grievances at this time.

### Old Business

- AHS- N/A
- Middle- N/A
- Mead- N/A.
- Prendergast.
  - Teacher evaluated and gets “needs improvement” regarding materials yet this is materials from curriculum--- will ask Joe D.
  - Due to coverage/sub issues/shortages, the para’s are not being utilized like they’re supposed to. They are asking to substitute almost daily- Update- not enough subs in the state of CT. It is getting better; were told not to use para’s unless last resort.
- General:

- Major discipline issues in all buildings. Update – administration was less than pleased about this discussion- teachers feel intimidated which is union harassment.
- Teacher is appealing her termination process; yes she cannot resign now.  
Reminder: often times if you show no improvement after structured support you are deemed “incompetent”. It is very difficult for the union to help you. Update  
Feb. 1<sup>st</sup> is termination hearing
- CT Case update. Judge has 120 days to come up with their findings. January 3<sup>rd</sup> all parties come together. Official ruling needs to be out by February. This was much longer process than anticipate. Update city asked to go to mediation on Friday. If no agreement it will be decided Feb. 6.

### **New Business**

- Mead- N/A.
- Prendergast- teacher overheard “if you were my kid I would smack you”. Suspended 2 days with pay. She said she did not say it to the child yet reported to administration. No other issues other than warning.
  - Delta T- organization is not working. Can we ask the new director of Spec. Ed? Yes, see what his suggestions are.
  - Parents are unaware of these staffing issues.
- Middle School- continued staffing issues
- High School- N/A
- General – new updated Title 9/harassment forms in each office. If you were harassed by a staff member and/or administrator you need to fill out the paperwork (now a legal document)
- If you would ever like to meet with Dr. Joe, feel free to invite him.
- Ben coming to Feb. meeting
- Teacher FMLA- be on the same page as your doctor. Do not say you cannot come back if you are willing/able to possibly come back in the future. The district does not need to take you back if you or your doctor states you are unable to do the job. (This was a lengthy discussion) approx. 20 minute discussion

- Need a new person at Middle School as union rep.
  - Teacher to administration stating their dissatisfaction of testing/assessments.
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- Agenda for Next Meeting – Ben will be at next meeting.

### **Adjournment**

Meeting was adjourned at 5:20.

Minutes written by: Maryann Madera

Minutes submitted by: Maryann Madera