

# **Union Meeting**

## **Meeting Minutes**

February 13, 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, Brian, Ben (AFT CT)

**Absent** Pam, Kelly, Paul

### **Treasurer Report**

- New hires/resignations
- Gifts
- Budget- doing ok considering teachers we lost

### **Business Agent**

- No grievances at this time.

### **New Business**

- AHS- teacher had a question pertaining to sick time with hours--- if you put in for a personal day it's a full day whether we have a delay or not.
  - Spec. Ed teacher having trouble with "Unique" for spec. ed students. Still not getting help. Keeps emailing Sara Crooks for time & help. Mat will contact director.
  - Student kicking water bottle and teacher put hand on his back to control situation- called DCF- declined.
- Middle- behavior is out of control. Mostly in hall. Administration is acting on this, but can't handle all issues. Not enough staff to help in halls.

- Teacher morale is down due to budget, lack of teachers, etc.
- Trying to think of strategic ways (ex: bring parents into the TEAM meetings)
- Mead- Joe D & Amy O wen to Norine’s room to help w/student. Kevin met with the parents who agreed to further testing. Kevin said we need to focus on all students; not just the unruly student. Goal is to keep child in class. Administration is not helping him progress. Last week Norine needed help and no one came which is unsafe. There is no resolution at this point.
- Prendergast- 1-2 teachers filed harassment complaint against administrator. Union can help if they would like (racial discrimination/gender) They have been investigating for 3 weeks. Teachers were called to central office with no knowledge.
  - Teachers concerned about tone of emails. Tough to say if a “tone” is considered harassment yet lawyers are handling investigation.
  - Teachers were told if a student is on the “chronic” absent list we need to call yet someone was hired to do that. Mat will discuss. Not sure it’s part of our job description.
- General:
  - When you change on “Google Drive” there is a trailing device.
  - Do not put IAB or STAR data on spreadsheet... continue with MClass, etc
  - 2 teachers terminated for manipulating data; putting appeals on Friday- This was deemed unethical and not following a directive.
  - Any time a teacher puts hands on a student (ex: escort): if DCF takes the case call Mat immediately. “Students have all the rights”. Video is everywhere so you can see.
  - Settlement- board & city reached a settlement- Still need to go through budget process for next year. Judge said 2 sides just don’t get along- need cheaper insurance, etc.
  - Washington- Mat “Alliance to Reclaim our Schools”. Met with congregational staffers & improving funding. Told story of Ansonia. Delauro is trying to increase funding.
  - Ben- Negotiations this summer. Getting data together; our wages are very low! However, our insurance is lower than most in the state. Norm is \$2000/\$4000.
  - Ben- Salary made progress yet still very low! Been a while since negotiated language.
  - Ben- State partnerships for insurance—great plan for teachers (big groups) so cost much easier to figure out.

- Ben- need to consider a survey for teachers (make it open ended) Ex: safe work environment?
- Ben- how can we get people more involved in negotiations?
- Also need to focus on positive things (ex: banquet May 2<sup>nd</sup> at 3:30)

### **Old Business**

- Mead- N/A.
- Prendergast- Teacher appealing: had the chance to resign but declined. Last hearing will be 21<sup>st</sup>.
  - Delta T- organization is not working. Can we ask the new director of Spec. Ed? Yes, see what his suggestions are. UPDATE: new director understands it is not working.
- Middle School- still having staffing issues
- High School- N/A
- General- N/A
- Agenda for Next Meeting – TBA.

### **Adjournment**

Meeting was adjourned at 5:30.

Minutes written by: Maryann Madera

Minutes submitted by: Maryann Madera