

# **Union Meeting**

## **Meeting Minutes**

May 15, 2019

### **Opening**

The regular meeting was called to order at 3:55pm on in Ansonia High School by Mat Hough.

### **Approval of Agenda**

Approved

### **Approval of Minutes**

Approved

**Present** Yvette, Joanne, Norine, Mat, Megan, Paul, Julie

**Absent** Brian, Jaime, Maryann, Pam, Kelly, Michele

### **Treasurer Report**

- New hires/resignations
- Gifts
- Budget

### **Business Agent**

- No grievances at this time.

### **Old Business**

- AHS- N/A
- Middle- N/A
- Mead- situation with teacher requesting FMLA. Central Office has 5 days to respond. Teacher received a letter stating they are looking into the situation & will respond. If it is denied there will be legal ramifications. Attorney looking into it. Do not really have the right to deny it. The teacher, Amy & Michele met and it was a positive conversation. **Update:** Teacher denied FMLA again.

- Paraprofessionals are subbing when we have ancillary staff with certification.  
**Update:** Still subbing. 1 teacher now out on FMLA and 1 teacher out on Workman's comp.
- **Update:** Discipline issues continue.
  - Prendergast
- Grievance- teacher grievance regarding one child. Teacher feels unsafe. Child attacked another student. Draws pictures of guns, downloads pictures of guns, pretends to shoot teacher, etc. Teacher feels this child is unstable/mental instability. They are dragging feet with outplacement. **Update:** student was outplaced. Project Choice pays for outplacement.
- General- N/A

## **New Business**

- Mead- N/A
- Prendergast
  - Teachers being told to create schedules for students.
  - Evaluations- teacher gets evaluated on curriculum when we have no control- teacher getting "needs improvement" when not in her control.
  - Teachers having difficulty testing without coverage.
- Middle School- teacher has had too many altercations in her classroom. Didn't call into Kelly Services when absent. Had meeting with admin. to discuss. Principal also mentioned that teacher had students in hall for too long unattended. Pictures printed out from video.
  - Union president mediated situation with 2 staff members.
  - Kevin Keating may change sped. job description – made case managers (in past they got extra prep for this). Work load may not be equitable; adding more work.
  - Wants to remove Delta T one-to-ones. In past used criteria checklist to decide if student needed one-to-one- Is that criteria something that Kathie made up or state criteria?

- High School- N/A
- General- Round robin next Thursday 5/23 at Prendergast at 3:35. 6<sup>th</sup> grade at Mead & Prendergast is being cut. Adding 3<sup>rd</sup> grade at Prendergast and 2<sup>nd</sup> grade at Mead. Asking teacher who was displaced to volunteer to take 3<sup>rd</sup>.
  - Positions: 4- 2<sup>nd</sup> grades 1- 3<sup>rd</sup> grade
  - Issue with insurance for teachers retiring before age 65. Will have insurance through Aug. 31. Just need to indicate if they will stay on our insurance or not. If do, have to pay 100%
  - Teacher requested to take last 2 weeks of school unpaid because denied FMLA. We have family sick time so she can use sick time with doctor's note. Carol said she can't take it so working on a plan to help her.
  - Tentative placements go out May 29<sup>th</sup>.
  - HS Spanish being eliminated.
  - Needs teachers to be on negotiating committee. 1 from each building. Start in October. Training over summer.
- Agenda for Next Meeting – TBA.

### **Adjournment**

Meeting was adjourned at 5:07.

Minutes written by: Megan Muzzi

Minutes submitted by: Maryann Madera