

GATES CHILI TEACHERS' ASSOCIATION

Cabinet Meeting Minutes

February 12, 2009

Paul Road School

Present:

OFFICERS: Bill Ahearn (Pres.), Linda Quinlan (Treas.), Susan Evans (Corr. Sec.)

BUILDING REPS: Janet Algase (FB), Paul Antinelli (NA), Kathleen Bailey (MS), Christina Bathgate (FB), Jeannine Bezon (NA), Karen Bovenzi (PR), Lori Cypressi (WD), Jill Gorski (MS), Judy Hilton (PR), Judy Lawler (WD), Maureen Mertz (WD), Rich Taddonio (HS)

I. Call to Order: Meeting was called to order at 4:00 PM.

II. Approval of minutes from January 2009 meeting

A. Recording Secretary: Minutes were approved "as corrected" unanimously in a voice vote after a motion made by Kathleen Bailey and seconded by Jeannine Bezon. (correct copy attached)

III. Officers' Reports

A. Treasurer

1. Monthly Report

Savings A	\$29.84
Savings B	\$3329.31
Money Market	\$56,242.07
Checking	\$41,588.99

Total	\$101,190.21
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2. Annual Budget

a) Audit to take place in February or March

B. Corresponding Secretary

1. VOICE

a) Need articles about negotiations

C. Vice President- not present

1. Membership

a) no report

2. Grievance

a) see Committee Reports

D. President

1. Superintendent Search

a) Chris Hamrick knows one of the two candidates selected by the search committee. She does not recommend him.

b) Numerous Superintendent vacancies around the county

2. School Calendar 2009-1010

a) Late Labor Day prompted discussion of unprecedented start of school prior to Labor Day to fit in enough contract days. Adding an additional "Work Day" during the summer was also discussed.

- b) Final calendar recommendation starts school on the Tuesday after Labor Day, but school will be in session on the Wednesday before Thanksgiving and Good Friday.

IV. Committee Reports

A. Grievances

1. Fair Dismissal of non-tenured teacher in process (3031)

B. Community Relations

1. Contribution to Special Olympics for \$150
 - a) Motion made by Susan Evans, seconded by Paul Antinelli, and carried by unanimous voice vote.

C. Scholarship

1. Faculty-Student Basketball game to be held February 13 in High School complex.
2. Elementary teachers are largely unaware of this major fundraiser for the GCTA Scholarship. S. Evans will make sure it is included in the VOICE.

D. Negotiations/Action

1. Preliminary meeting called by S. Evans with building reps earlier in the week.
 - a) Informed about the function of the Negotiations Committee/Action Committee
 - b) Distributed handouts with function of Action Team and escalation strategies (handout attached)
 - c) Building reps were asked to make commitment as "Action Team Leaders"
 - (1) Recruit additional members in their buildings to serve as "Building Coordinators"
 - (2) Collect phone numbers and personal emails
 - (3) Make building phone trees
2. Declare GCTA in "crisis" mode with regard to negotiations.
 - c) Motion made by Susan Evans, seconded by Lori Cypressi and approved in a unanimous voice vote
 - d) Bill will send notice to NYSUT of "Crisis" status
 - (1) Crisis status allows us to seek partial rebate of expenses used in crisis activities (printing expenses, button materials, etc)
3. Pack the Meet the Candidates meetings with GCTA members in a show of solidarity
4. Negotiations Team will shift responsibility for solidarity activities to Action Team
 - c) Button making
 - d) Shirt ordering and distribution
 - e) Phone trees
 - f) email list
 - g) Packing board meetings with GCTA members

V. Items for Discussion

- A. Seniority question: Do agreements between teachers and administration take precedence over actual seniority? No- regardless of agreements, even if they

- are in writing, actual seniority is the only determining factor considered in the event of teacher lay-offs due to declining enrollment or budget cuts
- B. Class size: Class sizes are stated in the employment contract but language makes the article impossible to enforce or grieve.

VI. New Business

- A. Business from the floor
1. Creation of Action Team (see Committee report, above)
- B. Building Concerns
1. Armstrong
 - a) Seniority list is inaccurate: includes teachers who have retired, among other errors
 - b) Bill will send his most recent copy to building reps via email
 2. Brassier
 - a) Building Reading teacher directed use of personal planning time to discuss running records with classroom teachers
 3. Disney
 - a) no new concerns
 4. High School
 - a) Teachers were reminded to sign out when they leave the building AND directed to sign out when they go to the Work Out Room (on building premises). Principal backtracked on signing out to use WorkOut Room.
 - b) Female employees (coaches) feel that they are being discriminated against on the basis of gender. They can pursue this further with NYSUT (at NYSUT's expense) or with EOP (at the individual's expense)
 5. Middle School
 - a) TICs were informed that principal was directed to cut operating budget by 5% (\$500-600K). He suggested that TICs would need to write proposals justifying positions in their departments.
 6. Paul Rd.
 - a) FNP issue still in grievance process. Building reps should send names of additional teachers to Erik
 - b) School nurse teachers

VII. Announcements: Next meeting – March 19, 2009 at the High School

VIII. Adjournment: Motion was made to adjourn at 5:45pm.

Respectfully submitted,

Susan L. Evans
(for Jennifer L. Kulikowski, Recording Secretary)