

**Date: December 19, 2017**

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This meeting was called to order at 4:08pm in Room 13 of Rockwell School. A quorum was established.

- I. Attendance/Roll Call - M. DaSilva, S. Stringer, B. Chidester, T. DeSanto, D. Achilli, L. Melmed, C. Munzert, A. Rezendes, T. Talbot, K. Barry, L. Berard, D. Celone, C. Dutra, J. Lawson, B. Leger, J. McDonald, S. Pedro, L. Cadman, M. Bernard
- II. Review Agenda - 4 items added to New Business
- III. New Business
  - A. Health Care Deduction
    1. An email was sent December 14, 2017 explaining how the situation was rectified. Health coverage is pre-tax.
  - B. Teachers With Overages
    1. Concern at elementary level with teachers who are absorbing students from other classes in the same grade when there is no substitute teacher for a class. Those teachers with the extra students are told they will be paid the contractual overage amount for that day.
    2. There is no contract language and will need to be discussed with district administration to ensure everyone is paid equally.
    3. Teachers sharing that substitutes are being reassigned when they arrive at the school or secretaries are waiting for substitutes to use Aesop rather than call them.
  - C. Half-Day Coverage
    1. Half-day time at the middle and high school level does not fall at the end of a class period. Teachers were not having coverage beginning at the half-day time (KMS - 10:47am and MHHS - 11:10am).
    2. This concern has been brought up during past negotiations, and will be placed on the list for the next negotiation.
  - D. HSA Deductions
    1. Teachers must complete a new deduction form since the amount teachers are responsible for has changed. Forms need to be sent to Sandy by Friday, December 22.
    2. Discussion for why money is placed into teacher's HSA with the first pay check rather than January 1 took place.
  - E. Teacher Climate Concerns
    1. If an administrator receives a complaint against a teacher, the teacher needs to notify union representation for guidance and support.
  - F. Workman's Compensation
    1. Chris Cobleigh, the district's uniserve, will be contacted to put together an information flyer/packet for union reps to share if situations arise.
  - G. Evaluation and Teacher Attendance
    1. With ESSA (replacement for NCLB), teacher attendance will be a factor for a school's overall ranking, NOT a teacher's individual evaluation.

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- IV. Old Business
  - A. HSA Presentation
    - 1. The presentation held December 4, 2017 was attended by approximately 35 people and seems successful.
  - B. PD Day/ Personal Day
    - 1. Conversation with district administration continues about rationale for the requirements teachers who took personal days during the October PD Day are asked to do.
  - C. Technology Concerns
    - 1. All concerns from the November meeting were shared with district administration.
- V. Building Issues
  - A. Colt/Andrews - none
  - B. Guiteras - none
  - C. Hugh Cole - technology issues
  - D. Rockwell - none
  - E. KMS - none
  - F. Mt. Hope - none
- VI. Officer Reports
  - A. Co-Presidents - none
  - B. Vice-President
    - 1. the first Joint Finance Committee meeting was held earlier than in the past. Forty to 50 people attended.
    - 2. Teachers should attend
- VII. Grievance Chair Reports
  - A. Elementary Chair
    - 1. Level 3 filed and in abeyance
  - B. Middle-Level Chair
    - 1. Possible level 1
  - C. High School Chair
    - 1. None

Meeting adjourned 5:40pm