

Date: February 13, 2018

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This meeting was called to order at 4:12pm in Room 13 of Rockwell School. A quorum was established.

- I. Roll Call - M. DaSilva, B. Chidester, T. DelSanto, D. Achilli, L. Melmed, K. Barry, D. Celone, C. Dutra, J. Lawson, B. Leger, J. McDonald, S. Pedro, L. Cadman, M. Camara,
- II. Review Agenda - 1 item added to New Business
- III. New Business
 - A. Non renewal letters were sent out
 - B. General Treasurer Magaziner will be attending an upcoming representative council meeting to share information about the upcoming school bond referendum. The date is yet to be determined.
 - C. NEARI Commitment Cards will be passed out during the February 20 professional development day. All are asked to fill one out. Send back to Sarah Stringer @ Hugh Cole School by 2/21.
 - D. The co-presidents met with district administration to discuss the teacher concerns. Dr. Andrade stressed he wants to work with the union to form a joint task force to address issues. Issues discussed were:
 1. Teachers not feeling valued
 2. Teachers not having a balance between home and work
 3. Too much data collection
 4. Teachers feeling need to take a full sick day rather than ½
 5. Subjective evaluations
 6. Administrators believing students over teachers
 - E. **At the follow-up meeting, these issues will be addressed. If there is something you'd like brought up, please email michelle.dasilva@bwrso.org or sarah.stringer@bwrso.org.**
 1. **TA positions being cut**
 2. **Behavior write-ups not being followed through by administrators**
 3. **Students with higher levels of disability/behavioral issues increasing**
 4. **Article 13/Section 5 of the contract is interpreted differently (*When in the judgement of a classroom teacher, a student is , by the student's behavior, seriously disrupting the instructional program to the detriment of other students, the teacher may exclude the student from the classroom and refer the student to the principal. In such cases, the principal, or his or her designee, with arrange as soon as possible and under normal circumstances not later than the conclusion of the following school day, a conference among the principal, the teacher, and parent or guardian to discuss the problem and to decide upon proper steps for its resolution. p. 35*)**

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5. All parent complaints about teachers must be made in writing and it is being handled informally which undermines moral

6. Lack of substitutes

- F. Principal Advisory Groups should be meeting. The group members discussed how effective these meetings were or if they were being held regularly.
 - G. A concern arose about classes being split when there is no substitute teacher available. The other teachers are absorbing students into their class. Teachers need to document the number of students they are absorbing and the dates in order to be paid for the overage at the end of the school year.
- IV. Old Business
- A. The technology task force is being developed
 - B. D. Achilli will represent the middle school at the District Initiative Advisory committee.
- V. Reports
- A. Presidents' Report
 - 1. There is a law that elementary school students need to have recess. Teachers cannot "take away recess".
 - 2. Some parents complained about movies being shown around Christmas. There is a form teachers need to complete in order to have administration's permission to show a video/video clip.
 - 3. **DCYF Protocol is not finalized. This is what has been proposed so far:**
 - a) **If a teacher suspects abuse, the teacher needs to make the call to DCYF. If a guidance counselor is calling, the teacher needs to be in the room.**
 - b) **The teacher's next call is to the town police to let them know a call was placed to DCYF.**
 - c) **Then the teacher calls the principal**
 - d) **Keep a phone log**
 - 4. Encourage parents to attend the Joint Finance Committee meetings
 - 5. The "flood day" at Mt. Hope High School will need to be made up. A waiver has been written for students to not attend school that day, but it will be a PD day for teachers.
 - B. Vice-President's Report - reiterates importance of teachers attending Joint Finance Committee meetings, tentative dates March 8 and March 15.
 - C. Treasurer's Report
 - 1. the BWEA made a \$50 donation to the Marcia King Scholarship fund
 - 2. CPR certification is 2/24 at 9:00am in the Mt. Hope High School gym
 - D. Secretary's Report - none
 - E. Grievance Chairs
 - 1. Mt. Hope High School - level 1 grievance resolved
 - 2. KMS - level 2 grievance denied
 - 3. Elementary - 2 grievances in abeyance

Meeting adjourned 6:15pm