

MINUTES

Date: November 20, 2012

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The meeting was called to order at 4pm. in room 205 at Guiteras School. A quorum was established.

ATTENDANCE: Al Rezendes, Keri Sloat, Jane Farnsworth, Jason Seals, Maria Camara, Linda Bruno, Dayna Achilli, Mike DiRuzzo, Brian Chidester, Greg Arruda, Robin Mello, TJ DelSanto, Jen Saarinen

Grievance Report:

High School – A Level 2 grievance is scheduled with the superintendent; A Level 1 grievance was denied; Level 3 grievance is in abeyance pending a grievance committee hearing

Middle School – Level 2 grievance is in abeyance pending a grievance committee hearing

Elementary School – Grievance about class size is in abeyance

New Business:

➤ **Evaluation Committee Update**

- The Appeals Committee was formed from members of the Evaluation Committee and will be meeting next Thursday. The focus for the Appeals Committee is to create the appeals protocol.
The difference between the appeals process and filing a grievance will also need to be discussed.

➤ **Transfer Language:**

- The Small Negotiating Committee will meet with the district administrators to finalize the protocol for 2012-2013.
- The process will mirror last year's protocol: apply for position on School Spring, meet with the building administrator, most senior applicant is transferred.

➤ **Other New Business:**

- NEARI's Grievance Workshop scheduled in October was held during Hurricane Sandy. Jen will inquire if the workshop has been rescheduled.
- Teachers have questioned the equity of dates for scheduled observations. For the scheduled observation, individual teachers have the right to ask to reschedule an announced observation.
- Article 16, B1, (pg. 38) states "evaluations shall be completed no later than 10 days before the end of the current school year". The timetable for conferences and observations should be brought up during the next District Evaluation Committee.

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Old Business:

➤ **Rating Scales-**

- A total of 122 completed surveys were tallied. Teacher comments were shared during the October District Evaluation Committee. The information regarding school and level (high school, middle school, elementary school) were shared with Melinda, who in turn shared them with the building administrators.
- Melinda was most interested in how the evaluation process was not helping the morale and how the feedback being received was not useful for improving instruction.
- It was unanimously agreed another round of surveys would be completed in the winter and then at the end of year.
- It was suggested the data be disaggregated by evaluator name.
- Linda commented the last two questions of the survey were opposite of the rest of the survey. She proposed rewording those questions.

Building Issues:

- **Guiteras** – Question about ½ day mark in teacher day and what happens if it falls during a lunch/prep. The ½ day mark is at 12:17.
- **MHHS** -
 - There is a meeting scheduled about signing in and out of the building.
 - Brian, TJ, and Kerri Mastriano will be meeting regarding the distribution of assigned administrative duties. After this meeting, a building meeting will be held in the next month or two.

Reports:

President's Report-

- J. Saarinen reported that she met with the district administrators regarding evaluation consistency. Not all BWEA members are being evaluated.
- Jen is the RI representative for the Common Core Workgroup. The focus of the workgroup will be to better organize our members across the country in regards to our profession and changes to education with the Common Core State Standards being implemented.

➤ **Treasurer's Report-**

- The accountant has reviewed all information in preparation for filing taxes. These are public records and anyone interested in examining them should contact TJ.

Meeting adjourned at 5:10pm

Respectfully submitted,

Melissa Bernard