

Berkley Education Association
Representative Council
March 24, 2009
MINUTES

CALL TO ORDER at: 3:45 pm

Attendance: Sign-in sheet distributed. Dan Inman, Stephanie Sulaka and Roz Warren absent.

Minutes: Martha Spear; approved as submitted.

Correspondence: Martha Spear; received a request for financial support for the 2009 All-Night Graduation Party from Operation Graduation. (Moved to New Business) Request for a donation from Starr Commonwealth; denied, as we already contribute to a number of local causes.

REPORTS

Executive Director: Kim Edwards

Settled one grievance; she worked with the Superintendent for a favorable resolution. Cleanliness grievance is still open and may move to the Board level. She led the Reps through our "Grievance" homework, which included questions on the timeline. Adherence to the Grievance procedure is essential or an issue can become "ungrievable".

Four members' contracts have been non-renewed; some were notified without having BEA Representation nearby. The BEA respects in the privacy of the individuals involved.

No new information on staffing levels for 2009-10.

Treasurer: Julie Simpson; budget report distributed. Martha moved, Caye Matthews seconded, that we accept the budget report as submitted. Motion passed.

PAC Chair: Kathy Milia; it's not too late to give to PAC (even some of our BEA leaders had not yet donated :-) and any amount is welcome.

PTSA Teacher Vice President: Pam Landstrom; PTSA Council meeting tonight. Founders Day Celebration was very nice. BHS thanks the PTSA for the snacks donated for the MME testers. New emergency booklets will be helpful.

Recognition Dinner Chairperson: Maryann Maiuri; Dinner is May 7, 2009, at the Ukrainian Cultural Center. The theme is "Honoring Those Who Make a World of Difference." Flyers coming soon to buildings. Posters with retirees' names will be released in April. Reps were asked to promote the Recognition Dinner at up-coming Staff meetings. Tickets go on sale March 31st. Ticket prices are as follows:

New teachers: \$25.00

Early bird sales: \$30.00 (\$35 after April 29)

Honorees' Accompanying Persons/Guests: \$25.00

Reps should bring all monies to April Rep Council meeting and tickets will be distributed then. For other questions, see your Building Representative. Discussion ensued on the Dinner's 50/50 raffle.. Maryanne moved, Julie Simpson seconded, that the 2009 50/50 raffle proceeds go to the BHS Faculty/Staff Scholarship fund.

President: Mary Lou Gleason

Berkley SIP (Separation Incentive Plan) is still on the table and the MEA Early Retirement Incentive is also alive. Mary Lou will notify the members when there is news on either of these items. We should have word by mid-April.

Non-renewals. The Berkley School District again has a high number of members in their 3rd or 4th year of probation whose contracts are not being renewed. Mary Lou will work to get the mentors more involved in the process, esp., the observation and post-observation meetings. She will speak to this at the next Board Meeting, Monday, April 20th. All members will be encouraged to attend this meeting as a show of support.

There have been incidents of members going to Administrators directly when problems arise; Mary Lou encouraged us to talk to the member directly or to go to a union leader first. We were encouraged to treat each other professionally and not engage in gossip or 'snitching.'

Mary Lou distributed dates for picketing at Troy SD; they are attempting to privatize all support positions. We were encouraged to attend.

She shared "Talking Points on The American Recovery and Reinvestment Act of 2009" (aka Federal Stimulus Money); we need to read this information so that we are educated about this important topic. It appears that the School Boards and Administrators Associations are promoting an agenda to use the stimulus money inappropriately. This money clearly is to be used to save jobs!

Distributed information on The Right to Work (for less); this is a real threat to the Association and our rights as workers. Mary Lou asked that we be educated on the reasons behind our concerns.

BUILDING CONCERNS

A. BHS – Concern that an oral reprimand was later added to a member's permanent file. What is the difference between an oral and a written reprimand? Administration has the right to "document" a verbal reprimand. When you sign a reprimand what does this signify? It is a record of receipt; not an indication of agreement. A reprimand may go into the member's Personnel File at the Board Office, however, you must be notified. In addition, you have the right to look at your file and to have a union rep present when you do so.

B. BHS – Question: Is Friday, April 3rd a half day? Yes, a.m. only.

C. Elementary -- There are concerns over the report cards being due right after Spring Break. Mary Lou asked Administration if Elementary Teachers could pass out report cards at Conferences instead, but was told no.

D. Specials – Is a PE/Art/Music (i.e., "Specials") Teacher supposed to be present at scheduling meetings? Yes, it is part of our contract. This prevents problems later.

NEW BUSINESS

A request for financial support for the 2009 All-Night Graduation Party was considered. Last year we donated \$200. Martha Spear moved, Ben Bancroft seconded, that we donate \$200 to Operation Graduation for the 2009 All-Night Graduation Party. Motion passed.

Question: How much money did Cabinet members receive in raises? This information was presented at a previous meeting and is a matter of public record. Members have asked if Cabinet Members' contracts are available. They also are a matter of public record.

ANNOUNCEMENTS

A Rep who recently attended a Board Meeting found it very enlightening and encouraged other teachers to attend.

ADJOURNMENT at: 5:32pm

Respectfully submitted, Martha Spear, Secretary