

President's Update:

Gail opened with the district level staffing update. We are still missing the HR director, 2 HR Generalists, and a Benefits Coordinator. She met with an impressive candidate from Windham. Gail has not heard about getting a benefits person yet. If issues come up, the district attorneys are doing the investigation. Because attorneys are involved, members need to have union representation with them. Gail is concerned that the attorneys are still in the picture. She was hoping that Tracy and Lisa would take care of staff issues. The contract is good to go and was filed with the state. Gail also listed all the open certified positions in the district.

Gail spoke of the monthly meetings that will take place with the superintendent and the BEA Executive Board. Members of the Executive Board spoke about their thoughts from the first meeting. Gail mentioned that the Executive Board is taking on an increased workload due to the many meetings they will be attending. Due to the extra meetings, we may want to increase their stipend in the future.

February Bits/Briefs:

The new State of Connecticut 40 hours of sick time language was discussed. For the first 40 hours of sick time a year, you can't be questioned about your reason for taking this time. The challenge is how to put it into our present system. Ess needs to be updated. The district will require you to use this time. As stated in the statute you have to certify what you are using it for reasons noted in the contract. It is prorated for this year because it started in January. Gail mentioned the difference between sick time and personal time. An administrator can ask about why you are taking personal and sick time. You just have to show the doctor's notes for sick time. Our sick time language doesn't cover inlaws. A question was raised about an administrator not responding to the personal day request in a timely manner. What do we do in this situation? Joe Zawawi said you can take the day if it falls under one of the categories in the contract. Our new website is [www.blmfidea.org](http://www.blmfidea.org). Elka spoke about her visit with Dr. Youngberg and her administrator was present during the discussion. Gail stated that administrators need to hear what staff has to say. Please get the word out to complete the Spotlight form. The contact will be on slide #5. Lamar will put it on the website. Checks should have gone back to the normal amounts. No updates on the PowerSchool breach and who was affected by it.

Bylaws Committee

So far this group consists of Gail and Lynn. A small stipend will be given to work on this committee. One of the committee's jobs will be changing the language of Katernia's position.

#### MOA:

The Substitute MOA has been signed off on. When children are disbursed due to a teacher's absence, prior to the new MOA, the language stated a teacher was paid \$46.00 an hour. Now, it's \$17.50 per day, per student. Gail is working on a new document to be filled out when you take extra students. If you take on a class during your prep period, you will still get \$46.00.

An unfair labor practice violation was filed to the Labor Board, due to the stipend positions at Gems. The district disagrees, they feel the stipends are being paid by a grant. The district is forcing the teachers to complete time sheets.

#### Course Reimbursements:

You have to get approval for your course of study from the superintendent. Completed course sheet must be submitted within 90 days of passing the course.

#### Immigration Information:

Schools are locked down. If ICE shows up at school, they have to follow protocols and the administration has to contract the superintendent.

#### Evaluation Issues:

If you disagree with your evaluation, please contact administration and go to the post observation meeting. If a member is still upset with the score, go into Vector and locate the attachment function. Type up your concerns in a Word Document and attach it using the attached function. Encourage members to reach out and have a Building Representative review your response. If they are still unhappy, a grievance can be filled. Gail noted that there is information on slide # 10 of the Bits/Briefs in regards to evaluations.

#### Legislative Breakfast:

Current priorities are in Special Education Funding. Gail encouraged more teachers to come to the CEA Legislative Breakfast.

#### Political Action:

Maggie reviewed some of the legislation priorities. She mentioned the Social Security Fairness Act. Maggie also mentioned the ECS payments need to come directly to the schools, not to municipalities.

#### Vice President's Report:

Gail and Marissa are trying to plan a social to get more people involved. Marissa created a survey to see what people want to do. If a trip is planned, the budget would cover some of the cost of the bus ride. She is going to check out Roosters in Newington for our year end dinner.

#### Secretary's Report:

Minutes were approved.

#### Membership Report:

We have 25 new members. There are 15 potential members. Desap teachers can be members in 60 days. Gail encouraged representatives to talk to potential members to encourage them to join the union.

#### Grievance:

We have a Just Cause grievance at STEPS. This person was written up for several infractions. He claims he has evidence to clear the claims against him. Hopefully it will be corrected in the next week. Next, we may be grieving sped caseloads overages. If we don't come to an agreement with Dr. Youngberg, a grievance will have to be filed.

#### Treasurer's Report:

Key Bank: 48,635.30

Bank of America 43,887.81

CEA Refund (23-24)

1,542.67 to checking

We have a good balance for an end of the year social.

#### Board Meetings:

(Rose)12/10

Dr. Youngberg was introduced. Several stakeholders spoke. The Superintendent spoke. There was on abstention with the voting to hire the new superintendent. The parliamentary procedure was very distasteful. We need to minimize contention during board meetings. The students gave great presentations. Several people showed up.

(Amelia)1/14

This was Dr. Youngberg's first meeting. The board spoke about their excitement working with her. BHS students presented. No comments from the community.

#### Board Meeting Sign Up:

February 11 Lisa, Amy

March 11 Rose, Maggie

New Business:

Website Compensation:

Lamar submitted receipts for compensation. A motion was made and passed to pay him back for his out of pocket expenses. It was also noted, he also gets a \$250 stipend. Lamar will be at our next meeting.

Bylaw Committee:

People participating on this committee would receive \$25.00 for their work. It would be \$700.00. A new motion was made to give each member \$50 per meeting, with a maximum of four meetings. It would cost \$1400 in total. The motion was accepted. Jen Neal would like to join the committee. Elka would like to join the committee too.

Rep Training:

Gail mentioned that TEVAL is grievable.