

## BEA Minutes 12-5-24

### Presidents Report:

Gail introduced Joe Z. as our new UniServ representative. At the district level, we have a new superintendent. Gail has been in touch with her. They spoke for about an hour. The new superintendent is going to be in the district today and tomorrow. We still don't have an assistant superintendent or an HR person. Gail sent out the contract to be checked over by the Negotiations Committee. The new contract will be filed with the town next week. Hopefully, it will sit at town hall and get approved. Gail went over all the openings at the district. She just found out that there has been a SPED resignation at BHS. There is a district wide position for new SLP. If you know any looking for a job, let them know about the openings. Mel mentioned that these positions should be posted in other places. Gail stated the Central Office should be doing a better job at getting these positions filled. A question was brought up about the Alliance Grant positions that were announced this week.

### BEA Bits/Briefs

Gail reviewed the BEA December Newsletter. Reminders were given about the HEP requirements. Members should take care of this on their own. The district will not be notifying you. Gail is looking for ByLaws committee members. An MOU has been created to adjust the striped position titles. There are still negotiations for stipend positions for the winter and spring. Our paychecks should reflect the correction deductions. New evaluations plans for non tenure teachers have shifted from prior years. New teachers need to meet with the admin and submit lesson plans. Please see Calla with any evaluation questions. Joe mentioned that you should know what is required in your evaluation plan, in case your administrator makes an error or may not follow the steps in proper order. The WEP/GPO bill is being pushed through to the US Senate. We need to message our senators to get this bill to the floor. Maggie mentioned that this is not about a "double dip". This WEP/GPO policy is not fair to teachers. Links to message legislators are embedded in the Bits/Briefs document.

### Events:

Next BOE meeting will take place Tuesday, December 10th.

### Vice President's Report:

Marissa is trying to get the mini tote bags out before the new year.

### Secretary's Report:

The November minutes were accepted.

### Membership Report:

Melinda reported out about new members at BHS. A possible new member at Laurel. She is trying to win a prize for gaining new members at a local.

#### Grievance Report:

Grade 7 and 8 teachers were paid out. A social worker at Meta was paid out too. Gail and Katrina will be meeting with BOE on Friday. We are asking to get paid \$20 per child due collapsed classes. Joe mentioned what will happen if they don't accept our offer. He explained that a mediator may be needed and we would then go the contract negotiation route. If we use an arbitrator, we could lose everything. The sub contracting grievance is at Level 2, which means it is at the superintendent's level. She has not signed it yet. BOE wants to pay the stipends at GEMS hourly. They believe that because the positions are grant funded BEA shouldn't have any say about how the teachers are paid.

#### Treasurer's Report:

Bank Balances

Key Bank Checking

\$58,236.48

Bank of America Savings

\$43,887.07

#### Political Action:

Dismantling the Department of Education was the topic of this discussion.

Gail attended a workshop on this topic. The Trump Administration is talking about returning the job of the Department of Education to the states. The US government funds Title 1 school programs. Financial Aid for college and IDEA funding would be effective by this dismantling. Sixty House members need to vote for the plan to happen. There are not enough votes at this time to pass this plan. The new administration wants to dismantle the department, but the money will go under other agencies. They want to eliminate school lunch in the summer unless the children are registered in summer school. The new administration would take the health food plans away. Immigrate students are worried about mass deportation. We need to create a school committee to come up with plans if ICE comes and takes children from school and/or bus stops. Gail asked if she should add this information to the December BEA Bits/Briefs.

#### Board of Education Meeting:

Elka reported the following: The BOE did a recap of the rules. They are moving forward with the school bullying policy. There was an abstention to the voting on the new superintendent. The BOE wants to see answers to a question about how children like their teachers. Each BOE member spoke about what happened at the previous meeting. The BOE also accepted our new contract proposal.

New Business:

Gail would like to create a new BEA Bylaws Committee. She doesn't know how much time has passed since our bylaws have been reviewed. Gail made a motion to create a committee. It was seconded by Maggie. Gail would like to send the bylaws out for review. Then she would like to form a committee that would meet throughout the winter. The motion passed.

Board Meetings:

January 14th Tom Rubino and Amelia Dodd

February 11th Lisa Thomas and Amy Lomnicky

Representative Training:

Deductions to make up errors from September paychecks:

The insurance amounts are divided by 3. On January 3d, our checks should go back to normal.

In regards to the new evaluation system, no one should be put on any improvement plan.