

BEA Minutes 12-4-25

Presidents's Update:

Gail opened the meeting with highlights from our session with the superintendent. We started off chatting about retirement. Tracy mentioned an additional retirement package that would include using your left over sick time towards retirement insurance. She is also looking into incentivizing people to retire. Gail stated that the people who want to retire don't want to miss a better deal. So, some people are waiting for a better plan and Tracy will not penalize people for wanting the better plan. Anyone putting in their intention to retire by Dec 1 would be eligible for either plan. An MOU was signed for the BHS (FFA) leaders to get compensation. Tracy updated us on teachers with expired certifications. Teachers with expired certifications can't be in the union and won't get representation. This situation will also affect their TRB. HR is working on a document to explain the retirement process. Lesson plan expectations were discussed. Lesson plans are not expected until January and should not be an expectation now. However, you should have lesson plans and Lisa wants you to add one more piece to the plan. If this turns into a change of work conditions, show Gail your documentation to move towards a grievance. Are administrators going to give feedback on these lesson plans? Gail didn't have an answer for this question. Melissa was asked about lesson plans from support service staff and are they still required? Gail feels they won't be pushing as hard on support staff for lesson plans. Also, there are a lot of confidentiality issues with their lesson plans. Gail is intrigued to see how observations this year are conducted, after finding out that some teachers were not getting a meeting after each observation. 1-1 IA absences were also mentioned. A solution is still not ready. The ABAA, BCBA switch was also mentioned. It is very hard to find people in these roles. We were given an update on the Dysregulated Student Form. The Central Office is still working on it. Tracy is developing two new URIs forms. The first form is for staff to complete and second is for an incident that required an outside agency. You should still fill it out and if the administration would not sign, send it to Gail. Gail discussed worker's comp forms completion. She is still having back and forth conversations with Tracy about the forms. If you are injured, still fill out a form with a nurse. All the schools are using different ways to report students' behavior incidents. Tracy is working on a way to get student behaviors documented into one system. Also, the water at BS was discussed and a corrective action was taken.

Blitz Details:

Gail will give the individual Blitz responses to the Rep Council. They will review and move forward with sharing the information. This information was shared with administration and Tracy. Do we want to share with general membership? Gail will add this information to the Bits/Briefs.

Bits and Briefs:

Gail highlighted the Spotlight pages. We received a thank you letter from the Bloomfield Food Bank for our donation. Various flyers were shared. BOE meeting schedule is posted. Gail is going to email about joining the BOE meetings throughout the year. She highlighted CEA and NEA news. The State of Connecticut had a large number of teachers who won political races. The Building Rep Academy is happening through CEA. Gail would like to see people join these workshops. She also mentioned many other CEA deals.

Secretary's Report:

The November minutes were approved

Treasure's Report:

Checking	50,600.57
Saving	48,892.44
Dues	15,819.94

Membership Report:

We reviewed the list of Potential/ New Members list. Gail would like building reps to continue to meet with potential members to encourage membership.

Grievance:

Katrina announced that new members were added to this committee. Shannon Trombino and Felicia Johnson will be joining the committee. Now the committee will have a broader representation.

Political Action:

Anthony Harrington was elected as the new member. The town charter was changed recently to the elected committee members voting for the mayor instead of the top vote getter.

November BOE Meeting:

Gail discussed that there was a new board member introduced at this meeting. Gail asked members to share their concerns with town leaders about students that are dysregulated. The next board meeting is as follows: December 9th - Amy Lomincky, Jen Pearl

New Business:

Personal time must be requested 3 days in advance. The administration should respond in 48 hours.