

FEA
April 5, 2017

Call to Order: Pledge of Allegiance

Secretary's Report: Nothing to report

Custodial Unit Report: Grievance on the snow day-On Tuesday, Andre told the custodians not to report to work. The issue is that the people who were going to use a sick/personal day were still going to be docked for it. Adam filed a class action grievance.

ESP Para Unit-Preschool pay for some paras is incorrect. Erin McNamara and Andrea are looking into it. There are 12 paras going to the conference this weekend.

Treasurer's Report: Community funds request-Years ago, we had a community support committee. There is still money in the budget. This year, we have a request from Kim Cochrane, EdD. She is doing a project with the students on Fitchburg history. Adam proposes we give \$300. Heather seconded it. Amendment to the motion-proposed increase to \$500 by Adam, seconded by Cynthia. Vote was in favor of high school community library mural. 21 in favor, 0 opposed, 0 abstained. We are sending 12 delegates to our annual meeting in May.

P. R. & R. :

Kari Slezik- Update-The Supreme Court agency fee decision will probably be coming a year from June. Currently, people who choose not to join union, must pay a smaller fee to cover costs associated with the union. In Fitchburg, there is a small number of people paying the agency fee. Kari has passed out a survey regarding communications in our buildings.

Assaults/Incidents-Sean met with Rick regarding assaults and incidents. Rick would like a committee from each school to meet with administration regarding this. We would like at least one teacher from each elementary school and at least one teacher from Longsjö and McKay (5th-8th grade). The meeting will be next Tuesday at 4:00 at Central Office. We would like to discuss an action plan. Doors, shields, arm shields, and denim jackets were all discussed. ****IMPORTANT****This meeting has been canceled and will be rescheduled.

Beth and Adam met with the McKay teachers before school regarding numerous issues there. After, Beth and Adam met with Lourdes regarding these issues.

President's Report: Grievance at FHS regarding subbing-Students go to the cafeteria if there are too many teachers out. Jeremy has asked teachers to cover other classes. There isn't enough subs being hired.

Para Subbing Issues (Gather data from schools)-Paras are now getting pulled to sub. Where are the issues coming from? Who is being pulled to sub? Sometimes there are no sub plans to follow. There are other ways to staff classrooms-splitting classes is an option some principals have used. If you are a 1:1 para and your student is out, you are supposed to report to the office to help out. Adam has told Rick there may be another grievance if the issues are not resolved. Title One is not to be pulled, even though at some schools they are being pulled. Many times ESL, Sped teachers, and Title One do not get coverage if they are absent.

Old business-

New business-

PEC update-We are facing a 12% increase in premiums. Together with the city we are trying to come up with a solution. We will keep negotiating.

Senator Flanagan and Mike Hurley will be meeting with people at the Luxury Box on April 24 at 4:00.

Reingold- nothing to report

South Street- nothing to report

McKay- nothing to report

Crocker- nothing to report

Longsjö- Suspension article in the Sentinel was met with disappointment by some of the teachers. People are upset by many issues there. Morale is low because of student behavior.

Memorial- nothing to report

FHS- nothing to report

Adjourned-6:00