

## FEA Agenda for January 4, 2017

Please note the reversal of order for our agenda. Elementary principals will be joining us to hear our concerns.

Call to Order: Pledge of Allegiance

New business-

*Lesson plans-* If teachers had standard, objective, and assessment, then they would not get proficient or exemplary on their evaluation. Adam Cordio asked Rick regarding this issue-Rick agreed that as long as we had standard, objective, and assessment that we should at least get proficient. Lourdes said admin was asked to use the state's rubric to do evaluations. Jon would like more clarification from Central Office. Adam Renda said that an evaluation is more than the lesson plan itself and it reflects the actual lesson. We will ask for a meeting with the Joint Labor committee.

*Absences-* Adam Cordio relayed that he heard that 4 or more absences should be marked as needs improvement in our evaluation. There was never a number associated with absences. Adam Cordio will ask Cabinet about this.

*Subbing issues-* This has been going on for years. Paula is adamant that ESL, Title One, and SPED are not to be pulled to sub. The ratio of teachers to subs is not equal throughout the schools. We discussed having more subs in the schools if there are more teachers. ASOP substitute system was discussed.

*Behaviors-* MGL question-Does Fitchburg have a model for dealing with behavior? South Street has a discipline committee to help brainstorm issues regarding behavior. Can reps from each school go to CO to discuss behaviors? Who will help the regular ed student who is witnessing the behaviors? Jon has provided mats for the safe rooms.

*X2 parent portal meeting-* Will be meeting soon.

Secretary's Report: Thank you letter from Doug Romano

Custodial Unit Report: nothing to report

ESP Para Unit: nothing to report

Treasurer's Report: Negotiation training will be held in January. If anyone is interested, let Katie know. Comcast is a higher amount than usual because the bill was not paid due to the credit card being shut off as it was compromised. It has since been paid and is up and running.

P. R. & R. : Kim Bellio and Tamara Modig went to PEC meeting. We will be bargaining again on insurance. More information will be coming.

Save all your PDPs for recertification purposes. You may get audited from DESE.

President's Report: Adam would like to bring in the middle and high school principals. February's meeting will be moved to the 8th of February. 27 in favor, no opposed, no abstained.

Old business:

New business-

Reingold-After school equitable duty issues. Clarification on what constitutes a duty.

Adjourned- 6:12