

BEA Executive Board Agenda

9/14/17

Meeting was called to order at 3:42pm

Executive Board Members Present:

Allison Hammer, President

Melissa Gonzalez-Becker, Vice President

Tova Margolis, Secretary

Lael Piehl, BHS

Alli Lua, Davis

Lenore Zavalick, Lane

Lynda McGraw, JGMS

Jen Foster, Davis

Karen Poli, JGMS

Richard Estes, BHS

Colleen Farnham, Lane

Kevin Smaldone, Davis

Charles Humphrey, BHS

Jim Sunderland, BHS

Paul Harrington, JGMS

I. President's Report

- a. Bedford Day sign ups--We need people to sign up for 8:00am slot, but please stop by and help throughout the day if you are available.
- b. All In Campaign--Janus v. AFSCME is a Supreme Court case that, like Friedrichs, seeks to eliminate agency fees and would eliminate payroll deductions for union fees. This would mean that we would have to collect dues ourselves. The "All In Campaign" seeks to remind members of all the ways in which the MTA and BEA serve members. Having conversations and distributing the handout (BRAG sheet) and pens helps to remind members of the importance of union membership.
- c. New PAL- our new Political Action Liaison in Bonnie Klein.
- d. Collection of forms from new teachers; MTA cards-completed membership forms were collected and temporary cards were distributed. Permanent cards will be mailed out in a few weeks.
- e. Office hours: Lane 10/5 2:45-3:45 (Room 215); JGMS 11/2 2:15-3:15 (B211); BHS 11/6 2:30-3:30 (BYFS Room); Davis 11/30 7:45-8:45 (or after school-TBD, ESL Room). Drop by for a snack and ask the Bedford Education Association president any questions that you may have.
- f. Religious/Cultural holiday policy for students and teachers-Please see below.
- g. Evaluation Language--goal is consistency at the buildings/departments this year. Sema A., Jill B. and Melissa G-B (Davis), Lenore Z. and Jane D. (Lane), Allison Hammer (JGMS), Christine, B. Kristen

T. and Larry S. (BHS) are all on the Evaluation Language Committee.

- h. There may be an extension on the timeline for the sign off for goals from 10/15 to 11/1--info from Jon will be coming; we want to give people time following the info about literacy so people can include that as part of their goal setting, if they want
- i. Collecting signatures for \$15 minimum wage and paid family leave--we are looking to collect signatures before/after school from colleagues--not during school hours: The first step in EA contract is less than \$15/hour in our district. **Signature collecting can happen before and after school--at a 10 Minute Meeting is fine too. It can happen during lunch, as well. Signatures should not be collected during prep time, however.
- j. Snacks for upcoming meetings-Lenore Zavalick has graciously offered to bring snacks to upcoming E-Board meetings.

II. Vice-President's Report-Nothing to report.

III. Secretary's Report-Allison made a motion to approve the June minutes and Rich seconded. The minutes were approved unanimously.

IV. Treasurer's Report-Nothing to report.

V. Building Reports

- a. Secretaries-Nothing to report.
- b. EAs/TAs-There are a number of new EAs/TAs in the building and MTA applications need to be distributed. Letter to .8 EAs concerning holiday pay will be sent out from Dave Coelho.
- c. Davis-Nothing to report.
- d. Lane- There are concerns about the lack of substitutes, particularly on Reading Record days, and TAs being asked to cover.
- e. JGMS-Nothing to report.
- f. BHS-There are concerns about SPED caseloads as they are not evenly distributed.
- g. New Members-Nothing to report.

Meeting adjourned at 5:23 pm

Minutes taken by Tova Margolis

Ten Minute Meetings:

1. Get people to sign up for Bedford Day--1 hour slots on the spreadsheet; get their cell number too--we can have more than 4 at a time; most help needed for set up at 8 and clean up at 3 right now
2. Maternity Leave--if anyone is pregnant or knows someone who is pregnant in school, they should be advised to check in with the Building Reps and/or Allison to ensure that they don't get surprised by the amount of leave they have. We're not trying to breach confidentiality--we want to make sure they have the information they need.
3. Let buildings know what Allison's upcoming office hours are at your building (see above)
4. Share the religious/cultural holiday policy and information for students and staff (see back)
5. We will be collecting signatures for petitions for \$15 minimum wage and paid family leave at 10

Minute Meetings.

Religious/Cultural Holiday Policy changes:

Students-

- No restrictions on teaching, testing, work, homework on or following the holiday; teachers and students come up with a plan for making up work/tests/etc--at least one week to make them up. There is no penalty for missing school/work due to religious/cultural holidays. The reason for the absence should be noted in Aspen or on attendance b/c parents are directed to indicate the reason for the absence when they call their child in absent.
- At each school, the admin should be sharing dates and info about holidays so that staff is aware that students may miss school or be celebrating at home and not be able to do assignments/study.
- Good Friday is a full day now; no preference is given to holidays (aside from the more secular holidays that are outside our control, such as Christmas.)
- This is a 2 year pilot.
- Teachers worked to get this passed--we believe it is best for equity and for learning.

Staff-

We may choose to use a sick day, rather than a personal day for 1 religious holiday per year. It is a choice, so either a personal or sick day may be used. The way to indicate this in AESOP will be clarified, once MaryLou figures it out.

As an fyi--Jon will (or has already) sent out a request for people to indicate any religious holidays they may be taking throughout the year so that we can get subs, especially if there will be a large number of people out. This is not mandatory, but it would be very helpful for planning purposes and would be appreciated in the spirit of collaboration and cooperation, especially since it was a BEA initiative originally. \

Anyone with questions, can contact Allison.