

**AYER SHIRLEY REGIONAL EDUCATION ASSOCIATION, INC.**  
**EBOARD MEETING #1 – 9/10/14 – ROOM 49 PH (3:45 PM)**

1. Attendance: S Tulli, M Saucier, B Warren, B LaPointe, K Lindsay, L Copeland, L Marino, M Ford, S Cadoret, C Cooney
2. Call to Order: 3:52PM
  - A. Welcome to Karen Lindsay (OT, LAW) as Building Rep
3. Correspondence
  - A. "Thank you" from Tim Sullivan (ran unsuccessfully for MTA VP last year)
  - B. Sophia Grallert "Thank you" for ASREA member award
  - C. Will Doyle "Thank you" for Mathematics Excellence award
4. President's Report
  - A. EBoard Dates (Snacks): 9/10, 10/8 (Steve C & Meg), 11/12 (Brian), 12/10 (Lynne), 1/21 (Randy), 3/11 (Karen & Bonnie), 4/8 (Linda), 5/13(R49) (Mary), 6/10 (Carol)
  - B. Regional Education Forum w/ MTA President Barbara Madeloni: 10/22/14 (4-6PM ASRMS Cafeteria)
    - i. We were asked to host as we are pretty central in the region
    - ii. Conflict: Mentor Meeting is held on that day as well
    - iii. Topic: Grass roots effort to address topics that affect schools in the region
  - C. First Paycheck:
    - i. No problems as far as we know
    - ii. Do we have the right to ask for a paper copy? Yes.
  - D. Meeting #1 with Superintendent (8/14/14)
    - i. Steve and Meg to meet with Dr. Malone on the second Tuesday of every month
    - ii. Issues raised:
      - a. Lunch @ HS
      - b. Protocol for students returning after a suspension for behavior
      - c. Lack of a World Language liaison
      - d. Inconsistency in implementing new EES
        1. Steve distributed draft EES calendar from Mary Beth
      - e. IPDP folders:
        1. MTA making new folders for us
        2. Are these relevant anymore with all we have to do and prove?
      - f. Nurse subs
      - g. Lack of supplies at PH: paper
      - h. Air quality
      - i. Fingerprinting
        1. In a vast majority of districts teachers must pay
      - j. Exit interviews for staff that have chosen to leave
        1. Students too
  - E. New Members of ASREA, Inc.
    - i. 19 new teachers (17 full, 2 part)
  - F. New Political Action Liaison (PAL): Tara Bozek (PH)
  - G. Steve to attend President's breakfast in Natick
  - H. Other (Full Day PD Day on 10/14/14 – Trying to get Retirement Planner B. Boisvert): to be open to Custodians and Secretaries as well.
5. Vice-President's Report
  - A. SC Meeting 9/2
    - i. HS tour: looks great (Music and Fine Arts wing)
    - ii. Dr. Malone's entry plan
    - iii. Evan's financial update: closing FY14 soon

- a. FY15: two areas that are "extremely" tight: SpEd and Facilities
    - iv. Meetings 1<sup>st</sup> Tuesday (HS), 3<sup>rd</sup> Wednesday (MS)
  - B. Next one Wednesday 9/17 @ MS
6. Treasurer's Report
  - A. Dues for 2014-2015:
  - B. Reports will be distributed next meeting
7. Secretary's Report
  - A. Website updated last night
  - B. New members added to the email list, former members removed
    - i. Discussion of positions covered by contract and those not; changes?
  - C. Number of hits on the website: 1011
8. Retired Member's Report
9. Building Concerns:
  - A. District:
    - i. PARCC training? Did staff that participated provide input to the decision-makers? Can we ask them for input?
      - a. Steve to send an email to home email addresses
  - B. ASRMS
    - i. Not a concern: great starting after Labor Day because we had a good amount of time to prepare and the kids seemed more invested
      - a. Much agreement
    - ii. 6<sup>th</sup> grade: Internet access so they can get on the Internet for projects.
    - iii. \$500/\$2500: one time or lifetime agreement?
      - a. Item for renegotiation?
  - C. PH
    - i. Number of meetings
    - ii. New initiatives and pilots: making changes before we have opportunity to get comfortable
    - iii. Email from Mary Beth Hamel June 2014: ASRSD Request form for PDPs
      - a. Short notice
      - b. PDPs for attending meetings (signing attendance)
      - c. Why is this our responsibility? Can they generate a list of what we attended?
    - iv. Member Family Leave issue: staff member requested and was given family leave for 2012-2013. Another staff member was hired as long-term sub, and an assistant was also hired. This individual resigned on the fourth day. Member on leave suggested that she work two-days a week so another hire was not necessary. Felt this was a good fit because it kept the member in the invested. In 2013-2014 she returned, hoping to do three-days per week, but only two-days was approved. For current school year, was promised in conversation that she could return for three days, but learned on last day of school that three-days was not approved, but 2.5 days for her was, and another staff member was given the other .5
      - 1. Unsure about rights. Right to return to position after family leave? 13 years of service in district.
      - b. Benefits and working towards retirement: three days allows for this
      - c. Salary increase from .4 to a .6
      - d. Steve to contact Steve Davis
- D. LAW
  - i. Staffing issues for Substantially Separate Program: same number of students as last year, but before school started staffing was reduced by one. Teacher feels this is insufficient.
    - a. Has asked for assistance from admin but received minimal response.
    - b. State ratios for classroom numbers?
  - ii. Only school in district that has a "Meet & Greet" for students/parents before school begins for the year

- a. Not as much prep time as the other schools
    - iii. Weingarten Rights
      - a. Responsibilities of the Building Rep: a witness to the conversation, can take notes
  - E. ASRHS
    - i. Technology:
      - a. No phones (health and safety issue)
      - b. Internet
      - c. Science labs have holes in tables
      - d. Noise
10. Adjournment: (6:15 PM).
- A. EB Mtg #2 - 10/8/14 @3:45 ASRMS Library. Steve and Meg have snacks and refreshments.