

1. **Call to Order:** 4.11.12, 3:50PM
2. **Attendance:** S. Tulli, B. LaPointe, P. Lynch, M. Ford, M. Saucier, B. Warren, S. Guarino, C. Nacke, C. Cooney
3. **Approval of minutes:**
  - a. March 14: Approved
4. **President's Report**
  - a. Steve Davis may attend today's meeting.
  - b. Steve's response to FinCom's Michael Pattenden (newspaper article handout)
  - c. Handout: "Summary of Early Release Time, Furlough Day, and Insurance"
    - i. **Early Release Time:** Not a half day—90 minutes shorter day; counts as PD; allows for team/collaborative projects and planning periods; some may extend and take the place of a faculty meeting. When: 11/1/12, 12/6/12, 1/31/13, 3/7/13
      1. Steve will bring the following to Carl:
        - a. Can we be sure administration understands the part about faculty meetings? Make building principals aware that there should be no more than two faculty meetings a month, and this takes the place of four of them.
        - b. What about the effect on students? IEPs, etc.
        - c. Can we ensure that this is teacher-directed?
        - d. Be sure the School Committee understands this is not something the teachers asked for.
      - ii. **Furlough Day:** \$65,000 savings if all district staff give back the day before Thanksgiving
        1. Still have things to iron out
        2. Bring this up at a general meeting to all other unions to decide on
      - iii. **Health Insurance:** Expedited GIC plan process
        1. Create a Health Insurance Committee
    - d. Changes to Contract
      - i. Section B, page 9
      - ii. Section 3, page 11
      - iii. Article 28, page 34
      - iv. Last line on page 36: "bimonthly" is now "biweekly"
      - v. Linger concerns
        1. Page 6 (Grievances): In article 4, should "The teacher" in levels 1 and 2 instead be "the Association"?
        2. Pay distribution in September ("no later than the third Thursday in September"): It should read "second Thursday"
    - e. Payroll concerns
      - i. Make Friday payday
      - ii. Retro payments sent to wrong staff members; Business Office expectations
      - iii. Direct Deposit mandatory?"
    - f. **\$215,000** pool is pensionable
    - g. Notify business office if there is a Lane Change. Deadline end of school year?
    - h. Acceptable Use Policy
    - i. TELL Mass survey: HS (31%), MS (43%), LAW (53%), PH (46%)
    - j. Steve has an Evaluation survey to complete
    - k. ELL survey: PDP requirement
    - l. Committees (members listed on March minutes)
      - i. **Mentoring:** Met 4/7, next meet 4/23
      - ii. **Schedule C:** Look at the hours worked and determine how it translates to an hourly wage, which hasn't been done in a long time; not removing positions; "Step Situation" based upon number of years worked;

1. Do Schedule C monies go to retirement? Not necessarily. Steve will call Louise at Retirement Board ASAP
- iii. **Curriculum Development:** meets tonight
- iv. **Evaluation:** Meeting to be determined
  1. What percentage of staff will be included in the pilot year for the new Evaluation? Is it for administration?
- m. **Awards:** Review submissions and send decisions on top 3 to Steve by Friday
- n. That's it for Steve
5. **Retirees' Report:** Health insurance update; health insurance premiums went down; will receive \$500 in a debit card back; deductibles galore
6. **Treasurer's Report**
  - a. Accounts review
  - b. Stipends review
  - c. Implementing payroll information handout
  - d. Money for delegates to attend MTA conference
  - e. Are we doing something for Teacher Appreciation Week?
7. **Vice-President's Report**
  - a. SC Meetings
    - i. 3/21/12:
      1. Certification of the budget: \$22,141,802 (not too high, not too low)
      2. Construction project: tight budget, but they still need money for HS
      3. Monarch's Game report from Mr. Deppe
      4. Godspell flyer
    - ii. 4/6/12
      1. No representation from us at this meeting
    - iii. 4/25/12 is next meeting
  - b. Newspaper article and Feasibility study tonight.
    - i. Can't afford to add an addition and renovate the HS
    - ii. Brian to send an email
8. **Secretary's Report**
9. **Building Concerns**
  - a. **LAW**
    - i. Day begins at 8:30 and ends at 3:05, but they still have children in their rooms at 3:25PM, and kids in the room at 8:25.
      1. Class-action grievance? Contact Carl first
    - ii. Report Cards (district wide concern)
  - b. **PH**
    - i. Report cards
  - c. **MS**
    - i. Evaluations: no staff member has been evaluated thus far
    - ii. Unsuccessful students from K-12: pattern of setting students up for failure
    - iii. Administration always busy with the same group of behavior students: why aren't these students moving on to more severe consequences
  - d. **HS**
10. **Adjournment:** 6:21PM