

1. **Call to Order:** 9/14/11, 3:45PM, ASRMS
2. **Introductions**
 - a. Attendance: S. Tulli, B. LaPointe, P. Lynch, L. Copeland, M. Ford, C. Nacke, L. Marino, M. Saucier, B. Warren, S. Guarino
3. **Correspondence**
 - a. Nicholas Igo: thank you for Valedictorian Award
 - b. Paula Theriault: thank you for Retirement Award
 - c. Michelle Gardner: Thank You for Random Scholarship
 - d. Marcy & Joshua Dodge: Gift Card
 - e. Don Parker: Retirement gift
4. **President's Report**
 - a. MTA Summer Conference
 - i. Steve's trip: Encouragement to members to go next year
 - ii. Discussion of available workshops
 - iii. **Pension Legislation:** 2012 hires 100% retirement burden, retirement >60 y.o., best 5 years
 1. Steve sent an email on behalf of the ASREA
 - iv. **ASREA Goal:** Bring two members next year
 - v. **MTA Conference Boston:** May 11 & 12
 - b. **Pension Legislation Handout** review
 - c. **Evaluation Legislation Handout:** 2013-2014 School Year per DESE
 - i. Evaluation affects individual teachers and schools as a whole
 - ii. MTA to help local associations
 - d. **Stand for Children** handout review: ballot question November 2012 election
 - e. **PAL:** Mike Pulizzi is our PAL representative.
 - f. ASREA Binder
 - g. **Important Dates:** 9/14, 10/12, 11/9, 12/14, 1/18, 2/8, 3/14, 4/11, 5/9, 6/13
 - h. **President Meetings:** Steve will be attending meetings every month over the next school year.
 - i. **Socials:** Several throughout year, Christmas/Holiday
 - i. Cathy Nacke suggested a holiday meeting out somewhere; Suggested places: Sean Patrick's, Slattery's
 - j. **Calendar**
 - i. Check your AESOP info
 1. Problems regarding cancelling a sub, esp. LAW as this system is new to them: LAW and ASRMS staff do not have login information.
 2. Central Office Issue
 3. **Contact Amanda Lewis to be sure all staff in all schools have access to instructions for AESOP**
 - k. **Tax ID:** our stipends
 - l. **ASREA Logo:** we need a logo for our group. Steve has a contact who can create materials (i.e., banners, shirts)
 - i. May 10: Teacher Appreciation Day/Week
 - ii. Appreciation for new members (Pat): Gifts? Any old goodies lying around—no, all say "ATA"
 1. Pat has a contact with 2-week turnaround
 2. Linda: Budget allow for gifts
 - m. Vision and Goals 2011-2012: Get more people involved in the ASREA: standing together. Bringing people to MTA conferences.
 - n. Committee Assignments
 - i. Everyone chairs at least one committee
 - ii. Linda: Have these committees existed in the past?
 1. Yes (per bylaws), except New Teacher Advocate

iii. What do the committees do?

1. Constitution/Bylaws: examines constitution and bylaws to be sure that we are following them;
 2. Negotiations: pre-existing
 3. Insurance/Benefits: Keep an eye on insurance benefits
 4. ~~Sunshine Club~~: **removed**
 5. School Committee
 - a. Meg: Sign-up sheet for other members to attend the School Committee meetings to provide additional support
 - b. We need more than the same person going every meeting.
 - c. Get people from each building to go
 - d. Steve to email list of SC meeting dates to each school
 6. New Teacher Advocate: person to represent new teachers to the school, someone in their 2nd-6th year
 - a. Mentoring obligations interfere?
 - b. Are new teachers aware of the benefits of membership prior to hire?
 - c. Should advocate teach new hires about benefits of membership
 7. PD/Recertification:
 - a. Assistance from MTA for teachers to complete IPDPs
 8. Scholarship
 - a. We need to rearrange scholarships now that we're regionalized: future meeting
 9. Contract Maintenance: maintain contract, assuring it's followed so that at next negotiation we can express concerns; assuring we're meeting deadlines per contract (Steve provided an example from Dracut)
 10. Legislative and PAL: Mike Pulizzi
- o. New Members
- i. Several high school teachers have committed to join
 - ii. Psychologists and counselors can join
 - iii. Need enrollment forms for PH staff
 - iv. Need blank temporary membership cards
- p. Employment roster: Seniority list ASAP
- q. **Progress in negotiations was discussed.**

5. **Treasurer's Report**

- a. Treasurer's Report submitted
- b. Bonnie is attending 10/4 training
- c. Local Dues: depends upon number of members
 - i. Concerns from Shirley because pay is lower
 - ii. How many people do the dues affect
 - iii. Motion: M. Ford made a motion to set local dues at \$50/year for the 2011-2012 school year.
 1. Seconded P. Lynch
 2. Approved unanimously
 - iv. Combined dues will be \$699.00/year

6. **VP's Report**

- a. Policies and their wording
- b. Showcase every meeting:
 - i. Mary Beth Hamel asks staff to bring what they are working on
 1. Previous showcases: new website, Summer R&D
- c. Operations Manager for new building: DFR
- d. Public Forums on the Assessment
 - i. Ayer voted on regional agreement in exact wording

- ii. Shirley had an approximation
- iii. Wording is a potential issue, especially regarding which town pays for what school building repairs

7. **Secretary's Report**

- a. Email list

8. **Retiree's Report**

9. **Building Concerns**

a. **LAW:**

- i. Teachers feel pressured to follow Ayer contract (when they should only be following Shirley contract until ASRSD contract negotiated) without compensation for additional work
 - 1. Steve Davis: Because Ayer and Shirley technically don't exist anymore, they can do this
 - 2. "We have no contract to grieve?"
 - 3. "Can respect for teachers be brought up in negotiations?" The other side has said they do, but it's not the impression we're getting.
- ii. Website trainings for Team Leaders: LAW has had no training
- iii. AESOP training

b. **ASRMS**

- i. Computer Lab and Library: part-time teachers are teaching overflow classes in these rooms, making it difficult for teachers to access these rooms for their own purposes, without disturbing the class that is in there.
- ii. Laptop Cart: where is it?
- iii. Shirley teachers have had access to group memberships at Orchard Hills, which has since ended since regionalization. Can we do something like this for the district? Bill Plunkett has said he can do this for the district.

c. **PH**

- i. Integrated Arts schedule: classes are loaded back to back with no break in between, with additional scheduling in various grade levels for in-class assistance. They don't appear to have prep time. **Steve will speak to all principals to ask for their Integrated Arts schedules for review.**
- ii. Ten-minute duties aren't really ten minutes.

10. Other

- a. "Where is the High School representation?"
 - i. Pat has offered to represent new hires at the High School due to lack of representation
- b. Concerns about Committee Assignments: should we preload the committees from E-Board or wait until building meetings to give staff a chance to join?
- c. Sunshine Fund Committee: "Should it be building to building?" "Sure."
- d. ASREA Reimbursement form
- e. Invitation to LAW staff to attend building meeting at PH October 20 at 4:15PM

11. Adjournment: Motion to adjourn: 6:00PM.