



# **West Genesee Teachers' Association**

General Membership Meeting

8/31/2017

# Introductions

<b>President</b>	<b>John Mannion</b> <b>Mannionforwgta@gmail.com</b>
Vice President	Mike Perkins
Vice President (Grievances)	Keith Newvine
Vice President (Negotiations)	Dawn Personte
Treasurer	Mary Gotham
Secretary	Jeanine Stables

# Introductions (Buildings)

<b>Stonehedge Blue</b>	<b>Allyson Stalter Stephanie Skardinski</b>
<b>Stonehedge Gold</b>	<b>Courtney Lyons</b>
<b>Onondaga Road</b>	<b>Kristen Hudson Kathy Gauthier</b>
<b>Split Rock</b>	<b>Melanie Callahan Kim Grome</b>
<b>East Hill</b>	<b>Janet McDonald Heather Thome</b>

# Introductions (Buildings)

**Camillus Middle**

**Dale Keida  
Sharon Bush  
Jamie Abdo**

**West Genesee Middle**

**Mary Weaver  
Mary Beth Smith  
Matt Bolha**

**WGHS**

**Rob Manipole  
Chris Paoli  
Theresa Mosey  
Molly Devaney  
Craig Dowler  
Pat Haines**

# Communication

- FB West Genesee Teachers' Association
- [mansionforwgta@gmail.com](mailto:mansionforwgta@gmail.com)
- Please submit your best personal email address to [mansionforwgta@gmail.com](mailto:mansionforwgta@gmail.com)
- Twitter @wildcatteachers
- MAC APP from NYSUT

# Dues

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
AFT	\$205.20	\$213.36	\$218.76	\$225.36	\$228.36	\$231.36
NYSUT	\$334.00	\$346.00	\$358.00	\$368.00	\$378.00	\$378.00
WGTA	\$183.80	\$184.89	\$184.55	\$184.55	\$184.55	\$184.55
Total	\$723.00	\$744.25	\$761.31	\$777.91	\$790.91	\$793.91

# Matrix

Fig. 1

## New York evaluation matrix

		Observation			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance	Highly Effective (H)	H ◀▶	H ▲	E ◀▶	D ▼
	Effective (E)	H ▲	E ◀▶	E ▲	D ◀▶
	Developing (D)	E ◀▶	E ▲	D ◀▶	I ▼
	Ineffective (I)	D* ▼	D* ◀▶	I ▼	I ◀▶

- ◀▶ Ratings for observation and student performance have equal value in overall HEDI score
- ▲ Overall HEDI score is pulled up by the higher score on either observation or student performance
- ▼ Overall HEDI score is pulled down by the lower score on either observation or student performance

**D or I** Teacher is given an improvement plan

\* If a teacher is rated ineffective on the student performance category, and a state designed supplemental assessment was included as an optional subcomponent of the student performance category, the teacher can be rated no higher than ineffective overall.

Source: State Education Department; NYSSBA research

# Teacher Performance (Tenured)

- No Binders
- No Standard 1 Form
- **Evaluated on 2 observations (1 announced)**
- Announced observation by principal, unannounced (coordinated) observation by another administrator
- More observations can be requested by the administrator or the teacher
- No Pre or Post Observation meeting unless requested by either party.
- Completed by April 15th



# Teacher Performance (Untenured, LTS, PT, etc.)

- No Binders
- No Standard 1 Form
- **3 observations (2 announced, 1 unannounced)**
- 1 of the observations requires Pre and Post observation meetings
- 2 announced observations by your lead evaluator (Building Principal)
- 1 unannounced by another administrator

# Student Performance

- **Courses with a state assessment**  
**HS Regents, Sci 8 (Approved SLO)**
- **K – 8, IS, SE, Fine Arts, etc.**  
**(SLO approved by the Superintendent connected to Regents Passing Rates on 5 Exams....Algebra, Geometry, 11<sup>th</sup> Grade ELA, Global History, Living Environment)**

# SICK LEAVE BANK

- **Agree to donate 2 days by completing the SLB form and returning it to your building secretary by October 1st.**
- **Those that joined last year are already in, no form necessary.**
- **Forms on [wgta.net](http://wgta.net) and with building secretaries. Please email me at [mansionforwgta@gmail.com](mailto:mansionforwgta@gmail.com) if necessary.**
- **Up to 90 days can be accessed from the bank after exhausting all of your accumulated sick days, petitioning the Sick Leave Bank Committee and providing medical documentation.**
- **In the future, the WGTA may have to request an additional day from SLB Members.**
- **Current SLB days = 675**

**SICK LEAVE BANK  
ENROLLMENT FORM  
For West Genesee Teachers' Association Members**

**Election to Participate**

*I hereby elect to participate in the Sick Leave Bank for WEST GENESEE TEACHERS' ASSOCIATION MEMBERS pursuant to Article XI. P of the 2016-2020 WGTA Contract. I understand that:*

- 1. I agree to make an initial donation of two days, which will be deducted from my accumulated sick days, to join the Sick Leave Bank; and*
- 2. I may apply for benefits from the Sick Leave Bank only after exhausting all of my accumulated sick leave; and*
- 3. This agreement will continue until I submit a signed notice terminating my participation in the sick leave bank; and*
- 4. I understand that in the unlikely event that the bank of donated sick days falls below 90, an additional one or two days will be requested from Sick Leave Bank Members. This is a condition of remaining in the Sick Leave Bank. These additional days will be deducted from a member's accumulated sick days; and*
- 5. All days contributed to the sick leave bank are non-refundable; and*
- 6. Sick Leave Bank Members who wish to access the sick bank must have used all current and accumulated sick days, submit a request to the Sick Bank Leave Committee and provide medical evidence as required by the district; and*
- 7. The maximum number of days that can be withdrawn from the Sick Bank is 90; and*
- 8. The rate of compensation during a Sick Bank Leave will be Step 1, BA+0.*
- 9. This form must be completed and returned to a Building Secretary by **October 1<sup>st</sup>**.*

\_\_\_\_\_  
Name of Employee (Please Print)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Building

\_\_\_\_\_  
Last 4 digits of SSN

**\*\*\* EMPLOYEES CAN DONATE MORE THAN TWO DAYS TO THE SICK BANK. IF YOU WISH TO DO SO, PLEASE INDICATE BY MARKING BELOW.**

\_\_\_\_ (✓) I AGREE TO DONATE \_\_\_\_\_ ADDITIONAL DAYS BEYOND THE 2 REQUIRED FOR MEMBERSHIP IN THE SICK LEAVE BANK.

# NYSUT Member Benefits Trust-Endorsed Disability Insurance Application Unimerica Life Insurance Company of New York



Home Office: One Penn Plaza, 8th Floor, NY, NY, 10121  
Association Administrative Office:  
P.O. Box 17828  
Portland, Maine 04112-8828

Group Policy Number: 1060

Office Use Only:  
NYSUT DB 15262/15263/1011/52248-S  
NYSUT PRD 14435/14436/1012/52248  
NYSUT 5-YR DB 15262/41605/1013/52248-S  
NYSUT 5-YR PRD 14435/41606/1014/52248  
UFT DB 15265/15266/1015/52248-S  
UFT PRD 15028/15029/1016/52248  
UFT 5-YR DB 15265/41800/1017/52248-S  
UFT 5-YR PRD 15028/41801/1018/52248

Please print in INK. Do not erase or use correction fluid. To correct, cross out and initial/date changes. Answer all questions, then sign the Agreement and Authorization.

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## SECTION 1: MEMBER INFORMATION

NYSUT Member's Name: \_\_\_\_\_ NYSUT Member ID No. \_\_\_\_\_

Home Address: \_\_\_\_\_  
City State ZIP

Date of Birth \_\_\_\_\_ Place of Birth \_\_\_\_\_ Citizenship/Country \_\_\_\_\_

Gender:  Male  Female Home Phone No. (\_\_\_\_\_) \_\_\_\_\_ Work Phone No. (\_\_\_\_\_) \_\_\_\_\_

Social Security No. \_\_\_\_\_

Are you now a Member of, or agency fee payer to, NYSUT?  Yes  No

[https://www.personal-plans.com/pdfdocs/epsmoore\\_nysut-15265-disabilityincome.pdf](https://www.personal-plans.com/pdfdocs/epsmoore_nysut-15265-disabilityincome.pdf)

# \$1,000 Insurance Waiver

- **Members that do NOT carry WG Insurance will receive a \$1,000 payment at the end of the school year.**
- **Form is in your Open Enrollment Packet and must be submitted by September 18.**
- **\$1,000 is income and will be taxed by the IRS and NYS**
- **ACA requires that you notify your employer of your health care coverage.**

# District Calendar/Snow Days

- 186 days (183 instructional days)
- Extra days are built into the schedule in case of emergency closings...we get those back
- Use 0 days...get 3 instructional, 1 staff day back (4)
- Use 1 days...get 2 instructional, 1 staff day back (3)
- Use 2 days...get 2 back (2)
- Use 3 days...get 1 back (1)
- Use 4-6....get 0 back
- Instructional Staff does not report on closing days

# Arbitration Victory

## Child Rearing Leave

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### **ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE**

- h) Upon return from such leave, the teacher will be placed on the salary step (s)he would have achieved in the year immediately following the commencement of the leave.

### **ARTICLE V SALARIES AND OTHER COMPENSATION**

- 2. Eleven (11) Month Staff - on the first (1st) day of physical attendance at a scheduled exercise listed in the current school year calendar. This is subject to the provisions of Article XI.
- E. Teachers on unpaid leave of absence shall return to the step on the Salary Schedule at which the teacher left unless the teacher has worked ninety (90) or more days in the school year in which the leave was taken. In such a case, said teacher will advance one step on the Salary Schedule (Appendix A). The ninety (90) days will be determined by using the official calendar which identifies all teacher attendance days.



# Child Rearing Leave

- Gave birth or adopted a child in September, October, November or December and then went on CRL.
- If you believe you did not move up a step when you returned from CRL, we need to hear from you!
- Email Dave Cirillo [dcirillo@westgenesee.org](mailto:dcirillo@westgenesee.org) and cc [mansionforwgta@gmail.com](mailto:mansionforwgta@gmail.com)

# Dates to Remember

Fall Fling at the Wildcat Café 10/13/17 4pm -7pm

Highway Cleanup 5/5/18 10am – 12pm

Dinner of   6/20/18 6pm – 9pm

# VOTE NO!

November 7, 2017

## Constitutional Convention



### Here's why:

- **It's a waste of money**

- Experts estimate that a constitutional convention could cost \$50-\$100 million in taxpayer dollars.
- Lawmakers and judges elected as delegates could double their salaries and fatten their pensions.

- **Too much is at stake, including:**

- Free public education
- The right to unionize
- "Forever Wild" protections
- State lands/forest protections
- A budget role for the Legislature
- Workers' compensation

- **Most delegates are not ordinary citizens**

- At the 1967 convention, 4 out of 5 delegates were career politicians, attorneys and Albany insiders. All leaders were sitting legislators.
- People from an established party need **1,000** signatures to run. Individuals independent of a political party need **3,000** signatures to run. At-large candidates need **15,000** signatures to run.

- **It's unnecessary**

- The NYS Constitution can be amended through the Legislature—as it has been more than 200 times—most recently in 2015 to create an independent commission on redistricting, and to allow the Legislature to save money by going paperless.



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# VoteCope/Scholarship Campaign

