

MINUTES

Date: April 24, 2012

www.bweari.org

The meeting was called to order at 4pm. in room 205 at Guiteras School. A quorum was established.

ATTENDANCE: Jen Saarinen, Linda Bruno, Melissa Bernard, T.J. DeSanto, Al Rezendes, Greg Arruda, Susan Wiegand, Brian Leger, Jay Seals, Susan Cardente, Robin Mello, Bob Arsenault, Brian Chidester, Maria Camara, Mike DiRuzzo, Mike McGee, Wayne Lima

Grievance Report:

All Levels-

1. No news to report

New Business:

➤ **Arbitration Update-**

- Ruling by arbitrator on health care issues with the high deductible plan and health savings account --- **the phrase in section B.2. of the agreement means the people who are employees of the school district, that is, the people who actually work for the district, not people covered by an employee's insurance plan (i.e. children, spouse).**
- Contract provisions related to assignments, transfers, layoff, and recalls were not ruled upon by the arbitrator because it is still currently in litigation. Since he declined to rule on the issues the language in your 2009-2011 contract remains unchanged and carries over into the current agreement.
- If administration does not abide by that language pertaining to seniority, transfers, layoffs, etc. and executes layoffs and recalls outside of seniority and certification, members will have the right to file a grievance . If your rights are violated, the Union has a right to file for arbitration and/or an Unfair labor Practice before the state labor relations board.

➤ **Contract Update -**

- Now that there has been a decision by the arbitrator there is no further steps required. We will work to get the contract signed and printed.
- After the rejection of the tentative agreement, the two major unresolved issues (HDHP/HAS and BEP/ seniority language) were submitted to the arbitrator. The remaining issues in the contract language were resolved and therefore binding both parties.
- The arbitrator's decision could not be rejected since neither of the issues "involved the expenditure of money."
- The arbitrator's decision completed the contract.

MINUTES

Old Business:➤ Evaluation Update-

- One professional goal instead of three.
- Sixteen competencies instead of thirty-one.
- Three evaluations per year of at least twenty minutes each. One will be announced and the other two unannounced.
- Three pieces of evidence will be required and asked for.
- Range of two to four Student Learning Goals (SLOs) but only two will be required and recommended, especially in the transition between NECAP and PARCC.
- Jay Walsh from NEARI is setting up a meeting to address evaluation concerns and present info on the transition from NECAP to PARCC. Please look for info regarding this meeting in your alternative email from Jen.

Building Issues:

➤ Rockwell-

- Brian L. reported teachers are being required to return to CPT after an off-campus PD day. Language was clarified regarding work day and after school meetings. Mike D. will follow-up with building principal regarding this issue.

➤ Hugh Cole & Colt Andrews-

- Building representation is needed.

➤ Kickemuit-

- Admin duties have been distributed in an inequitable fashion. This was brought up at a Principal's Advisory Meeting and has since been rectified.
- ALL teachers are being required to administer a writing assessment in their content area, then grade, and report scores in a mandated form within a certain time frame. Teachers feel there has not been enough training or time to complete these tasks. Maria C. questioned how administrative time is used to complete this. Ultimately, administrative time is needed if this is a mandated assignment from school administration. Jen S. will follow-up on this matter.
- Furthermore, the reporting of scores and data entry (which is going on district wide as well) may be defined as clerical work. Linda B. will check into possibly reconvening the ELED task force.

➤ Reports:

- Treasurer- T.J. will be presenting his budget report next month.

Motion moved by Greg A. to adjourn. **Motion carried.**

Meeting adjourned at 4:50pm

Respectfully submitted,
Melissa Bernard