

MINUTES

December 11, 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, TJ Delsanto, Al Rezendes, Greg Arruda, Brian Chidester, Dayna Achilli, Mike DiRuzzo, Brian Leger, Kate Barry, Keri Sloat, Jane Farnsworth, Maria Camara, Jay Seals

Call to Order:

We are in need of building representation from Hugh Cole and Colt Andrews.

Grievance Report:

High School -

1. Two level 2 grievances moving to grievance committee meeting after being denied.
2. Grievance committee meeting is Tuesday, December 18th.

Middle School-

1. Level 2 grievance denied- moving to grievance committee.
2. Three year old grievance regarding bereavement request finally resolved.

Elementary-

1. Level 2 in abeyance at this point, but still waiting for possible solution.

New Business:

➤ **SloRIDEDown- Letter to Gist from NEARI Executive Committee**

1. Statewide effort to communicate a request to delay full implementation of the educator evaluator system until a "fair, accurate, and consistent model is negotiated."
2. Online petition located at www.slowridedown.com for teachers, staff, parents, and community members.

Motion moved by Al R. to accept the copy of the letter presented to BWEA and send it to Commissioner Gist. Motion carried.

➤ **NEARI Signatures for delegates to 2013 Representative Assembly**

1. Signatures collected for Marlene Pichard (Barrington), Fran Barry (E.P.) and Jen Saarinen (BWEA).

➤ **NEARI Gingerbread Express**

1. Jen wishes to thank all of those who participated.

MINUTES**➤ Read Across America**

1. Saturday, March 2nd- day to showcase student work (mostly ELED based).
2. Contact Jen for details or visit:

www.neari.org/Newsorthy/NEAsReadAcrossAmerica/tabid/183/Default.aspx

➤ Grievance Clarification

1. According to Page 59 of the contract a member has the right to request on open meeting for a level three grievance.

➤ HSA Clarification

1. Starting January 1st ALL members will be required to contribute 5% of the health care premium.
2. Only members who have been enrolled in the HSA prior to 8/2011 will have 5% deducted and then redistributed into the HSA by Bristol Warren.
3. The premium requirement increases in percentage with each contract year.

Old Business:**➤ Evaluation Committee Update- Appeals Subcommittee**

1. Recently met with representation from teachers and administration.
2. Purpose of the committee is to decide how the appeals process will take place and the appropriate timeline.
3. Discussion stressed the importance of handling appeals in a timely manner so not to jeopardize potential movement in the upcoming school year.

➤ Sick/ Personal Time Memo

1. Email was sent out after several BWEA conversations on the issue.
2. Message of the memo was the requirement of taking ONLY full days have been waived to allowing half days with emergencies situations (less than half days) to be dealt with and discussed with building administration.
3. The discrepancies with the policy between buildings was due to an interpretation breakdown passed down to building administration and then to staff.
4. Reps. questioned the equity of giving building administration the right to make the decision about who can leave without being docked a ½ day's pay.
5. A fair labor practice violation was questioned since members are being charged for more time than they are taking off. Jen will follow up with clarification on this question.
6. CPT/ Curriculum/ Faculty Meetings are not additionally docked on an absence. Extra time is NOT to be charged per the BWEA conversation with Melinda. Any members who are docked for this time should contact their building rep immediately.
7. Jen will refer back to clarify an email sent out regarding entering the building on a sick day (i.e. to arrange sub plans).
8. Reps. agreed it was in BWEA favor to request to bargain the options on how sick time will be discharged. Jen will follow up with Linda to clarify how the process would work.

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➤ Evaluator Rating Scales

1. Jen provided each rep with a revised copy of the evaluator scale and asked reps to consider a possible rewording of statements 9 and 10 and send suggestions to her ASAP.
2. BWEA will complete second round of evaluator scales within the first week of February. Reps will tally and report out within that month.
3. All scales are anonymous and reported back to administration by level ONLY (Eled, Middle, High).

Building Issues:

➤ MHHS-

- Reps were requested to attend a meeting with building administration regarding teachers signing out of the building. Contract language requires members to notify the school when they are leaving the building (the sign out sheet) NOT request permission. Reps. suggested the sign out sheet be moved to a more convenient location for teachers. In addition, any outstanding circumstances should be dealt with by the administration contacting teachers who have been signed out for an extended period of time.

➤ Colt Andrews & Hugh Cole-

- Building representation is needed.

Reports:

➤ President-

1. Thank you to TJ and the Physical Education department district wide for writing SLOs aligned to content area while still showing alignment to district goals in their professional growth goal. This practice will help for next year's evaluation and will be expanded to other specialized areas.

➤ Treasurer-

1. Checks distributed.

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

Meeting adjourned at 5:15pm

Happy Holidays and enjoy your vacation!

Respectfully submitted,
Melissa Bernard