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Date: Feb 14, 2012

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

ATTENDANCE: B. Arsenault, W. Lima, A. Rezendes, G. Arruda, K. Sloat, M. Camara, D. Achilli, B. Leger, S. Wiegand, J. Saarinen, L. Bruno, K. Barry, M. DiRuzzo, B. Chidester, T.J. DelSanto

Building representatives submitted any "lay off letter appeal" forms to union president.

Representatives were given draft copies of the contract for teachers to review before ratification vote. Copies are not to be distributed.

Grievance Report:

High School & Middle School-

1. No news to report

Elementary-

1. Level 2 grievance had been filed regarding poor ventilation in a music room. Ideal situation would be to relocate to another classroom with proper storage and space. A proposed plan is to relocate to the auditorium, but teacher is concerned about student safety and space for children to move around.

New Business:

➤ **Contract Negotiation -**

- S. Weigand noted the increase in elementary physical education to 100 minutes a week in order to meet federal regulations. Discussion arose regarding how the extra 20 minutes would fit into the schedule and if technically recess fulfills the minute requirements. If recess does meet the P.E. requirements, students cannot be kept inside for recess.
- The curriculum committee was deemed obsolete because teachers are working on writing curriculum at their buildings.
- The contract language reflects the "old" contract's language regarding department chairs because the M.O.A. about the high school's restructuring is still being defined. Once it is negotiated to both sides' satisfaction, it will be included.

➤ **Labor Institute**

- B. Chidester motions to pledge \$100 for the Labor Institute's annual pledge drive.

Motion Carried

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➤ NEARI Read Across America

- S. Weigand described her experience with Read Across America. J. Saarinen has more information for anyone interested in participating.

➤ Children's Fund March fundraiser

- J. Saarinen shared a letter received by district social workers and school nurses regarding each school creating their own fundraiser such as a dress-down day, Papa Gino's fundraiser, etc. Buildings will brainstorm ideas for March.

➤ BWEA Representative to NEARI Pace

- NEARI has stated that the organization will not send money to anyone who voted against the union's position regarding pension reform. J. Saarinen asked if any member of BWEA Rep Council wanted to be a representative to this committee.
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- B. Arsenault suggested that BWEA network to find candidates for upcoming school committee elections. Discussion arose about organizing a BWEA political action committee.

➤ Other

- A. Rezendes makes a motion to make two \$25 donations to the Children's Fund in memory of Deb Kearns and Barbara Costa's fathers. **Motion carried**
- An inquiry was made in regards to the PPS Director and her interactions with union members. J. Saarinen asks for anyone with an experience write a letter to the union describing the experience. The union can then act on the teachers' behalf if necessary.

Old Business:➤ Teacher Evaluation Committee

- L. Bruno shared an overview of the committee's first meeting. There was confusion about the purpose of the committee to whether it was (a) an appeals committee or (b) a committee to provide feedback on the process. L. Bruno will investigate this.
- An inquiry was made about whether there is a procedure for evaluating the evaluator as a "highly qualified" individual. Negative comments were being included in some teachers' evaluation feedback forms to simply have something to write in the Needs to Improve section.
- B. Chidester will forward a survey first showed at the December 2011 meeting.
- D. Achilli asked about the amount of data that needed to be presented at mid-year conferences. T.J. DelSanto shared his experience and advised using the action steps written in the Student Learning Outcomes form as a guide. Concerns about different

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evaluators requiring different amounts of evidence will be brought up at the Teacher Evaluation Committee

- At MHHS, some evaluators are not “walking through” their departments through the process. Teachers are ultimately responsible for themselves.

➤ **RIDE Teacher Evaluation Survey**

- J. Saarinen encouraged everyone to complete the survey and write feedback in the comment boxes. The state has used that feedback to make changes. According to the webinar scheduled a few weeks ago, the state is beginning to realize how time consuming this evaluation process is.
- Teachers are encouraged to avoid scheduling evaluation conferences during prep periods.

Building Issues:

- NO ISSUES REPORTED

Reports:

➤ **President’s Report**

- J. Saarinen asked BWEA to fund sending her to a three-day conference sponsored by Labor Notes in May 2012 and the Representative Assembly conference in July 2012.

➤ **Vice-President’s Report**

- Reminder that one more representative is needed from Colt-Andrews

➤ **Secretary’s Report**

- Nothing to report

➤ **Treasurer’s Report**

- The BWEA scholarship application is on the website. T.J. DeSanto will send an email alerting everyone to this fact.

Motion moved by Al R. to adjourn. **Motion carried.**

Meeting adjourned at 5:38pm

Respectfully submitted,
Melissa Bernard