

# SGTA Executive Board

September Newsletter

September 6, 2016

As we begin the year, I wanted to get in touch with everyone concerning the direction of the association and what our primary focus and emphasis should be for this year. In my recent discussions with the Executive officers, we would like to share with you the SGTA initiatives for the 2016-2017 school year.

## **2016-2017 Initiatives**

1. Create a handbook for our members with clearly defined roles and duties of all the officers and building reps.
2. Work collaboratively with administration on improving communication and take aggressive action on results of surveys where necessary.
3. Improve outreach and presence in each of the buildings through regularly scheduled meetings with reps and members, as well as increase communication and collaboration through executive officer dialogue in quarterly meetings.
4. Negotiate a new contract settlement and APPR changes that are favorable to our members.
5. Recruit and fill vacant positions and provide SGTA training for officers and building reps (on and/or off campus).
6. Increase our community presence through social/fundraising activity.

We are currently working on putting together a handbook for all elected and appointed positions in the SGTA that will clearly delineate what the roles and duties are for each position. In the past, there has been some confusion and lack of clarity regarding this. We think that a handbook would make the duties of each position more understandable and help to alleviate an overlapping of duties and inefficiency. Furthermore, our membership will have a better understanding of who to contact with questions, issues, or concerns.

Over the past several years, there has been a growing concern in some of the buildings regarding a culture of fear and intimidation created by certain administrators. In some of the buildings, the fear of retaliation for simply disagreeing or sharing a contrary opinion or concern has become alarmingly palpable. As a result of these concerns, and other issues, the SGTA put together a survey for members to voice their concerns and opinions regarding the climate in the individual buildings. As a result of the surveys, I would like the SGTA to begin to take aggressive action to address the problems identified in the surveys and enter into a dialogue with the district to help ameliorate these concerns.

Another priority I have identified is having leadership more accessible to members. I, as President, and Jeff Denney as VP for Elementary, would like to have a better physical presence in each of the buildings. I would like to schedule quarterly meetings with the building reps during the day, and be available to talk personally to our members in each building about their concerns or input in our association.

Additionally, the officers of our association would like to meet quarterly to talk above and beyond our Executive Board meetings. We have also scheduled two sessions of training for our building reps. The first was held at NYSUT headquarters over the summer, and we'll be following this up with our own local training in the fall.

As a reminder, this school year is the last year of our current contract. Jeff and the negotiations team have put together a survey electronically that we think will streamline the process and better identify what the issues of concern and priorities are for our members. I believe that we must go into the negotiations process united and in solidarity to achieve success at the table.

I will be submitting this list of priorities to the SGTA executive board in September for their input, advice, and revision, and welcome any feedback you would like to give to the reps in your building.

Thank you for all you do, and I hope you have a good start to the school year.

In Solidarity,  
Ric

### **A FEW REMINDERS**

- 1. All SGTA communications will be sent via personal email. Please remember to register a personal email address on [sgteachersassociation@gmail.com](mailto:sgteachersassociation@gmail.com) for updates and information.**
- 2. If you have ANY questions or concerns, please see a building representative first.**
- 3. Executive Council meetings occur each month. Below is the list of meeting dates. Please see a building rep if you have any concerns you would like addressed at these meetings.**

9/21 HS	10/19 Glendaal
11/16 Glen Worden	12/21 MS (if needed)
1/18 Lincoln	2/15 Sac
3/22 HS	4/26 MS
5/24 Lincoln	June Meeting TBA (HS)
- 4. Liaison meetings happen between the building principal and building reps each month. Please see a building rep with any issues you feel should be discussed at these meetings.**

## 2016-2017 Executive Board Officers and Building Representatives

Executive Officers	Ric DeCarlo –President Patrick Collins-1 <sup>st</sup> VP Aides/Monitors Christina Darkangelo-Wood- 2 <sup>nd</sup> VP Jeffrey Denney- VP Elementary Sarah Hoffmann- Communications Director Kate Gonnely- Treasurer Melissa Peterson- Recording Secretary Megan Gilligan- Correspondence Secretary Sharon Fellner- Events Coordinator Chris Judd- Website Coordinator Liz Ryan-Fawcett- APPR Chair Beau Adkins- PTA Council Rep Laura Pasquali- New Member Coordinator Sarah Hoffmann- Grievance Chair Kimberlee Edwards- Retirement Liaison Christine Sipperly-Bult- Ed 12 Rep Linda Warner- Aide/Monitor Rep Linda Risley- Teacher Assistant Rep
High School Building Reps *open position not filled	Christine Sipperly-Bult Rick Warren Lee Ann Napolitano
Middle School Building Reps	Molly Irvine Sharon Fellner Chad Ploss
Glendaal Elem Building Reps	Gina Brown Leanna Leffler
Glen-Worden Elem Building Reps	Stacy Bisanz Laura O'Keefe
Lincoln Elem Building Reps	Jeffrey Denney Kim Weiss
Sacandaga Elem Building Reps	Kim Lavery Jeannine Dowdle

# Negotiations Updates

## **Negotiations Update- Teachers Only: Jeffrey Denney, Negotiations Chair**

Over the summer, the negotiations team met and put together an electronic negotiations survey. The team has worked with NYSUT on creating the secure link and the survey for our members to use. There are a few important points to note:

- It is IMPERATIVE that you are signed up on the SGTA website with a personal email account, or you will NOT receive the secure link to the survey.
- A test email will be sent out, if you do not receive it before Monday, September 12<sup>th</sup>, please send an email to [sgteachersassociation@gmail.com](mailto:sgteachersassociation@gmail.com) to make sure you are on the list.
- The survey is your opportunity to make your voice heard! Please complete the survey and give as much information as you can.
- Please see your building negotiations representative with any questions or concerns

The process for the SGTA Negotiations team will be:

- Electronic Survey will be sent out September 12<sup>th</sup>
- Negotiations Team will meet to review survey results and to create a proposal for the district, to be completed prior to the school break in December
- Meetings will be set up with the district starting in January 2017 to begin negotiations.
- Updates will be provided as is possible

## **Negotiations Team Members:**

Negotiations Chair - Jeffrey Denney  
High School- Sarah Hoffmann  
Middle School- Margaret Zarnofsky and Sarah Cardinali  
Sacandaga – Jeannine Dowdle  
Glen-Worden- Deb Mancini  
Glendaal- Maureen Blazejeski  
Lincoln- Jeffrey Denney

## **Aides/Monitors Negotiations Update – Patrick Collins, VP Aides/Monitors**

A memorandum of agreement is in place regarding the aides/monitor contract. The contract should be finalized signed and printed in the near future. Information about a unit vote on the contract will be forthcoming.

### **APPR UPDATE- from Liz Ryan-Fawcett, Chairperson**

We all know that the APPR process requires a tremendous amount of organization, preparation and time for both teachers and administrators. The District APPR Committee met weekly for 2 hours at a time during the last few busy months of school, coupled with countless hours over the summer to agree on a 3-year plan to submit to the state for approval. We are pleased with the timely outcome and would like to thank the task force and negotiation team for all their hard work.

SGTA District APPR Committee members include: ***Liz Ryan-Fawcett, Lee Ann Napolitano, Ric DeCarlo Chris DeCarlo, Suzanne Doyle, Cheryl Ladopoulos, Molly Irvine, Natasha Sweet and Sarah Adkins***

The District APPR Committee invites you to join us on **Monday, September 12, at 2:45 or 3:45, in the Middle School Library**, for a question and answer session. Also, please reach out to any of our committee members if you have any questions. You should have received a fact sheet with specific APPR details in Susan Swartz's opening day e-mail. The District APPR committee will continue to meet frequently throughout the school year as we move forward and embrace the latest state mandates and further improve the APPR process for all stakeholders.

### **Payroll**

Payroll direct deposit stubs are now being EMAILED only. You MUST email Colleen DiCaprio and let her know if you want your paycheck stub emailed to your school account or provide her with a personal email account. Once you do this, the paycheck stub will be emailed from this point forward.

### **From Colleen DiCaprio:**

Payrolls are effective on Fridays. I know many may see their money hit their accounts on a Thursday. That is not the Districts' doing – that is each EE's banks' decision to release the funds earlier. DO NOT plan any payments, etc. based on a Thursday deposit. There are times when the direct deposit is released later and your banks don't have time to release to hit your accounts on a Thursday. We are obligated to pay on a Friday and that is the effective date of our transmittal. I know this has been an issue in the past where employees count and/or pay bills from their accounts thinking the money is there on a Thursday, but just wanted to give you a heads up that if it is not there on a Thursday, no alarm as payday is on Friday and money will hit as due on those days.