

**MINUTES – Rep Council Meeting
October 22nd, 2009**

- I. Call to Order**—*at 4:10 p.m.*
- II. Minutes of the Last Meeting**—*Accepted & discussed.*
- III. Treasurer’s Report**—*Accepted & discussed.*
- IV. Reports**
 - A. Internal Reports:**
 1. Scholarship Fund-Raising
 2. Scholarship Selection Committee—*5 scholarships @ \$1,000/each this year: proposed & accepted. Melissa will tell Chris Corson.*
 3. Public Relations Committee
 4. Vote/COPE Committee
 5. Grievance Committee
 6. Elections Committee
 7. Negotiations Committee
 8. Charitable Donations--*\$30.00/ Friends of Bethlehem Public Library: proposed & unanimous vote. \$100.00/NYSUT Making Strides Raffle @ CDRO Leadership Conference: proposed & unanimous vote.*
 9. Sunshine/Rain: -- *Clarksville: NONE; Eagle: Jane Wood’s brother-in-law passed away; Elsmere: NONE; Glenmont: NONE; Hamagrael: NONE; Slingerlands: NONE; Middle School: NONE; High School: Jason Greco’s wife had a baby boy.*
 - B. District-wide Reports:**
 1. Professional Advancement Committee (P.A.C)—*committee will codify what qualifies for professional advancement credits.*
 2. Professional Practice Council (P.P.C)
 3. Process Committee—*BC @ Home—email contact w/ students: this function set up in order to be in communication w/ parents. Based on conversation, we assume contact w/ students option will be removed fr. BC @ Home. Elementary school dismissals—Clarksville & Glenmont will be dropped off 5 minutes later to accommodate schedule.*
 4. Board of Education Meetings—
 - **October Report: High School**—*Discussion re: Patterson’s proposal for mid-year cuts (\$1.6 mill.). Dave reminded that we knew this year would be even more difficult financially—principals’ current negotiations very difficult. We may need to support them publicly b/c these negotiations set a precedent for our own negotiations down the line. He predicts even next year will be worse—PILOT \$ will be gone, Obama \$ will be gone. Cell phone towers—*

not interested in pursuing @ elementary schools, but @ O & M building.

- **November Coverage: Middle School**

5. Technology Committee
6. Health & Safety Committee
7. Calendar Committee
8. Health Insurance Committee
9. Curriculum Leadership Committee—*All proposals shelved b/c of budgetary concerns—restructuring supervisory positions shelved until a better financial time.*
10. Cabinet Meetings—*Principals have been selecting own cabinet members & sending names to Nancy, Jody's sec'y, but only BCTA can assign names--frustrating process b/c continually checking & editing.*

V. Old Business

- A. NYSUT CDRO Leadership Conference
- B. Contract Handouts—*All should have. Put extra copies in faculty room. NB: copy of contract on bctaonline.org.*
- C. Sunshine Rain Policy Review—*Raise to \$40.00—proposed & accepted. Effective now—Dave will send out updated form.*
- D. Elementary Report Cards—*Use SMS for report cards (enter thru Eaglenet). Still in process—been a number of glitches that had to be worked out w/ tech. dept. Possibly implemented this fall—teachers will be trained; will have option to do report cards in batches. NB: each batch will be uploaded to public view but w/ note attached that a “work in progress” until final release date.*
- E. Elementary Bus Arrivals & Dismissal—*see above.*
- F. Other

VI. New Business

- A. **BCTA Membership Directory**—*Melissa will send out “opt-out” email. Shannon will get updated member list from NYSUT for directory.*
- B. **Letters of Counsel**—*Getting a lot right now b/c admins. just trained on how to do it—admin. should be talking to teacher first. Letter goes into employee’s file—when doing something inappropriate (e.g. not following IEPs, late to work, talking on cell phone when should be teaching, etc.). Letter stays in file in case behavior continues—admin. needs a “paper trail.” Letter of counsel will be presented to employee in a meeting; teacher should bring rep. Letter can be either permanent or “sunset” (removed after a period of time & conditions met). Teacher should write a rebuttal to put in file. If need to do so, contact Dave/Kelly b/c need appropriate language since letter will be looked at w/ equal weight by hearing officer—if gets to that point. Reps not expected to deal w/ directly—contact Dave/Kelly when member receives letter of counsel & Dave will help craft rebuttal letter.*
- C. **Other**—*21st c. Learning: principals & supvs. instructed to fashion goals based on 21st c. learning—e.g., building goals, dept. goals, not individual goals. If tenured teacher in conflict w/ superv. b/c s/he wants teacher to construct particular goal (e.g. supv. wants individual teacher’s goal to be based on 21st c. learning) , see pg. 67 of contract—will show teacher the process to go through to rectify the situation.*

VII. Announcements

VIII. Adjournment--@ 5:15 p.m.

ATTENDANCE: Dave Rounds, Kelly Ward, Zach Assael, Melissa De Paoli, Mary Bigelow, Tom Michalek (Exec. Council); Marilyn Valentini (C); Rob Helm (Eag); Cori DiFabbio (Elm); Andrew Kourt (G); Liz Gentile, Alix Messier (S); Amy Ludik (MS); Bill Cleveland, Kim Hopkins, Jessica Weimer (HS); Fred Powers (Supvs.); Molly Fusco (Nurses).