



Minutes of CSA Executive Board Meeting

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Tuesday, February 24, 2009

- ABSENT:** **Membership Classification:** Shelia Willard, Day Care Directors & Asst. Directors; Elena Talamo, Assistant Principals-Special Schools & Citywide; Adrienne Edelstein, Principal-Special Schools; Amoye Neblett, Supervisors Of & Coord./Asst. Coord. Adult Ed.; Ravonda Oden, Aspiring Principals & NLNS.
- Districts:** Nancy Sing-Bock, 2; Ezra Mathias, 9; Winston Simmons, 12; Stephen Leo, 26; Willie Quintana, Bronx HS; Modupeola Foluke-Adero 16; George Andrews, 19; Andrew Frank, 20; Francine Marsaggi, 30; Robert Yanez, Queens HS; Elizabeth Fong, Manhattan HS; Lantigua Sime, Manhattan HS.
- Excused:** Eva Proctor, Assistant Principals; Williesteen Moore, Day Care Directors & Assistant Directors; Sonia Nieves, Middle School Principals, K-8; Eileen Perez, 4; Mary Barton, 22; John Lavelle, 24.

The meeting was called to order by Ernest Logan.

1. **The minutes of January 27, 2009 meeting were accepted as written.**
2. **PRESIDENT'S REPORT – Ernest Logan**
 - 2.1 **Political/Legislative Update** – With the New York State Senate in the hands of the democratic party and the governor being a democrat, we are trying to move some of the legislation that we have had stalled in Albany. Some of it has to do with making permanent some of the provisions for Retirees that sunset annually. What we find is that you no longer can just agree to do it knowing that no one will ever sign it or pass it. We get a little push back from some of the legislators about pushing bills that they used to sign and endorse. We are looking at that with our political action people to see how we move forward.
 - 2.2 **AFSA-** Please look in the folder to see the letter addressed to me. The letter has asked to please be supportive of the Employee Free Choice Act and the campaign that AFSA and AFL-CIO have been involved in.
 - 2.3 **Budget** –It was interesting to see that there were some Governors not interested in receiving the stimulus funds because it would impact how you treat your workers and protection laws. The construction companies are happy with this because it requires that you keep a certain rate and you can't undercut this by hiring inexpensive laborers. The mayor wanted to turn away some food stamp money because he didn't want to drop the provision that people had to work to receive food stamps. Mayor Bloomberg has said that the stimulus package will help him to not lay off 15,000 people. The budget people have said that this isn't the case. The DoE is still looking at the

possibilities of laying off SAPIS (Substance Abuse Prevention Intervention Specialist) workers because that money that came from the state is no longer there. There is indeed money in the stimulus package for leadership and leadership development. We are hoping to receive that money, and support programs like ELI etc.

- 2.4 Day Care Contract** – The Day Care contract seems to be going absolutely nowhere. What we are hearing is that they aren't interested in moving anywhere at all. I'm going to have some conversations and hopefully we will get this moving. With the stimulus money coming, maybe some of that can be used to enhance the contract. We aren't looking for anything extra; we are looking for what everyone else has.
- 2.5 Black, Hispanic & Asian Caucus Conference Report** – I attended the caucus this weekend in Albany and had an interesting conversation with our legislators regarding our governance proposals. People are a little upset because part of our proposal says that we would like the Chancellor to have state certification as a school leader. People question why I have that in there and my answer is that my members feel that if they are held to a standard certification as a minimum, so should their boss also have certification. That makes sense.
- 2.6 Report on Chair Retreat** – We spoke of how to move them forward as the stewards of this union. They are our shop stewards. We took them away for a day and honed in, with Cornell, on how to be more effective with the roles they play as chairs and assistant chairs. We had a phenomenal opportunity there and I really thought it went very well. Judging from the evaluations that people gave us, they thought it was worth their while. We are looking at something like that for the Executive Board in the Fall. Cornell has become a very good partner for us in a labor-relations sense preparing our members and our leadership on how to do an effective job.
- 2.7 Meeting with Secretary of Education-** Last Thursday, I had a unique opportunity to meet with Arne Duncan. He was here to do a press conference on the stimulus bill and the amount of money to come into NYC. Attending were the mayor, chancellor, UFT president and the Secretary (of Education) . One of the things that I had the opportunity to speak about was the need for leadership development around the country. He was conscious of the work that we have been doing in NYC through ELI and the work that we do supporting our members, and how we have a reformed contract that allows us to move schools forward. We need to push that agenda - higher pay, more professional development- because if that's what they want, we are in the forefront of doing it. I told Mr. Duncan we would love to be a resource. He can come see some of the work we do, come visit our schools - not necessarily visit just charter schools. Even the Mayor acknowledged what we do.

3. EXECUTIVE VICE PRESIDENT'S REPORT – Peter McNally

- 3.1 PPR** – This has been a most difficult year with the PPR because it is an overlapping year. At the same time that we were finishing up the PPR for '07-'08, the DoE was trying to catch up '08-'09 PPRs with the goals and objectives. Most of that has settled down but not satisfactory; not up to our expectations. Today we were meeting with the DoE expressing where the system broke down and how it needs to be rectified. We are meeting tomorrow with the Office of

Labor Relations and personnel from the Office of Accountability to try to get some of that worked out for next year. The biggest area of concern is the goals and objectives; basically the time frame as well as the S.M.A.R.T. goals. On the '07-'08, there were a number of appeals. The department just had training today on the appeal process. We had about 20 members with appeals and we will be moving forward with those.

3.2 Celebration of Teaching & Learning, March 6/7, 2009 – As of last week, we are happy to say that there are more than 6000 participants, which is one thousand more than the previous celebrations. Since we are a major sponsor, we have received a number of tickets, which we've been distributing a number of ways. We are honoring our Aspiring Principals in various programs: Leadership Academy, ELI, ALPAP Program and New Leaders for New Schools. All of them will be honored at the celebration on Friday. We are pleased to report to you that in addition to the active CSA members who will attend the celebration, there will be 160 CSA Retirees who will be volunteering.

3.3 Progress Reports – Today we had a meeting with the Office of Accountability. We are trying to advocate for changes in the progress report in areas that we have heard about from our members. For example, for the elementary schools we are trying to advocate that kindergarten attendance not be factored in. We are also advocating for a different differential for special education self-contained classes than for children that are not self-contained. We are looking at the absence of 8th grade scores for the H.S. because we know that is a big issue. We have come up with some recommendations for that, so we are trying to resolve that issue as well as others.

4. FIRST VICE PRESIDENT'S REPORT – Randi Herman

4.1 Day Care Legislative Breakfast – February 26th – CSA will be sponsoring a legislative breakfast for our Day Care Directors to meet with members of our city council. They will have a chance to bring their issues right to them face-to-face, one-on-one. As Ernest said, the contract negotiations aren't going well, and at the least, we can give them an awareness of the issues that the Day Care Directors are facing. In addition to that, The Council has been very responsive, and on March 5th they are holding a hearing at 1 pm to determine and assess the status, and talk about plans and support that will be put into place for those children. Remember these children didn't have to leave at 3pm like they will with the DoE. They were taken care of until 6pm when their parents came from work. Moving them to the DoE settings means that after 3pm they will not have any care for the children.

4.2 School Safety – I'm not sure if you remember, but last year there were some issues about handcuffing of 5-year-olds. We did bring that to the attention of School Safety. They knew it was inappropriate, they understood it was a problem, but they had no other recourse. We have discussed a pilot plan moving forward on passive restraints. They are going to have some officers trained in their use and when it's appropriate to use them and when it isn't. We will report to you as it rolls out. We will continue to have our meetings and we do appreciate the support our members have shown towards School Safety.

- 4.3 **OSE** – We have our monthly meeting coming up so if there are any issues that you would like us to take to the table, just let us know and we will be very happy to bring them. I'm hearing that relationships are better. I'm not sure the service is better but the tone that you are getting when you call is more pleasant and that's a step in the right direction. I can't vouch for the information they are giving you, but at least they are being pleasant about it.
- 4.4 **Parking Permits Arbitration** – We have had our second meeting, and your colleagues have done a wonderful job in providing testimony on behalf of CSA.
- 4.5 **Bruce Bryant, General Counsel** – Reported on member privacy and Superintendents requesting your cell phone numbers.

5. ACTION ITEM

- 5.1 **Endorsement for Comptroller** – Richard Oppenheimer made a motion to endorse Melinda Katz for Comptroller. The motion was seconded and passed. Ernest Logan thanked Alex Voetsch and his group for organizing the political action discussions and interviews.

6. GOOD AND WELFARE

- 6.1 Condolences to Assistant Director Mark Brodsky on the passing of his mother-in-law.
- 6.2 Condolences to Susan Barnes, D. 11 Chair, on the loss of her brother in a car accident.

7. DISCUSSION

A motion was made to adjourn the meeting. Meeting was adjourned at 6:10 PM.

Respectfully submitted,

Edward J. Torres