



Minutes of CSA Executive Board Meeting

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Tuesday, April 21, 2009

ABSENT: **Membership Classification:** Ronald Williams, HS AP-Administration; Joanne Epstein, HS AP-Special Ed; Elena Talamo, Assistant Principals-Special Schools & Citywide; Amoye Neblett, Supervisors Of & Coord./Assist. Coord. Adult Ed; Ravonda Oden, Aspiring Principals & NLNS
Districts: Ezra Mathias, 9; Winston Simmonds, 12; Mark Goldberg, 21; Stephen Leo, 26; Laura Parente, 30; Karen Anderson, 33; Willie Quintana, Bronx HS; Ramon Namnun, Bronx HS; Robert Yanez, Queens HS; Lantigua Sime, Manhattan HS; Elizabeth Fong, Manhattan HS; Barbara Hanson, 75.
Excused: Adrienne Edelstein, Principal-Special Schools; Leslie Pagilaro, Assistant Principals; Virginia Berrios, Elementary School Principals; Luis Malave, 6; Benjamin Soccodato, 11; Leslyn Ward, 18; Andrew Frank, 20; Deborah Pierce, 23; Mercedes Qualls, Queens HS.

The meeting was called to order by Ernest Logan at 5:00pm.

1. **The minutes of March 17, 2009 meeting were accepted as written.**
2. **PRESIDENT'S REPORT – Ernest Logan**

2.1 City/State Budget – (Peter McNally Reported) Not much to report except for the fact that we have been called by the DOE and we have a meeting this week with the head of the budget division. We do know that over the spring holiday the mayor has asked all city agencies to have further budget cuts so we are waiting to see what kind of impact that will have on the DOE. We also know that the stimulus money has come through the State Education Department to the city and we are hoping to get the update on that. 160 schools were designated Title I before the holiday. We are looking to see how much of the influx of money, if there is any additional influx of money, as a result. The eligibility was reduced from 60 to 40% for free lunch and reduced. We will have more of a budget update, we do know that it is not falling in line the way the DOE had hoped. They thought that certain things would be happening. The fact that the Mayor asked two weeks ago that there be additional budget cuts from each department, is probably bad news for us. We will not know how much until after the briefing.

2.2 Employee Free Choice Act – It is critical that as a labor union we are supportive of AFL-CIO effort to allow every worker in this country the ability to organize in their own particular union. We do not have that issue in NY State because we are a state that allows you to organize. There are many states in this country they don't have a right to organize or to form a union. In that regard, the wages are depressed, the healthcare is nonexistent, and pension costs are all on their own. The AFL-CIO has been pushing the Employee Free Choice Act for many years.. It has passed both the house and the senate, and it is always vetoed by a republican president.

Sad to say that now that the democrats have control of the house and the senate, there are some people who are pushing back on their support of the bill. Why? Because now the local chamber of congress and the national chamber of congress have decided to push back and block this from ever reaching President Obama who promised to sign it if it gets there. We have asked you to write to your elected officials and some of you have done that, but we need to continue and keep that pressure on. We need you to discuss it with your family members no matter where they live and tell them how important it is to have the employee free choice act.

2.3 Day Care Contract – (Peter McNally Reported) We have requested another meeting with the Office of Labor Relations and the Office of Budget and Management and we have it scheduled for early May and we have also invited all of our Day Care Directors and our Assistant Directors to assemble for a meeting with us May 4th to discuss the ramifications of having no contract for a long period of time. We are hoping to have good attendance to discuss where we are and where we are planning to go.

2.4 Contract Provisions - I've asked our counsel Bruce Bryant to meet with our Welfare Fund Department to outline what our contract provides us, because I'm hearing more and more that many of us do not realize what we have in our contract. Most of us think mostly about our salary and not of the benefits. We have been able to gain benefits because of collective bargaining. The danger is when you don't know what you can lose, you don't pay attention to it when they come after it. If you have been following the editorials in the paper they have been attacking the idea of your health benefits and your pensions, and claiming that it is something that someone has given you. No one has given you anything. Everything you have in your contract you have purchased. You either purchased it because of a salary you did not get or because "if you do this we would let you have that". It's interesting when they say they want to take from you, they never speak of giving in return, so we have decided to do a better job of educating our members of the benefits that they have in their contracts. So we don't take it for granted when they start to say I'm taking it back.

3. EXECUTIVE VICE PRESIDENT'S REPORT – Peter McNally

3.1 Peter Introduced our new Director of Governmental Affairs, Noah Franklin.

3.2 PPR- This pertains primarily to our principals. Realize that they have been drastic changes in the different components of the PPR. The scoring rubric for the quality review has changed since last year. There is no longer an "outstanding". The fact that for progress reports there are no longer "targets". There were two scoring systems for the progress reports, one if you met and one if you didn't meet the target. So we have been discussing and negotiating with DoE on how to change some of that and how to modify the recently negotiated PPR. One of the things that they wanted to do was change the overall score at the bottom and make it more difficult to get an "achieved", and a higher score for the "meets" and a higher score for the "partially meets". We consider those to be serious consequences and that's why we were not quick to settle it. We are aware that people are anxious to know what the rules are, but we were also anxious to receive as much data so we can analyze and strategize which way would be the best way to go. We have received all the scores and we are looking at different variations. We are in active negotiations. We want you to be aware of that and hopefully it will be resolved very shortly. Our Grievance Department is working with our members filing appeals for the most recent scores they received December and January of this year.

3.3 Education Commissioner – Richard Mills will be retiring at the end of June. Carol Huxley will be taking over. Huxley is a good decision at this point. We are going to set up meetings with her, but be aware that the regents are doing a nationwide search, so how long she is going to be there, we don't know.

3.4 SSO – We were notified that there is new organization in your selection of an SSO. You have the option of selecting SSO or SSO Enhanced with Children First Network we were told that 40 different networks expressed interest, but only 20 networks were approved. Those 20 networks will have Children First Network support systems and will not be working directly with ISCs. As a result, ISCs are being downsized so there is going to be some displacement of our EAs and other titles and other bargaining units in those ISCs at the same time as the creation of new jobs in Children First Network world. We are monitoring that and we will report back to you. At this time it is confirmed that there will be the 5 ISCs. It's just that there will be some changes in command in some of those ISCs.

3.5 ELI Workshops – We offered a number of workshops. We got very positive responses. We heard that there was a need for the budget. We offered budget, we had a lot of people register, but the day of the workshop only 3 people showed up. We don't know if it was because they hadn't received their budget, but we do know that once they do receive it we are going to need to do a workshop. We want you to know that ELI has presented an AP Institute every summer and we will be continuing to do that. We do that in collaboration with St. Johns University, the Manhattan campus. Last year more than a 150 APs participated. We are going to be doing that the second week of July as well. We are very excited to announce that ELI will be presenting a Principals Institute, which will be the third week of July. We are going to be doing that in collaboration with Fordham University, the Manhattan campus. We are also doing it in collaboration with the Leadership Academy and Teaching and Learning. That will be Monday through Thursday and each session will have a choice of AM or PM workshops provided by ELI, the Leadership Academy or Teaching & Learning.

4. FIRST VICE PRESIDENT'S REPORT – Randi Herman

4.1 School Safety – We were invited to the Annual Unity Brunch which was held at St. Johns on Friday. I did attend and it was well attended by principals and assistant principals. It was a wonderful event and I was glad to be there and be part of it. I didn't see other unions there besides Greg Floyd whose union represents the school safety agents. I commented to the Commissioner that we were very happy with the relationship we have developed with both School Safety and NYPD and look forward to it continuing.

4.2 OSE – I've been reporting the last couple of months on the plan that the DoE had for accommodating the turning-five (kindergarten) children that ACS said they will no longer accommodate in a NYC day care. That has come to pass we are looking at 3300 children who will be going to the DoE for kindergarten services. That's not a bad thing. The bad thing is that to accommodate all these children in either their home zoned school or in their home district, they are raising the cap on their kindergarten classes to 25. So places that were overcrowded are now more overcrowded. I've asked our elementary members, if you notice that your kindergarten enrollment is out of line of what it has been historically, please let us know. I have not heard from our members, so I must assume it's ok. Reminder, kindergarten is not part of compulsory education. Not all the rules apply, parents don't have to

send their children. The attendance teacher doesn't have to go out and do an attendance check to find out what happened to the child. This will affect your attendance, but kindergarten is not a compulsory grade.

4.3 Class Size for Kindergarten Children – The press release was sent out April 16th. Bob Jackson had a press conference, I did attend and I went on record stating that it wasn't a good idea but how do we stop it? The plan has to be thought out a bit more. Overcrowded classrooms are not the answer, but the DoE is trying to accommodate. The question is “Is there a better way to make this accommodation?”, “Is there a better way for children to be served?” That remains to be seen. The plan we proposed was to leave the kids where they are and send the teacher to them to provide the service, but they didn't think that was a wonderful idea.

5. ACTION ITEM

5.1 Nomination for Trustee on CSA Active Welfare Fund - Peter McNally was nominated and voted as Trustee on CSA Active Welfare Fund.

5.2 Presentation of Budget – Laverne Burrowes, Treasurer, presented the budget. It will be voted upon next month. Oct. 2009 thru Sept. 30th 2010.

6. GOOD AND WELFARE

6.1 Congratulations to Andrew Frank, D. 20 Executive Board member, on his marriage.

6.2 Congratulations to Advisory Committee Member Nilda J. Rivera on her upcoming retirement.

7. DISCUSSION

7.1 A motion was made to adjourn the meeting. Meeting was adjourned at 6:15 PM.

Respectfully submitted,

Edward J. Torres