



Minutes of CSA Executive Board Meeting

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Tuesday, October 21, 2008

ABSENT: **Membership Classification:** Paulette Foglio, Elementary School Principals; Amoye Neblett, Supervisors Of & Coord./Asst. Coord. Adult Ed; Ravonda Oden, Aspiring Principals & NLNS
Districts: Luis Malave, 6; Ezra Mathias, 8; Modupeola Foluke-Adero, 16; Andrew Frank, 20; John Lavelle, 24; Stephen Leo, 26; Francine Marsaggi, 30; Willie Quintana, Bronx HS; Ramon Namnun, Bronx HS; Robert Yanez, Queens HS; Elizabeth Fong, Manhattan HS; Lantigua Sime, Manhattan HS; John Widlund, Brooklyn HS.
Excused: Joanne Epstein, HS AP – Special Education; Evelyn Santiago, Assistant Principals; Virginia Berrios, Elementary School Principals; Kenneth Lombardi, Elementary School Principals; Benjamin Soccodato, 11; Solomon Long, 17; Mary Barton, 22; Sandra Johnson, 29; Samuel Akel, Manhattan HS.

The meeting was called to order by Ernest Logan.

1. **The minutes of September 17, 2008 meeting were accepted as written.**
2. **PRESIDENT’S REPORT – Ernest Logan**
 - 2.1 **Political/Legislative update** – We endorsed Barack Obama for President. Many members have made phone calls to get out the vote; I would like to thank the retirees for all their work. We were able to go to the walks and neighboring states to help get out the vote. We have endorsed people across the spectrum, Democrats as well as Republicans. We will have some people that will be working with campaigns during the Election Day cycle.
 - 2.2 **AFSA** – I attended the GEB meeting, The AFSA Conference is scheduled for July 30th through August 2, 2009 in Las Vegas. There will be a call for delegates and then we will begin the process of selecting delegates for the convention.
 - 2.3 **Albany** – The Governor is expected to announce that there will be a major cut in the budgets. Education can stay under the radar, but we don’t believe that’s going to happen this time. The Governor will be coming up with a lot of numbers that are depressing with regard to how much of a hole we are in. That goes along with federal and city budget cuts, so we have real issues here.
 - 2.4 **City Issues-** You know there’s been a big push to allow the Mayor and City Council to extend term limits. We’ve decided to stay neutral. I would like to advise you that there are a lot of conversations about it and the City Council will decide either to pass the

resolution or people will seek to get a referendum. I have not taken a stand. I've spoken to the Advisory Committee who suggest we stay out of it also.

2.5 Day Care Contract – Randi will talk about Day Care and the contract going forward. There are some meetings scheduled and hopefully we will be able to move a bit further.

2.6 CSA Conference – Pierre Lehmuller spoke regarding our conference.

3. EXECUTIVE VICE PRESIDENT'S REPORT – Peter McNally

3.1 Progress Reports – Elementary and Middle Schools have already been distributed. A good percentage of schools received As and Bs, a much higher percentage than in previous years. We have received an update that the high school reports as well as District 75 and 79 programs will be distributed probably by mid November. The schools might get preliminary data reports on October 31st for their preview, but the reports will be embargoed until the public announcement in November. We are looking at those schools that did not do well on their progress reports to see if the modifications that we recommended last year, and that were implemented, have had a negative impact on schools. We have heard that they have had a positive impact, but we will be looking at those as the year moves forward.

3.2 Compliance Reports– We have been in communication with the compliance office. We do know that the big button issues are the Fitness Grants, Special Education Referrals, as well as testing modifications. We have been bringing these issues to the compliance office to get them resolved once again we ask the chairs who are our eyes and ears to communicate those issues to us so that we can be a better advocate for you. Overall, the compliance statistics are very high. Most of our schools received a letter of congratulations indicating that they are above 90 percent in compliance. Others have received notice that they are below. Please communicate any mitigating circumstances we strongly encourage that you do so. The compliance office is looking to see what issues are out there that are interfering with Principals being in compliance. We are not getting the sense that this is a gotcha activity, but more one of support.

3.3 Quality Reviews – As you know, there are new regulations for quality reviews. Schools that have A or B, well developed and outstanding last year, do not have to have a quality review each and every year. There are still provisions for yearly quality reviews for schools that have changing grade structures or have new leadership. We have requested a meeting with Santiago Taveras to go over the proposed rubric which was introduced to us over the summer. We have heard concerns that it is almost impossible to receive well developed. At our next meeting I will report back about that meeting.

3.4 Principal Performance Review – In our last negotiations about the PPR, different components have different percentages. This is the reason that the process begins now with elementary and middle schools that already know their progress reports and quality reviews. Many of you know your compliance

reports. Your superintendent should be in contact to discuss goals and objectives. If there are any concerns, please keep in touch with your field directors. Obviously since the high schools have not received their Progress Reports as well as District 75 and 79, the process will begin later for them.

3.5 Parking Permits– We know how hot an issue this is and how frustrating it is for you as school leaders. We have filed a grievance, and we have also filed with PERB (Public Employees Relations Board). Please continue to inform us by sending emails to Randi Herman on any circumstances that will help us with these cases.

4. FIRST VICE PRESIDENT’S REPORT – Randi Herman

4.1 Day Care – Our folks remain without a contract. The stumbling block is health care. The city would like to pay less for health care, and we are not opposed to that as long as our members have quality health coverage and their present level of benefits are not diminished in any way. CSA’s efforts to move the contract negotiations forward continue, but are moving very slowly.

4.2 School Safety – The CSA meets monthly with NYPD – School Safety. The next issue of the CSA News will feature the top 10 ways to make your school safer. Most of the precautions are common sense sorts of things, such as reminding folks not to leave valuables unattended, including laptop computers, which seem to be disappearing at an alarming rate. Principals are urged to have procedures in place to monitor the laptops as they are borrowed and returned and to have them secured at the end of the day. There is, as you know, a shortage of School Safety Agents. The next graduating class will just about keep pace with the current vacancy level. That combined with the present state of the budget means there won’t be any additional SSAs any time soon.

4.3 OSEPO – We are following situations that have become mountains when they could have been taken care of as molehills. CSA meets regularly with OSEPO to discuss systemic issues. We have talked about ATS data and how just looking at the screen isn’t enough. The school needs to be contacted to verify the data. The secretary may not have entered interclass changes or an admission or discharge, all of which have an impact on what is able to be offered. Another subject was the quality of the conversations that Principals have with OSEPO. They need to be respectful professional conversations. What we are hearing is that when there is a disagreement, the quality of those conversations deteriorates rapidly. We know that OSEPO is a dysfunctional organization, but remember, the EAs who work there are our members too, and they do get their marching orders. We get the issues from you, so please encourage your colleagues to continue to share them with us either by e-mail or through conversations with field directors and assistant directors when they visit.

4.4 Parking Permits - We have filed a grievance and will be going to PERB on the premise that this is a mandatory subject of bargaining. Please send any issues related to parking permits to me, randi@csa-nyc.org.

5. ACTION ITEMS.

6. GOOD AND WELFARE

6.1 Neil Lefkowitz, Chair of Retiree Chapter, will be attending the Executive Board meetings.

7. DISCUSSION

A motion was made to adjourn the meeting. Meeting was adjourned at 6:00 PM.

Respectfully submitted,

Edward J. Torres