



Minutes of CSA Executive Board Meeting

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Tuesday, November 18, 2008

ABSENT: **Membership Classification:** Tracy Atkins, HS-AP Supervision
Districts: Ezra Mathias, 8; Winston Simmons, 12; George Andrews, 19; Mary Barton, 22; Deborah Pierce, 23; Stephen Leo, 26; Francine Marsaggi, 30; Robert Flores, 32; Willie Quintana, Bronx HS; Elizabeth Fong, Manhattan HS; Lantigua Sime, Manhattan HS; Samuel Akel, Manhattan HS.
Excused: Juanita Johnson, Assistant Principals; Joanne Epstein, HS AP – Special Education; Evelyn Santiago, Assistant Principals; Nelson Acevedo, HS AP – Supervision; Eileen Perez, 4; Deborah Payne, 5; Luis Malave, 6; Andrew Frank, 20; Mark Goldberg, 21; Valerie Sawinski, 25; Sandra Johnson, 29.

The meeting was called to order by Ernest Logan.

1. **The minutes of October 21, 2008 meeting were accepted as written.**
2. **PRESIDENT’S REPORT – Ernest Logan**
 - 2.1 **Council Member Eric Gioia was welcomed**
 - 2.2 **AFSA** – I attended the GEB meeting in October. The AFSA Triennial 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. I am meeting with AFSA in January and I will brief you at the February meeting.
 - 2.3 **Albany** – The Governor has commented that he needs to be able to make major cuts now so that he doesn’t have to make even larger cuts next year. No one really knows what the numbers actually are. Every morning, you hear about another bank or other industry that has financial troubles and is dragging down what is happening here. With many businesses in NYC laying off thousands of people it has really affected NYC’s budget. Everyone is wondering what could happen next.
3. **EXECUTIVE VICE PRESIDENT’S REPORT – Peter McNally**
 - 3.1 **Albany** – We are in our third budget cut in the past three months. The budget cut this time is \$180 million and \$103 million has to come out of the school budget. The difference this time, as Ernest and others advocated very strongly, is that it could not be a midnight hit and that the school principals must have the opportunity to give their recommendations for budget cuts within their own building. We have two things that will lessen cuts for some of the schools. First there is a \$96 million rollover the first half of the school year. Some got it in July and the second half received it last week. Some schools are using that money for

the budget cut. Second is that some schools have increased their registers as of October 1st and that money they can use towards the budget cuts.

3.2 City Issues- The City was waiting anxiously to see what Albany was going to do. All the numbers we have heard are the budget cuts the City of New York and the Department of Education have come up with. If Albany has added any mid-year cuts, those are in addition to what we are speaking of. As Ernest said, they are really pulling numbers out of the sky because of the fact that the revenues of the city and state have changed so dramatically in the last six months. The cut that NYC DOE has projected for the fiscal year 2010 is 5%, which is approximately \$360 million. That is without a NY State cut. That is just the NYC share. The NYC DOE does not see the numbers any lower. NYC DOE has told us that they have made all the cuts they can. We, as your union, believe that there are other areas to cut. We will be lobbying for the next couple of months. Their stand is that if there are any more cuts, it's going to have to be out of the school. We are looking for your input on looking for ways for schools to save. As of this morning the NYC DOE believes that there will be no layoffs in any school for this year ending June '09. They will not say that for next year fiscal year 2010.

3.3 Annual School Report Card – If you recall, the report had a pie chart with a slice showing a large sum as annual salary. In the past we have had parents question the report with regard to the Principal's salary. We have asked and we were told that as of today, the pie chart will be changed to show supervisors, secretaries and all out-of-classroom positions to be a separate slice of the pie chart.

As of today the DOE is predicting they are going to be eliminating 338 positions. We have not been told that any are CSA positions. We are told that they are managerial and other facility personnel. We were told that we will be called back for a meeting in January for a better understanding.

3.4 Progress Reports – HS Reports are out. They did very well, 39% received an A compared to 24% last year. So many of the modifications and recommendations we've made seem to pay off. 57% went up a letter grade but a very small percentage went down. Out of 284 high schools, 14 received Ds or Fs and there were 2 schools that received 2 Fs in a row, but that is being looked into because of a change of leadership. District 75 and 79 are not out yet. They are still being worked on.

3.5 Performance Increases – The high schools performance increases have been posted on the CSA website. We have been notified of the top 20% schools and also those Supervisors who were eligible and who were part of the UFT target initiative. We have a few more of our colleagues who received \$25,000 bonus. As far as the elementary, middle and high schools, that have been notified that they are now eligible for the performance incentive, no procedure has been put in place yet and probably will not be in place until January '09. We are still trying to have the people who won the '06 – '07 award to hand in their projects and get paid. We will be concentrating on that before we move on to the next group.

- 3.6 Compliance Report** – Almost all schools around the NYC have been notified what their grades are, even the schools below 90% that had the opportunity to hand in mitigating circumstances. We were told that most of the circumstances were accepted. If you have any mitigating circumstances, please notify me directly.
- 3.7 Quality Reviews** – There is a new schedule for Quality Reviews - the As, Well Developed and Outstanding get to skip a year. There was a concern that the Quality Review this year was very hard and the standards were much higher. It was impossible to get a Well-Developed. We asked for the statistics as of November 4th. 68 schools have completed their Quality Reviews and grades were issued. 6 of the schools have received Well-Developed and only 1 school has received an Under Developed. There were 4 or 5 schools that were Proficient. We will be getting monthly updates and keep monitoring to see how achievable the new standards are. We definitely know that standard #4 receives the greater number of points throughout NYC and, note that standard #5 receives the least.
- 3.8 PPR** – The timetable is different. Rating time for the principals has begun, but they need your Compliance Report and Progress Reports to be completed. Every single division should be in that process now. Your Superintendents should be in communication with you and your colleagues. If not, please let your Field Directors know; we are monitoring that. Overall the Progress Reports and Quality Reviews are up, Compliance Reports are high, so we anticipate a vast majority of our members will do very well on their PPRs.
- 3.9 Celebration of Teaching & Learning March 6&7, 2009** – We are a major sponsor and we are encouraging you to speak with your school leadership teams. Please see if they can make a presence there with you and your Supervisors. This is an outstanding conference, bigger and better than last year. Ernest will have a major role and once again we will be sponsoring our Aspiring Principals. We ask for your support and get the word out.
- 3.10 Executive Leadership Institute** – We are the subcontractor for the Leadership Academy now. The Leadership Academy is out of the workshop business. ELI is conducting all of the workshops. They are posted on our website. We are getting positive feedback on all our workshops. Please get the word out.
- 3.11 CSA Conference** – Pierre Lehmuller and Ernest spoke regarding our conference.

4. FIRST VICE PRESIDENT’S REPORT – Randi Herman

- 4.1 Day Care** – We were called for a meeting with Commissioner Mattingly tomorrow. We do not know the agenda of the meeting but we will report back to you once we know. At the Leadership Conference, the Day Care Directors organized and conducted their own professional development. They discussed the issues they face. They came up with some very tangible recommendations that we will convey to the appropriate people to see what can be done, and to address those recommendations that pertain to Project Full Enrollment and, of course, budget cuts concerns.

- 4.2 School Safety** – I received an email from Ray Garcia regarding Safety Plans. He is reporting that most of the safety plans haven't been approved yet. More than 40%, he said, as of November 13th. I'm hearing that late submissions were the case because a lot of folks were locked out of the system. If that is the case, please let us know. We may be able to facilitate a date extension and may provide some technical assistance. According to Ray Garcia too many schools aren't holding their school safety committee meetings, which makes it difficult to establish a school-based problem-solving team. That is probably the problem in most buildings with multiple schools interventions. It is very important that we try and get everyone together and discuss how to keep staff and students safe in case of an emergency.
- 4.3 OSEPO** – OSE is not going to be doing kindergarden which is a wonderful thing. Any continuing issues with OSE need to be brought to us. We do need to list these issues on a monthly basis so they can be brought to the table. We can only bring them to the table if we know about them. Once we do receive this information, I will then, at the request of the member, redact any personal information from the email so that the situation does not name names. The only name I include is the name of the child so that they know what the case is and how to follow up. From my understanding, some things have been resolved. If we don't know, we can't help.
- 4.4 Parking Permits** - We have filed a grievance and it will be coming up on the calendar. Please send any issues related to parking permits to Barbara Jaccoma barbara@csa-nyc.org and cc me, randi@csa-nyc.org.
- 4.5 Safety Plan – Ernest spoke about the Safety Plans**

5. ACTION ITEMS

6. GOOD AND WELFARE

- 6.1 Condolences to Luis Malave (D.6) on the loss of his mother.
- 6.2 Condolences to Vice President Richard Oppenheimer on the loss of his aunt, Margaret Katz.
- 6.3 Condolences to Carol Atkins, our Asst. Grievance Director, on the loss of her father.
- 6.4 Congratulations to David Grandwetter and his wife Rachel on the birth of their son Nathan George Grandwetter on November 14.

7. DISCUSSION

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

Respectfully submitted,

Edward J. Torres