

Labor Union Meeting
October 16, 2012
Town Hall @ 7pm

Attendance:

Bob Sunday
Paul Schill
Carly Scallon
Brian Hull
Naomi Buechner
Jack O'Leary
Glen Effengerber
Patty Viscomi
Ken Oliver

Carol Gaspartich
Ginny Abbatemarco
Danielle Boyd
Carla Parisi

Start Time: 7:10pm

1. Open - Welcome and thank you for coming. But we do not have enough members present to take a vote.
2. Volunteers for the Nominating Committee (find members for the next board)
Members who volunteered are: Paul Schill, Brian Hull,
3. Volunteers for the Negotiating Committee (talk to members to see what changes they would like made in the upcoming contract)
Members who volunteered are: Kathy Lynch, Ken Oliver, Patty Viscomi, Jack O'Leary, Brian Hull

Need a board ready for September negotiating by October/November of next year.
Question posed to the members-What is the future of our Union? Do we want to have a contract? Fougères spoke on behalf of the need / value of the Union.
The contract is an insurance policy for its members. It's here if you need it.

P. Viscomi: What are the time commitments?

D. Boyd: Most of this can be done through email. But it is important to start now, the longer we wait the more work will have to be done and the teachers leave in June.

C. Scallon: Concern over the attendance and members who could not make the meeting
Some members live a distance away. Can the meetings be after school?

B. Hull: Hard to make the meetings at night with kids at home and coaching.

D. Boyd: Admin. usually have various reasons as to why we are not able to use the MDHS facilities directly before or after faculty meetings.

C. Scallon: Asked about going over the agenda with members who were not able to
Attend tonight tomorrow after the faculty meeting?

D. Boyd: Yes that would be fine but the Office Staff would not be in attendance. They work until 3pm. Number 4 & 5 on the agenda the members who requested them are not here this evening. Does anyone have any concerns?

4. Faculty Dress Code - November 1st shirts and ties for the men.
Dress Code Committee: Bill Vanore, Madeline Kinloch, Danielle Boyd
Harold Frazee and (Joan Fraclose - by default).

P. Viscomi: Concerned about the Phys. Ed. Department and wearing polo shirts for Health Class/Driver Ed Class

B. Sondag: This issue seemed like a concession during negotiations.

D. Boyd: This is a transition year and to our knowledge no disciplinary action will be taken on the first offence. A member was spoken to this year and told just don't do it again. Dr. Gere wanted a dress code for the faculty and staff. Dress Code is very subjective. As long as this is policy we can tweak it. If it becomes a part of the contract it's permanent and it would be their "witness statement" all over again therefore making it very difficult to finalize without it.

K. Oliver: Can we use this as a negotiating item? Can we get something for it?

D. Boyd: Yes but it would be permanent. I don't want it in the contract because you can't change it for three years.

5. Extended Periods – Example when books are being given out – long block 1
Admin. will not just use block one. One suggestion is to give the books out through out the day so not to be a burden on the first block teacher. Can't use flex and not feasible to bring the books up to the individual classes. It would be fair to spread it over the day.

6. Subbing – Paid part time sub's will be used but in case of an emergency (ie like if a teacher gets sick in the middle of class and they need coverage for ½ a period.) The teacher will be paid for covering the class.

7. Student chain of command – for basic issues
Students should not reach out to the Administration to resolve conflicts. First point of contact should be the teacher/guidance counselor. A paper trail should be used so the issue can be documented from beginning to end and if the Administration has to get involved you have proof that you have spoken with the student and these were the ways you tried to resolve the issue. MDTV might be able to do a commercial explaining to the students how to go about resolving issues in school.

8. Miscellaneous
Brian Hull would like to reopen his request for tuition assistance for his step-son who is in first grade at St. Joseph's Grade School. Danielle will write a letter to the Director, Father Scott Shafer, and ask for a meeting.

Request for a meeting after the department meetings tomorrow to go over the tonight's agenda. Danielle will email Dr. Gere.

Can we get copies of contracts and salary guides from other private schools in our area? We had them from Holy Cross, Mater Dei, and Union Catholic. Ask members of our school if they have contacts with other private school and see if we can get copies of them for comparisons. Danielle has already done the scattergrams and started putting the increases in. They are ready to go.

Meeting ended at 8:10pm.