

**Springfield Education Association  
Legislative Board Meeting  
Lido Restaurant  
Thursday, October 20, 2011**

1. Call to order: 4:22 p.m.
2. Approval of minutes from 9/15/11-Approved
3. **President's Report**
  - A. Recognition of Association Reps.
  - B. Recognition of new Executive Board Members.
  - C. **Legislative Board Training** at UMass March 23-24 2011. Look for emails. . Differentiated workshops based on experience and role within SEA. Nonprofessional status welcome. Look for emails in regards to upcoming grievance training.
  - D. Association Rep Election forms & Building update - Return by November L-board meeting.
  - E. **SCC Update:** NEA Foundation Grant to close the achievement gap through Joint Labor Management. Program is gaining momentum. Positive experiences. ILT for chosen schools must be voted on in SCDM style election with an open feedback loop. Program encourages teacher home visits and provides training At this time, there are 4 schools involved; two more to be added in December.
  - F. **Communication:** Communication charts should be reviewed and updated ASAP. This is a critical bargaining year and it is essential members inform and disseminate information with clear communication and feedback. Encourage all members to complete Collective Bargaining Survey. Check emails. Inform new teachers of *Table Talk*. Encourage members to complete the No Child Left Behind waiver survey. Encourage contact with local State Reps and Legislators Through SEA or MTA websites.
4. **Recommendations from Executive Board**

Day in the Life of a Springfield Teacher:  
The E-board is working on compiling and analyzing data in regards to the numerous, time consuming, non-contractual, and non-instructional mandates/initiatives that administrators are requiring from Springfield teachers. SEA will survey its members in an open feedback loop charting the amount of time teachers are dedicating to these ever increasing requirements. A report will be created for use at the bargaining table.
5. Issues- Attached
6. Vice President and Committee Reports.
  - A. Bargaining: 3 new members on committee. SEA encourages positive feedback and open lines of communication with members. Stay informed.

- B. Grievance: 1 new member on committee. SEA encourages members to share successful grievances with members. Two successful grievances level 2 and 3. check with new teachers to see if they received their official letter of hire. **Evaluations** in non level 4 schools should be done under the old STEDs this year. Level 4 schools should use old STEDs until an agreement is reached on new evaluation rubrics. Members should check their pay stubs to check for accuracy. New hires from outside districts with previous experience should check their placement on the pay scale
  - C. Committee of Political Education: **LPAT** held a very successful meeting with Local reps and legislators on Oct. 3, 2011. In attendance: Canderas, Welch, Curran, Puppulo, and Ashe, as well as about 50 SEA members. Issues included: pensions, recruitment & retention of teachers, and mandatory kindergarten. More meetings are to come. Contact Burt Freedman or David Bernstrein.
  - D. Professional Development: Funding is available. Check SEA website.
  - E. Sick Bank: Inaccuracies in balance ongoing issue.
  - F. Superintendent's Committee: Meeting next Thursday 10/26/11
  - G. Bylaws Committee: None
  - H. New Teacher Committee: New Teacher Dinner 10/26/11
  - I. City Wide School Centered Decision Making Team: Redesigned SCDM training manual. Contact Donna Kells Wagner or Dawna Jenne with questions
  - J. Finance Advisory Committee: Looking for Volunteers
  - K. Election Committee: E-board election results: Susan Schack-Member at Large, Catherine Maccini- Recording Secretary.
  - L. Minority Affairs Committee: EMAC conference Dec 2-3. Contact: Shirley Peaks.
  - M. Scholarship Committee: Volunteers needed.
  - N. Health and Safety Committee: No report.
7. Treasurer's Report: Motion to accept report. Approved.
8. Unfinished Business: Pioneer Valley Project invitation to join.

**Friend of Education Award: Congratulations Mary Chamberlain!**

10. Motion to adjourn at 5:55

Submitted by  
Catherine Maccini  
E-Board Member

**Issues brought forth at L-Board Meeting**  
**Lido Restaurant**  
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1. How will teachers evaluated this year be impacted by the new evaluations?
2. Does SES tutoring create ethics conflict of interest according to DESE?
3. Explain Goal Setting in the new evaluation systems. Some schools are setting goals for their teachers and teams. (Kiley for example)
4. Is there protection against personal retaliation aimed at Union members in the new Evals?
5. Can schools use the new Evals before the final agreement on the rubric is issued?
6. Is there a rubric for goal setting?