

Labor Management Meeting 9/22/2022

Present: Ellen Solek, Javette Allen, Don Concascia, Nelson Rivera, and Nicole Walsh

School nurse status check. Recent candidates were interviewed and declined. Nothing is definitive at the time of our meeting, but CO is looking to address shortage areas overall with additional measures

1. Post and utilize LPNs/health aids when RNs are not available
2. Explore retirees entering the sub pool/recruitment and job fairs
3. Increase compensation for building substitutes to be more competitive with other districts

Grievance preparation. Problems remain with timely tuition reimbursement and accurate pay for members due to incorrect step placement. Seven members impacted and cannot seem to get answers.

Working conditions.

Coverage and unfilled vacancies. CO exploring two new proposals to address this issue.

1. Teachers picking up a 6th preparation for additional pay
2. Building closer relationships with the community college system to develop internship opportunities at CTECS. These individuals can be used to cover short term duties/assignments.
3. BGPOs look to recruit former police/military. Also reach out to Veteran centers.

AFSA needs notification of hires, with start dates, and formalized roles and responsibilities better defined.

School based plans are continuously growing and need to be consolidated. Schools are already asked to create SIPs and now must do instructional plans. A second meeting is scheduled to discuss this further in hopes of consolidating plans.

Selection and use of Executive Principals/APs. Executive Principals have expressed a desire to be better utilized. CO will research and come back to this concern at the next meeting.

Telework- The expectation is that all CO AFSA members report to either Hartford or visit building unless there is a documented reason.

Meeting time/PLCS

Several buildings are paying teachers to cover classes just to stay open. This is impacting PLC time during the school day.

Contractual obligations

Article 31, section 4 August 1 financial report distribution report missed. Next reporting period is October 1st and we are hoping the agency will meet this mark. Otherwise, a grievance will be filed by AFSA if missed again.

Points of awareness:

The FAFSA challenge is the principal's prerogative to participate or not. This is an individual building-based decision.

Final draft of the Strategic Plan given to the board and expected to be finalized soon.

Swatting and bomb threats continue to be problem nationwide. Principals can and should try to discourage this trend with their students.