

Labor Relations 2/9/24 – Minutes

Present:

Justin Lowe, Rafael Palacio

Javette Allen, Don Concascia, and Nicole Walsh

- AFSA Grievances
 - Sick Bank
 - We don't have an answer about whether or not to accept the settlement agreement.
 - We have been given days before from the state
 - Tuesday Demaris will roll out the request form for members to put in a day for this year - this will be put on hold until we settle - but we should definitely send something this year.
 - Executive coaching heard on 2/5/2024
 - Grievance level 2 answer will go out today
 - Grants and Contract's
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- AFSA- Working Conditions
 - Math Stipulated agreement signed January 31
 - Stipulation signed that on 1/31 - putting members in a bind. We can't honor this agreement across the board - 180 days of math, indicates that a teacher can't teach more than one course at a time. Specifically says no math teacher will have more than one prep for a period or course block. When a student is pulled from trade they may have to teach both the Alg 1 and Alg 2 in one block. We don't have enough teachers. We would need to limit the amount of courses offered for students. We may need to talk about this at our next group meeting with Dr. Menounos. AFSA suggests sending a memo to all administrators to clarify this. It seems from what was sent that this is a directive. Was anyone from AFSA consulted to consider this agreement? No one is a scheduler...Dr. Lowe said that nowhere in there is 180 days mandated - it is more - if you are going to do this, it must be done this way. Dr. Lowe agrees to send out clarifying language that 180 math is not mandatory and if you cannot honor the stipulated agreement, then don't do it. Best practice would be to include an AFSA member on these types of agreements as they are the implementers.
- PowerSchool
 - Some people are locked out of some things that has become difficult
 - Concascia to make an introduction to Virginia for Nicole and Justin
- Outstanding AFSA member investigations-
 - 1-unit investigation of OCR complaint

- OCR complaint on SPED services - is it complete? It is ongoing. Waiting on result of investigation of AFSA members with complaint. It is actually an Affirmative Action complaint. Javette will request result in writing.
- 1-AP out on leave
 - Requested update on timeline - investigation is complete. Javette will request result in writing.
- 1- Principal Open investigation
 - Still open - timeframe? We are still working on it.
- Non-Renewal Member
 - District has completed. OCR will follow up with this one.