

CES PTA Executive Board Meeting Minutes

December 7, 2015 8:00am

Call to order 8:03am

Board members present- Mara Loyko, Janet Gracie, Erin Ball, Heather Zivkovich, Kirk Greubel, Greta Morris, Sarah Vandegrift, Tracey Greenberg, Pamela Murray

Teacher representatives: Sarah Peterson, Jenn Lowe

1. Pledge of Allegiance
2. Reading of Mission
3. Approval of minutes -Tracey and all
4. Teacher's report- Sarah Peterson
 - Faculty took vote and yes work-to-rule which means work to contracted hours rather than going above and beyond as usual -this affects unit 1 members of AACo- teachers
 - Due to lack of step increases starting in 2008 (yearly salary increases)
 - Also had to start paying most of their own health benefits, so actually gone backwards
 - Due to new curriculum learning within process of teaching
 - Sarah and Jenn Lowe met with UNISERV director to figure what that means
 - Not contacting parents outside of school hours
 - Leave and arrive at specific contracted hours
 - Teachers will meet to decide when this will start and how it will affect all
 - New contract negotiations for teachers started in November and will ramp up from February through March, they will share the dates of meetings
 - This is not a one size fits all for the teachers- each teacher has to figure out how to get their own things done
 - Can they do 8-4
 - Grading may be slowed down
 - Routines may change
 - If this goes on for a long time teachers may leave or retire
 - Howard County, Montgomery County, and Hartford County are all close and pay better
 - New hire teachers come in at a higher step than ones who have been here
 - A teacher who has been in our system for 10 years can currently leave and work somewhere else for a year then come back and get rehired at a higher rate than they were before
 - In last 7 years there have been 1 ½ of the proposed 7 step increases
 - AACO Human Resources is where you can find salaries
 - Generally step is 2% which is cost of living
 - Was totally frozen for 4 ½ years
 - Smaller increases happened here and there
 - Some teachers are making up to \$8000 less per year than their contracts stipulate
 - Teachers will draft a letter to send out via email, hopefully before Winter break