

Meeting Notes:

Thank you for coming to our meeting today. Those of us assembled here have read and discussed the survey. We have a few thoughts that we would like to share with you.

1. We believe that your efforts are inappropriately focused on the concerns of a very small subset of our building staff, and more importantly our MEA members. (ie. working to bring down our building Principal through what I would characterize as a “quasi-class-action-grievance.
2. Over the summer investigations were made by the district administration as to the conduct of our principal. The investigation determined that there was no misconduct on the part of our administration.
3. Yet, just before the holiday break, some of us were presented with a survey to complete, under the guise of determining whether or not there were issues related to the communication between administration and staff here at Hillside.
4. This survey elicited a variety of reactions from those who received it (and even some who didn't). Those reactions ranged from confused to astounded, to disgusted. Most of those who took the survey, did so with an agenda in mind. Some were looking to cast our administrators in a negative light, while some were trying to show our administration in a positive light.
5. We have many issues with the survey.
 - a. 1st and foremost is intent, as it is helping to undermine our administration and is negatively affecting the climate in this building.
 - b. 2nd it is invalid (for many reasons)
6. We are not happy with the direction that you our MEA leaders are taking us.
 - a. MEA leaders should focus your attention on negotiating a fair and excellent contract for ALL of our members.
 - b. Stop the attack on our building administration, so that we can do our job, and work to create a healthier, more positive environment here at Hillside, and across the district.
 - c. Now, I believe that some others have a few comments that they would like to make.

Speaking points for 1/30 meeting

1. Survey results seem to be largely in favor of principal and school culture and climate. Message for 1/30 meeting: time to move on and focus on what matters.
2. Send a message on 1/30 that we do not want the union filing grievances on behalf of a whole staff or using names without written permission, in the future for these types of attacks.
3. Discuss on 1/30 that the on going witch hunt is serving to undermine Hillside
4. Point out that the survey and endless witch hunt is looking to many like harassment of principal, targeting of principal
5. Question at meeting on 1/30 why there is no communication re grievances before they are filed in the name of all staff
6. Question at meeting on 1/30 why so much time and energy is being spent on complaints of a small few (seemingly those who are reprimanded for not doing their jobs and then they retaliate with grievances) when the focus should be on the contract.
7. Sue Hannan has said she will not attend on 1/30. Since she is spearheading the grievance train with Maxine, she must be there to hear clearly how the staff feels.
8. A list should go to all interested with speaking points, and strategy for that day

Strategies for 1/24 meeting

1. Must choose a facilitator with a plan. Use first 10 minutes to review the speaking points and edits. Use 10 minutes to review strategies. Use rest of time to speak to how everyone's attendance and participation is vital, how it

needs to be relentless. Then use the remainder of the time to work the group into a fury (Phil & Pat?)

2. Work the phones this weekend, all 40 must attend
3. All 40 get copy of points of discussion, add to it
4. Discuss how we must all commit from now 'til June.
5. Discuss how all should plan to speak at some point during meeting
6. The meeting isn't over 'til the group has exhausted all of their speaking points, then all walk out
7. Sue Hannan must be pushed by all to attend the meeting, via phone calls, emails and in person visits all week
8. Maxine Mosely must not be allowed to attend due to conflict
9. Michelle Couture must not be allowed to finish a sentence.

Next Steps

1. Meeting Wednesday, 1/23
2. Meeting, 1/30
3. City Wide MEA meeting
4. Staff meeting 2/11
5. Next

Groups (first name to get the ones listed next, to attend 1/23 meeting and 1/30 meeting!)

1. Helene Stanley: Sharon Price, Alison Potoma
2. Kathy Karvelas, Nicole Turner, Chelsea Britt, Cecilia Scheinman, Mbula Ratzlaff, Brenna Matarazzo
3. Joyce Miller, Adrian Newton, Dana Dufresne, Mandi Scheyd, Carlene Norton, Andrea Tartsa, Chelsy Mungere, Sue Werst, Marge Breton, Carey Hodges
4. Seanna O'Neil, Baron Richardson, Deb Capistran, Matt Tafe, Steve Tighe (Paul Leblanc), Tara Schneider
5. Pat O'Neil: Therese Aguirre, Cathy Wyman, Sue Nakos, Meghan O'Neil-Fisher, Steve Burns, Karen Ricciardi, Bruce Batten, Miguel Pires
6. Phil Sapienza—Bruce Batten (731-2217), Nancy Sliwerski, Ariana Zulauf, Sarah Mates, Mary Hartigan, Peter Denio

7. Rebecca McHugh--Deb McGinty, Aaron Molloy, Ginny Provost, Devra Lavigne, Bill Dupere

Dear Michelle,

I am writing on behalf of the undersigned group of Hillside teachers to thank you for scheduling the meeting to review the survey results. We have met to discuss the survey, and as there are many questions that we would like to direct to our leaders, we are all in agreement that our President and Vice President should be in attendance at the January 30th meeting. If Sue and Maxine are not available on this day, then we would like to have the meeting rescheduled to the nearest available date. Please confer with one another, and let us know how you plan to proceed.

Sincerely,

The undersigned