

DETROIT FEDERATION OF TEACHERS

General Membership Meeting Minutes

December 8, 2022

1. Call to Order

Meeting was called to order by President Terrence Martin at 4:31 p.m.

2. Roll Call of Officers

3. Approval of Minutes

Minutes from the November 2022 General Membership Meeting were presented.

M1: Jason Posey (Broughton) made a motion to accept the November 2022 Minutes with any necessary corrections. **MOTION PASSED**

M2: Jason Posey (Broughton) made a motion to accept the agenda as presented. Discussion followed. **MOTION PASSED**

M3: Vida Bonacci (Posey) **Procedural Motion:** I move that a member be limited to 2 minutes to ask a question following each report and that no one be given a second chance to speak until all members be given the chance to speak the first time. **MOTION PASSED**

4. Treasurer's Report

Treasurer M. Broughton read the Profit and Loss Report for July – November 2022.

- Camille Burch (Duke Ellington) expressed concern about not being given enough time to review minutes and reports.

5. Elections Committee Report

DeVette Brown read the report from the Elections Committee. See attached reports.

6. PAC Report

Marcus Walton gave the report. Elections do have consequences, and is a continuous process. We are in the Lame Duck season – when the outgoing party tries to pass a series of laws between now and the end of December. For the last 2 weeks, we have been going over a series of laws in the Governor's Council. Some things being considered are Teacher evaluation, school safety, and the third-grade reading law.

- Marnina Falk – are there laws that we should be contacting our lawmakers about, or organizing for? MW: I will put my e-mail in the chat. Please

contact me with any suggestions that you have. *LW-L: All locals across the state will be organizing. This is a statewide fight. There will be plenty of opportunity for us to all take part in this work. TM: There are number of laws that specifically affect the students in Detroit, especially the law that says the Union can't represent teachers hired in this district after 2019.*

7. Organizing Report

Yolanda King gave the report this evening. There were 44 new and recommitted members to DFT. The next Building Reps Training will be January 17, 2023.

8. President's Report

- a. **Learning Recovery Pay** – We have had a number of issues in regards to all the members in the Transition Center who have not been paid. The district does not want to pay them until the outcome of their hearing. We've been getting this money for years, and they should be paid and should not have to wait any longer. We are devising our next steps to this issue. The only stipulation was that you are a member.
- b. **Political Engagement** – Now that we have the Governor's seat and control of the House, what do we do with it? Everyone should have received an e-mail from AFT Michigan. Everything terrible that has been done to us, was done in Lansing. This is the focus and it won't be easy. We have to work the "shy" Democrats. We need to get back to 2010, the tenure law, 3rd grade reading law, say so about discipline, payroll deduction and other laws need to be repealed. There is a push to privatize educational employees. We have to help protect our brothers and sisters in these other locals. We can't accept any waiting – with these things in the top 5 on the list. It took the legislature years to dismantle public education for us, so it will take some time to restore it to what it was. This is the charge moving forward.

9. Executive Vice President's Report

- a. **Bill Highway** – Quick overview – see report attached.
- b. **Grievance Updates**
 - i. **Blended Pay** – There were several people who did not receive this play. We had to compile the members of each class, so we are still trying to make sure that we do not leave anyone out.
 - ii. **EIDC/ Head Start and Project Find** - \$1,000.00 supplement has not been paid to these ancillary departments. We will continue to work to make sure that everyone is due the compensation that is owed.
- c. **Communications Specialists** – The DFT Communications Specialist position has been posted. We are accepting applications up to December 14th. We work

weekends, nights and holidays. If you are interested, it was posted in this week's communication.

- VerTongie Kendrix-Bailey(Charles Wright) – I am a dues paying member but I am not receiving any communications. **LW-L:** *Sometimes the settings are high and they will be sent to spam. When we unsubscribe to some networks, it sometimes takes us off of others, as well.*
- Jason Posey – Our legislators need to hear from educators, so that when they make their arguments from the House of Senate floor, they need to sway others who may be on the fence. They need to hear what's going on in our classroom and what's on our caseload.
- Karen Johnson- Reaves (Academic Interventionist - Henderson) – My caseload is 20 over. Is there any way that AI's can be compensated like oversized classes? We were always told by the Principal that we are not to service more than 42 students within a semester. We are doing several programs, including Beyond Basics. **LW-L:** *This admin makes up the rules for what they do.*
- Dionne Shell (OT/PT) – 3 PT's were on the list for Blended pay. Are those from the recent survey? **LW-L:** *This was based on the information that we have received. Contract employees are not being considered for the bonus, as they are not employees of the district and not part of the bargaining unit.*
- Queen Watkins (J.E. Clark Preparatory) - should not have more than 42 students per day. There is a minimum of 3 students per class and no more than 7. She should not have 60 students. Gabrielle Johnson is the person to reach out to concerning this.
- Sabrina Sanders-Marable (GSP) – Trying to identify a man from a previous meeting where housing information that was given in a previous meeting.
- Stephen Conn (Western) – where will the in-person meeting next month be held. **LW-L:** *The January Membership Meeting will be held at the IBEW hall on Abbott. Date and other information will be forthcoming.*

10. New Business

- Maria Davis (Charles Wright) – MTSS is the new form for teachers to complete when referring students. I am part of the SBET process, and this is a Gen Ed initiative. This form is 16 pages long, and takes the place of the RCT process. **LW-L:** *If you have it, please send. I need to see if this is excessive paperwork. Please get this to me when you can.*
- Leslee Przygodski (Clippert) – Are the COVID 5 days being counted toward the evaluation and the sick bank? Staff days taken for COVID should be reimbursed. Will it be listed as one of the childhood communicable diseases? **LW-L:** *We do not have COVID days that are being reimbursed as of yet. We are asking for them. We are in a season where we are seeing spikes in many viruses.*

If they make COVID a childhood communicable disease, then there will be no need for conversation! We are in support of this.

- Sherita Burse – needs assistance with ADA accommodations for over a year. Who will be my new point of contact with Terrence leaving? Will the Union lawyer be calling me about this? Will there be a contract committee like the calendar committee? **LW-L:** *I will be your point of contact. I have responded to some of your e-mails, and Marshall Widick did provide me with information and I have provided that information to you.*
- Charlotte Smith (Cody HS) – Tis the season for Student Attendance Audit. I am refusing to sign the attendance audit for tardy students. I am supposed to take accurate attendance, so I am refusing to sign. They may be tardy to school but they are not tardy to my class. I am not willing to sign something that is not accurate. Will the Union help the district come up with a code? If I am written up for insubordination? **LW-L:** *It's my understanding that when students come to school, and even late, once they enter the door, that "A" must turn into a "T". Let me get some clarity and I will get back with you.*
- Monica Drake-Howard (DSA Attendance Agent) – Admin and Clericals only can go in and change attendance. Students are absent until there is a live body present. If they don't show up the first hour, they are absent and are tardy to second hour, they are absent but if they show up third hour – they are present.
- Karl Burnett (Vernor) - at what point will we be able to come together as a union as it relates to each department? **LW-L:** *I am excited to see all the people who are ready to get engaged in this new contract! In the past, we have given surveys as to what members want to see. Committees also vital to this contribution. We need everyone's input! Everyone wants to see an increase in pay, but the other nuances will come from talking to these members.*
- Thomasina Bailey (Fisher Lower) – I teach Kindergarten and I have an oversized class, but we only do report cards twice a year. **LW-L:** *I will respond to your e-mail.*
- Julie Hughes (Western HS) - interruptions in dues – when and under what conditions does a member be not in good standing, and how do they return to good standing. **LW-L:** *Has no more than a month in arrears. In order to run for an office in good standing, you must be a member for 1 year.*
- Gavin Buckley (Henry Ford HS) – One of the main frustrations concerning the contract was the lack of information leading up to the vote. Will there be regular updates? Regular communications after each bargaining session and a contract action team by members, which can be a committee of building reps to help. We need to engage every member. **LW-L:** *There is no date to begin negotiations. We will contact the Membership in regards to language and items to be included. We will be communicating. Contract talks change by the minute. We are here for improvement, so let's do this! I am hoping that the 209 people on this call does what they say they are going to do.*

- Natalie Meyers (OT/Project Find) – I would like for all the ancillary staff to work together on their commonalities. Is there an update on Punch time?
LW-L: There has been no discipline with this so far.
- Carol Pierce (Priest) – There were several people coming off of FMLA and they did not get the retention bonus. Why is that? There was 1 member not present at the beginning of the year and did not get her sick time. How does that work?
LW-L: The district has no reason why they did not pay these members. They said that people should have worked, however, that is not what the LOA says. I need all the names of those members that returned from FMLA and still didn't get paid. We do not want them to implement a clause after the agreement. It is another made up reason. Please e-mail me the person who did not get their days. I need to do some investigation.
- Monica Drake-Howard (DSA Attendance Agent) – a member asked about the face-to-face stipend. Are agents asked to go to other schools? There are 15 schools with no agent. Many schools are not going to open those positions.
LW-L: This is no longer in effect. It did not carry over to this school year. Dr. Vitti has said that many agents may see a shift to Central Office. There may be remixes of what we have seen in the past with agents being assigned to areas.
- Lisa Card (Central HS) – To the negotiation committees: There are committees that have been meeting for a while and the purpose of addressing our common issues. Members should understand that all committees are there to address all needs and consider input. If there is not a committee that matches what you do, please look to adding your voice and support and start a committee.
- Debbie Bondy – I have not received the retention bonus or the holiday pay. What's up with that?
LW-L: I am not sure what kind of leave you are on so that we can work with the district to find out what's going on.
- Deborah Spradley (King HS) - How will we be updated on contract information? I also have building questions.
LW-L: If you would like to have an offline conversation, please e-mail me your information and also, your LRA is Karin Whittler. Monthly meetings are publicized in our communications each week. If there is a committee that is needed, your input is needed. Once there is a schedule, we can get these posted as well.
- David Redfield (Western HS) – Congratulations for everyone that won. I would like to make a motion to adjourn.
JP: We can't adjourn yet; Good of the Order is still on the agenda.

11. Good of the Order

- There were 100 days donated to Thomas VanHulle.
- Dwan McGrady – the Early Childhood meeting had a guest speaker at our meeting.

12. Adjournment

M4: David Redfield(Kendra White/Posey/Brantley-Phillips) made a motion to adjourn the meeting. **MOTION PASSED**

Meeting adjourned at 7:12 p.m.

Respectfully Submitted,

Elena Brantley-Phillips, DFT Recording Secretary