

## **Agenda for Labor-Management Meeting**

**Thursday, April 3, 2014, 3 PM, HAB 903**

1. **edTPA.** The introduction of the new edTPA causes significant extra work for supervisors of student teachers, for which they should be additionally compensated.
2. **On-call.** UUP would like to share with the Administration an update on certain on-call related matters.
3. **Appointment and Reappointment.** UUP would like to discuss certain appointment, reappointment and promotion procedures.
4. **Inadequate heat in buildings during spring break.** Adequate heat needs to be provided in buildings where UUP professionals are working during spring break.
5. **Time sheets.** UUP proposes that full-time faculty who teach an extra course for extra pay during the semester of the regular school year should not have to fill out a time sheet every two weeks in order to be paid biweekly.

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From Administration:

1. Review of non-exempt employees form (spreadsheet) to use in conjunction with the electronic Time and Attendance System (TAS) to track comp time. Martha Trainor, Payroll Manager will be our guest.

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In attendance:

Dawn Blades, Michael Rosenberg, Irene Watts-Politz, Michelle Halstead, Martha Trainor, Jodi Papa, Julie Chiarito, Anne R. Roschelle, Peter Brown, Jeff Pollard, Patrick Kern, Philip Mauceri, Shelly Wright.

1. **edTPA. The introduction of the new edTPA causes significant extra work for supervisors of student teachers, for which they should be additionally compensated.**

Patrick Kern – an adjunct that does supervisory training asked to speak:

PK: This semester we are including the new edtpa objectives in our training. Had to rearrange some leaning objectives, etc. and classes have been, honestly, primarily dealing with worried students.

IWP: We have arranged workshops for supervisors training, increased workload & training. There are (4) work books for elementary ed; (3) for the others. Each work book is approx.. 60 pp of very dense material.

We asked supervisors – has your workload changed and if so, how much. We got answers from “no change” to “70% more work.” Training is the key issue right now.

MR: Let me chime in here. We are looking at data and there is lots of effort towards implementing and training. Trying to determine if there is additional workload, or merely different workload. We agree that there has been some extra time needed to learn new process. Data we have (n=14) is mostly qualitative, and split down the middle from increased workload to decreased workload; we hope to drill down and find out where the increase is coming from. Learning the new manuals, and dealing with student stress about new process. Very specific guidelines on what you can/cannot do in preparing the students for edtpa. Akin to a bar exam for these education students – no go if do not pass. Sense that some supervisors are “over coaching” their students.

MR cont: I am ok with figuring out a stipend for the training part, and to pay these supervisors for the training and updates

IWP: There is also P-12 communication that needs to go out to explain what they require from the onsite classroom supervisor. There is pushback at the local level – they did not ask for this, and it puts the burden on the NP supervisor to explain what is required from the classroom teacher.

These supervisors are serving as ambassadors and have to be the information person fro edtpa for the folks at the local sites.

Conflict with common core push down, student teacher placement already an issue, now we are changing the requirements for classroom teaching – making it all more difficult to get placements.

MR: Another variable may be how tech savvy the local classroom teacher is, and that might also be causing stress, etc. on system roll out (due to edtpa reqs)

PK: All learning from each other, and no real consistency or guide.

PB: Could you suggest a stipend amount to cover this increased training?

MR: hesitant to just throw a number out.

IWP: there are approx.. 50 supervisors, we can do some analysis and come up with something.

MR: Ok with paying for the increased training demand (stipend)

Context – each supervisor makes \$636 per student they supervise, so increased training stipend should make sense in that regards.

Bill Capowski, our NYSUT labor relations representative was absent – so we elected to table these following items until the next opportunity to meet as a group:

- **On-call.** UUP would like to share with the Administration an update on certain on-call related matters.
- **Appointment and Reappointment.** UUP would like to discuss certain appointment, reappointment and promotion procedures.

**4. Inadequate heat in buildings during spring break.** Adequate heat needs to be provided in buildings where UUP professionals are working during spring break.

Mainly resolved with a talk to Brian Pine, was a lack of communication from facilities that heat was going to be reduced in areas during the break to save energy. Will have better commo in future.

**5. Time sheets.** UUP proposes that full-time faculty who teach an extra course for extra pay during the semester of the regular school year should not have to fill out a time sheet every two weeks in order to be paid biweekly.

Currently we have a one size fits all model, and it does not.

MH: we could propose that for faculty teaching a course, or professionals doing regular service (teaching, coaching) there could be a form at the beginning (e.g, UP8) and then a form at the end verifying that the work was done (at Chair/ dean level) which would negate need for timesheets in these cases.

However, if someone is being paid an hourly rate, or sporadically to perform a service, there would still need to be time sheets.

MH: less paperwork, win/win if we can get this done. Supervisor would approve it at beginning of extra service, and approve it at the end.

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From Administration:

1. Review of non-exempt employees form (spreadsheet) to use in conjunction with the electronic Time and Attendance System (TAS) to track comp time. Martha Trainor, Payroll Manager will be our guest.

There are a limited number of UUP professionals (currently 25) on campus that fall into a hybrid non exempt status, due to either pay (earning less than \$455/week) or due to a “duties test.”

If they work over 40 hrs a week, they start to accrue comp time at the rate of 1.5 and this needs to be tracked weekly. The new online system does not capture that, so we will need to have a paper sheet for these folks. Plan an April 1 roll out for these folks (e.g, Helpdesk, IMS, etc. type staff).

**PB:** you said that you would give us a list of consultants hired by the college at our last meeting – can we get that list?

**SW/MH:** we worked on that, but when it wasn't on the agenda for this one, I think we just forgot about it. We can get that to you.

Notes taken by Jeff Pollard