

DETROIT FEDERATION OF TEACHERS

General Membership Meeting – March 11, 2021

1. Call to Order

2. Roll Call of Officers

3. Approval of Minutes

M1: Terrence Martin (Posey) made a motion to accept the February Membership Meeting Minutes and the March Executive Board Meeting Minutes as printed, with any necessary corrections. **Motion Passed.**

4. Treasurer's Report

Treasurer Michelle Broughton read the financial statements for January 2021 and the Statement of Activities from July 2020 – January 2021. As a reminder, please make sure you check your credit cards on file to make sure that they are not expiring, so that you will be kicked out of the system. Just as a reminder.

M2: Vida Bonacci (Posey/Walton) **Procedural Motion:** A maximum of 15 minutes will be allowed for discussion or questions after both the President's report and the Executive Vice President's report. Motion Passed.

5. Elections Committee Report – (Voting Process)

Yolanda King gave the report for today. The vote will begin today at the close of this meeting, until tomorrow at 4:30 p.m. There will be an invitation to the ballot coming via e-mail. The vote will be via Survey Monkey, and you are to vote for no more than 3 people. The candidates are:

LaTonya Archie Jackson
Kendra Barclay
Frank Donner

Spring Hardy
Regina Hunter
Mignon Pierce

Kelly Williams

If you do not receive a ballot, please e-mail the Elections Committee @ dft231ec@gmail.com

6. Organizing Report

Report given by Yolanda King and Jason Posey. So far, there are 63 forms turned in. The last t-shirt distribution was on Monday, March 1. The next distribution will be on Monday, March 8. We will only be accepting RSVP's from certain schools on certain dates. There are 16 new members for this month. The new member initiative has been

working – asking the Building Reps to steer new staff members towards the Union is proving to be effective in building our capacity. These are new hires and people returning to the District that we are also trying to capture. There will be a meeting on March 15 @4:30 p.m. for the new hires who are thinking about being part of the Union. The next Building Reps Meeting is scheduled for March 16 @4:30. Lois Lofton Donovan will be giving this in-service. Both meetings will be via ZOOM. All Executive Board Members are encouraged to attend all meetings. The link to register will be out sometime this evening or tomorrow. If you are the rep at the building and you have not turned in any information, we need you to get us the information as soon as possible.

7. President's Report

- a. **School Reopening** – All teachers who are interested in returning to F2F are eligible. All people who wish to return are eligible for Hazard pay. Members have a choice to return or not. There is an agreement in place which the District is obligated to follow until the end of the year. There are about 30% of our members who are back. If you chose Virtual, and wish to return F2F, reach out to your Building Administrator.
- b. **School Visits** – Lacia and I toured schools this week to make sure that the LOA needs have been met. We are also making sure that where there are positive results, proper procedures are being met. We appreciate members who let us know about positive cases at the school. As part of the LOA, you should not be doing both F2F and Virtual teaching. We will be discussing these issues tomorrow with the Superintendent. Please put any other questions or concerns that you have in the chat.
- c. **COVID Vaccine** – the vaccine is available for all members. It does not matter what you do. You do not have to live in the city of Detroit in order to get the vaccine. Call 313-230-0505. The vaccine is a personal choice. It is your choice to let the district know.
- d. **Bargaining** – we have been meeting. Our agreement has changed over the last few years. We have been trying to get things back in that had been taken out by Emergency Management. New or updated language must be put in. An example would be e-mail being added. We are going article by article.
- e. **Merger** – we will be having our first meeting for this year on March 20. We will be meeting with DFP. We will be keeping the Membership apprised of the meetings and discussions.

8. Executive Vice Presidents Report

- a. **COVID Grant Update** – The grant was not Union negotiated. There was a form that was needed to be completed in order to get the money. The District required members to submit a survey, and this extra added layer made some DPSCD staff ineligible for the money. Some Members did not know that there was a form that also had to be completed. If Members did not complete the survey for the District, their forms were, erroneously, not turned in. There is a procedure to recoup these dollars. If you did not receive the grant monies and you believe that it was in error, please call Lena.Pernell@detroitk12.org. The District has until April 9 to submit names to the state. These forms should be

sent to Jason Posey and Yolanda King if you did not receive the COVID grant after the week of April 15. This includes all who did not thing, or were told that they were not eligible.

- b. **ORS Audit** – The deductions sent to Lansing was not what Members elected. New members don't have the same pension. The District will be audited because elections and deductions are not matching. A few months ago, a member stated that the elections in her hybrid plan did not match the numbers on her pay advice. The new pension plan allows members to give the amount to contribute, and the District was supposed to match it. If you receive a letter from the District about rate changes, then you have been affected. This is hitting mainly new hires.
- c. **SBET** – There was a meeting this past Tuesday with the District in regards to the School Based Evaluation Team. The Union requested a meeting with Wright, Nzoma, DeJaeuger, Solano. The District was spinning the District. They claim that this is not new. Members did not want to be tattling on other members, as well as all of the other responsibilities to this process. The Principals are now responsible when one of the counter parts when someone has not been Responsibilities with this evaluation has been passed down to Ancillary and other building staff. If the work on reports is not done, the Principal is the last stop. It is their responsibility to gather the information for the reports. Another topic of discussion was the well-check calls made to families. We do not need 3-4 people making phone calls to the same people each week. This needs to be streamlined. Iranetta Wright said that teachers were **NOT** the targeted group to make these calls. Make sure the Principal is invited and reminded of these meetings.
- d. **Pandemic Kit** – Members have been asking for their membership cards, a calendar, as well as some other things. There will be a 'Pandemic Kit' distributed to all dues paying Members. We will have distribution days at the DFT office. More information on the kit will be forthcoming.

Q & A

- Is the COVID vaccine going to be a requirement? *TM: We don't have any inside information. I don't think that this will be a requirement, unless it is one for all people in the US. LW-L: There is always the option to opt out.*
- **Michael Mysliwicz** – There were issues about the links. I spoke with Lena Pernel, and she said that they claim that they received it. There are times when we do not get District e-mails.
- **Maria Davis** – We just found out about SBET in the fall. A lot of these responsibilities have been put on the RR teachers, and I have never had these responsibilities to do. I don't do evaluations and never have done them. *LW-L: We are looking at all people involved. If there is a student that needs to be evaluated. The parent comes in and makes the request for testing. The RR teacher could be the timekeeper, or e-mail people.*
- **Regina Hunter** – If I start the process and nothing happens, parents come back to me because I was the one that kicked off the process. This is illegal and immoral. They misstate each time they come to the table. The idea that the Principal is going to be responsible is ridiculous. Our children matter. I am F2F

this week, and there was a case of COVID in the building. They were going to check with the health department to know what the process should be. Cases of COVID affects everyone. When we aren't diligent about reporting, we put everyone's lives in jeopardy. I implore all F2F employees if there are cases that are not being reported to let the Principal and the Union know.

- **DeVette Brown** – Domain 4 – Eliciting Student Response. How can you get a response when students are not attending classes? This should not be on the evaluation.
- **Laura Cook** – I am an attendance agent and have not received Hazard Pay. They are asking for additional paperwork in order to get these dollars. *TM: They will discuss tomorrow in a meeting and get back with you.*
- **Leslie P.** – Principal is telling people if they are willing to come in 1-2 days per week, they will get Hazard Pay. *LW-L: Principals cannot offer a new or different deal that is outside of the LOA that is written. You cannot entice folks with a lie.*
- **Mary Brockman** – If people go back to F2F, there will be too many kids either virtual or F2F. What can we do to put a hold or block on the influx of students on either side? Students are getting different teachers in the middle of the school year. It is not fair to a child, especially in the middle of a quarter. *TM: It's not about just getting people back F2F, but also that no one is bombarded with huge class sizes – again. If any member has a suggestion of what could help with this, please share so that we can offer it as a solution to the District when we speak to them tomorrow.*
- **McFarland** – Will there be plexiglass put around student desks? The heating and cooling needs to be addressed as well. *TM: We can ask for this, and it should be relatively easy to do. Physical Plant issues is one of the biggest issues when talking about people returning to work. This is not going to be fixed over the next couple of months, but if they are working on it now, then hopefully it should be addressed.*
- **LaDawnn Ellsberry** – Are Virtual teachers required to teach both virtual and face to face students? *TM: you are only required to teach students who are virtual.*
- **Inika Phillips** – CDC is saying that we should eat outside and have air purifiers. I am in the room with windows that do not open. If it isn't safe to eat in a restaurant, why should students be allowed to eat in the classroom? Will we know ahead of time what to expect? *TM: We should know! We have seen students and teachers 6 ft. apart, sanitation stations, masks, no more than 10, 15, or 20 depending on the size of the building. I have not seen air purifiers. I have not seen plexiglass. Those are the things that we will demand and address tomorrow. It is only fair that people know what is there before returning. LW-L: Each building should have a fresh air flow. Those classrooms without windows, or windows that open should not be utilized at this time. These mitigation strategies should be happening. Western, Maybury and Earhart will be visited tomorrow. You should not be teaching both F2F and Virtual.*

9. Old Business

Thank members for attending the Prayer Vigil last month. Thanks to all who assisted in securing the clergy, and to our dynamic Sis. Blair, as well as Darnese Wilkinson.

10. New Business

- There will be a COVID Webinar to educate members on the vaccine on the myths and misconceptions to help make an educated decision. We are going to have some assistance. The District is interested in assisting with this initiative as well. Information will be forthcoming.
- Domain 4 – There is discussion about this piece. The District responded well in regards to our concerns. We will see if the changes materialize. Members with low marks for this should be moved to Effective or Highly Effective.
- Semester 2 Grade Implementation – please send the School Board Members about this. This is a disgrace because it takes our professionalism, integrity and fidelity. District can change how grades are done in extenuating circumstances, in which a Pandemic does qualify.
- **Mignon Pierce** – Learning Centers need to be addressed. Too many students are in these centers. Attendance and behavior have become a problem.

11. Good of the Order

12. Adjournment

M3: Posey (Broughton) made a motion to adjourn. **Motion Passed.**

Meeting adjourned at 6:27 p.m.

Respectfully Submitted,

Elena Brantley-Phillips, DFT Recording Secretary