

# DETROIT FEDERATION OF TEACHERS

## Executive Board Meeting – October 7, 2021

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### 1. Call to Order

Meeting was called to order by President Terrence Martin @4:32 p.m.

### 2. Roll Call of Officers

\*We have a quorum\*

### 3. Approval of Minutes

**M1:** Board Member Marcus Walton (Phillips) made a motion to amend the agenda for next week's Membership Meeting to allow Mayoral Candidate Anthony Adams. Question and answer period will be limited to 15 minutes for presentation and question and answer period. **MOTION PASSED**

**M2:** Jason Posey made a motion to approve the minutes as printed with any necessary corrections. **MOTION PASSED**

### 4. Treasurer's Report

We are almost complete with getting our new finance team in place. They assure us that there will be a report for ready to present at next week's October Membership Meeting.

### 5. Organizing Report

There were 25 assessments and 22 new or recommit back to DFT. We are still trying to get paperwork in for building reps. There are 16 people looking for a mentor for mentees that we already have in place. Building Rep Training will be on Tuesday, October 19<sup>th</sup> @ 4:30 via Zoom. An invite with the link will be sent out. We have staff meeting on the 26<sup>th</sup>. We are slowly but surely getting the names of the people at the Virtual School. We are working to get a rep and committee in place here. We met with a couple of schools that do not have reps or committees, and we are assisting in trying to help them get it started. If people are claiming to be Building Reps, they are not officially the rep for that building. Only members who are duly elected will be given the information and responsibilities.

### 6. Special Presentation - AIG

### 7. Schedule Deviation Requests

- a. **East English Village** – ShaRon Dennis presented a schedule deviation request, and results from the building vote of a proposed schedule change because of the excessive fighting going on in the school. EEV team has a documented fights that have resulted in staff members, as well as students being hurt . High schools can deviate from their regular schedule. There must be 75% approval by the dues paying members of the building. 83% asked for the current schedule to be changed, while 16% voted no. **M3:** President Martin(Posey) made a motion to approve the schedule deviation for East English Village HS. **MOTION PASSED.**
- b. **Pershing** – This team provided why the decision was made to move to a hybrid schedule. Pershing has been a hard to staff school for quite some time. The staff is completely exhausted because they are short staffed in every department – not just teaching, but in security as well. 100% of the staff voted for a hybrid schedule in an effort to just survive. The overflow of students in grades 9 and 12 has helped to make this an impossible situation. *TM: Although today is October 7<sup>th</sup>, it feels much later in the school year for us all. When our members have come up with ways to save themselves, it is incumbent on this body to assist in any way we can.* **M4:** President Martin (Booker) made a motion to approve the deviated schedule for Pershing HS. **MOTION PASSED.**
- c. **Golightly CTC** – Patricia Bell gave the report for this building wants to change the prep time of teachers. All preps were put at the end of the day for virtual teaching. Upon returning F2F, the time was never changed. The members of the building do not want this. They would like to have the time split, giving a release time from 3:50 to 3:20. They would like the 8:20 start time to resume, so that students won't stand outside waiting to come in - just as it was before the COVID shutdown. It was 100% agreement that the prep time be split in the morning and afternoon. The students leave at 2:50 each day. **M5:** President Martin(Posey) made a motion to accept the schedule deviation for a split prep period for Golightly CTC. **MOTION PASSED.**

## 8. President's Report

**Elections Committee** – calendar was submitted to fill the vacant Executive Board seat.

- a. **Vacant Executive Board Seat** – for those who run for this seat and you already hold an elected position, you must resign your present seat. President Martin needs to know by tomorrow.
- b. **6<sup>TH</sup> Class Period** - we are in talks with the district to increase the pay for that voluntary 6<sup>th</sup> period (high school). There has been need expressed by the district that students are in need of credit recovery. They would like to increase it to more than 1/8 of the daily rate.
- c. **Blended Learning** – there was an email sent out that said the pay will be prorated. If you choose to do it, you will get the full amount for each semester. The district has been contacted and suggested that perhaps the Superintendent misspoke in regards to this. Hopefully it will be cleared up soon.

- d. **Class Size** – Continues to be a problem for DPSCD. There are people in the hiring pool that have yet to be placed. The problem is these people sit in the pool for weeks. Class sizes are high and so are the number of vacancies. There are 20 new hires coming in this week and another 30 who are still in the pool. The emotional impact has been very high this year already. We have to really pay attention to how all of this is affecting us. Our folks are under a tremendous amount of stress and strain. Preserve your own health and sanity during these unprecedented times to protect our health and safety.
- The Superintendent will be at our November Membership Meeting to provide an update to DFT members. This meeting will be webinar style. We are also inviting members from the cabinet as well.
  - We are hopeful that Dr. Michael Rice will be available to answer member questions at the December Membership Meeting. His attendance has not been confirmed at this time.

## 9. Executive Vice President's Report

- a. **Evaluations and Default Ratings** – Please see the schedule included with this evening's meeting materials/notes. We are in Cycle Zero that runs from 9/13 – 11/8. During this time, Administrators should be conducting observations of some sort, and then debriefing members. It seems that our Membership is not well informed of the evaluation process. I have provided the calendar that can be found on the HUB. Default Effective Ratings were not able to earn a Highly Effective. One reason why is because they were absent during a portion of the Cycles – the periods of evaluation (FMLA, is an example) where there was an absence of 40 days or more, they were defaulted and not able to earn the Highly Effective rating. Cycle 1 is approaching quickly.
- b. **Student Loan Debt** – I want our members to know what they can do if they have debt and want to go back to school. This can be a life-changing issue. There was a petition to have this student debt removed.
- c. **Building Status Survey** – As we conduct walkthrough's across the district, we have been in over half of the buildings (68/102). We are getting conflicting messages from the district and from what we see. We will be having a survey to collect the data that we need. One of the questions will be about sub coverage. We are also looking at buildings that are not being cleaned. With PPE, it is very different, depending on where you are. Notification is a huge, confusing debacle, with a plethora of different instances/examples of poor notification.

## 10. Old Business

## 11. New Business

## 12. Good of the Order

Let's keep some of our members on this call who have loss members of their families that we want to uplift with a moment of silence. We can't forget to look out for ourselves

13. **Adjournment**

**M6:** Jason Posey (Fresh)made a motion to adjourn. **MOTION PASSED.**

**Meeting adjourned @7:07 p.m.**

Respectfully Submitted-

Elena Brantley-Phillips, DFT Recording Secretary