

# DETROIT FEDERATION OF TEACHERS

## Executive Board Meeting

### March 4, 2021

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#### 1. Call to Order

Meeting was called to order at 4:32 by President Terrence Martin.

#### 2. Roll Call of Officers

**\*There is a quorum\***

#### 3. Approval of Minutes

**M1:** Jason Posey (Fresh) made a motion to accept the February Executive Board Meeting Minutes as printed, with any necessary corrections. **Motion Passed.**

#### 4. Treasurer's Report

Treasurer Michele Broughton read the financial statements for January 2021 and the Statement of Activities from July 2020 – January 2021.

#### 5. Elections Committee Report – (Elections Committee Election)

- Election Committee Election 2021 will be held March 11-12 2021
- It is too elect 3 new members to the Committee (members King, Mitchell and Green)-Term from 2021 to 2023
- It will be via Survey Monkey sent to members following the close of the General membership on 3/11
- Members must attend the March General Membership Meeting to receive the ballot

The following members will be on the ballot:

LaTonya Archie Jackson	Spring Hardy	Kelly Williams
Kendra Barclay	Regina Hunter	
Frank Donner	Mignon Pierce	

- 9 people were nominated, one declined from the floor and the other did not respond to the nomination timely.
- Next year, we will have a number of elections coming up that will be the responsibility of the Elections Committee. Merger vote, Delegates, Dues Increase, just to name a few.

#### 6. Organizing Report

Report given by 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. Both meetings will be via ZOOM. All Executive Board Members are encouraged to attend all meetings.

## 7. President's Report

- a. **School Reopening** – F2F instruction will begin on Monday, March 8. We have a choice for the remainder of the school year. For next week, our Members need a couple of days to get acclimated to the classroom. It is our hope that Monday and Tuesday will be work days to prepare their classrooms for in-person learning. Teachers should understand that they are not obligated to work 'double duty.' Either you will teach online or you will teach F2F. There has been no agreement reached on teaching using a hybrid model. If you strike a deal that is not within the LOA, the Union will be unable to fight for your Hazard pay or anything else promised.
- b. **School Visits** – Per the LOA, we will be going to Earhart, Western and Maybury. We are checking to see that the mitigation strategies are still happening as they are supposed to be.
- c. **COVID-19 Vaccine** - The vaccine is available for all teachers at the TCF Center. It has gone smoothly and is moving quickly. Our District is not forcing us to vaccinate. It is our choice.
- d. **Bargaining** – We have started bargaining and we have had 2 sessions. We are starting from the beginning. We are looking at school schedules right now, and we know that the District will have something to add to that. We have been meeting with the different constituency groups to see what they are looking for in the contract.
- e. **Merger** – We are starting those talks up soon. Once we start meeting, there will be a report each month.

## 8. Executive Vice Presidents Report

- a. **COVID Grant Update** - Call Lena Parnell if you did not get the money from the state. 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. The District has until April 9 to submit names to the state.
- 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.

- c. **SBET** – There was a meeting this past Tuesday with the District in regards to the School Based Evaluation Team. 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.
- 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.

## 9. Old Business

- **Grading Policy** – We have been back and forth with the District about this. They were accepting recommendations about the grading system. The task force did not allow certain groups in the meeting to decide the outcome of this system. Vitti sent most of the members of this task force a survey for recommendations, and they disagreed on the G and NC giveaway, and the task force was ten - excused. The students on the task force were the first to point out that students who didn't work would get a 4.0, based on art, music and gym grades, while failing core subjects and it wasn't fair.

10. **New Business** – Part of the language in the CBA allows for school districts to change the grading system when they see necessary. We are offering that there are changes made to the new grading system. Members should follow the current/old grading system as we work to get this changed.

## 11. Good of the Order

- Garden City Hospital is doing free COVID tests.
- Thank you for all who participated in the Prayer Vigil last month. Members were very thankful for assisted with getting people from the different denominations to help with the message.

## 12. Adjournment

**M2:** Jason Posey (Broughton) made a motion to adjourn. **Motion Passed.**

Meeting was adjourned at 6:22 p.m.

Respectfully Submitted,

Elena Brantley-Phillips – DFT Recording Secretary