

DETROIT FEDERATION OF TEACHERS

General Membership Meeting – October 14, 2021

1. Call to Order

Meeting was called to order at 4: 37 by Executive Vice President Lokia Wilson-Lumpkins

2. Roll Call of Officers

Terrence Martin and Michelle Broughton (both excused)

Elections Committee report will be added to the Agenda this evening as item 8.

M1: Rodney Fresh (Posey) made a procedural motion that there will be a 15-minute discussion and question following the President and Executive Vice President's Report. There was at least 1 no vote. **MOTION PASSED**

3. Approval of Minutes

M2: Marcus Walton (Posey) made a motion to approve the September 2021 General Membership Meeting minutes. **MOTION PASSED.**

4. Treasurer's Report

Treasurer's Report - Profit and Loss from July – September 2021 was given by Executive Board Member Sarah Niemi.

5. Organizing Report

- Organizing Report for the month of September was 20 new and recommitted members were signed on.
- The Building Reps Training is next Tuesday via Zoom at 4:30.
- We will be also having a new staff meeting for all new DPSCD staff.
- There are trainings offered all year on the AFT Michigan website if you are interested in becoming more involved.
- We are still waiting on results for Building Rep elections. Please reach out if you need help conducting your election. We want each building to have a rep, alternate and a committee.
- We are still trying to get an accurate count of the teachers and staff at the Virtual School. We want them to be organized, as well.
- If you have not held an election, or if you still have to turn in documents, please do so. The Building Rep is the face of the Union. You are not the rep if there has been no election.

6. Special Presentation

- **AIG** – Cancelled for this evening
- **Mayoral Candidate, Anthony Adams**

7. **Schedule Deviation Results**

The high schools are moving to a hybrid schedule, based on the volume of students in the building, lack of staff, and the inability to function smoothly. Golightly proposed to split their prep in the morning and afternoon to give staff time to prepare for students. The schedules for these 3 schools was voted on to be deviated from. The Executive Board has agreed to the deviated schedules for all 3 locations.

- **East English Village -**
- **Pershing**
- **Golightly CTC**

8. **Elections Committee Report**

Chair Stacy Jackson gave the report and submitted the Election Calendar for this election. There is a vacancy on the Executive Board. Nominations are open this evening. Nominations can be made via dft231ec@gmail.com or can be delivered by hand to the DFT office or by mail. Nominations close at the November 11th Membership Meeting. Nominations can also be made from the floor as the last order of business during that meeting.

9. **President's Report**

- Vacant Executive Board Seat** – Darnese Wilkinson has become an Assistant Principal, and we are proud of her. This has caused a vacancy on the Executive Board. Check the Constitution and Bylaws for more information about this position and the duties associated with it.
- 6TH Class Period** - Dr. Vitti wants to attempt to help students with credit recovery in an effort to help students graduate on time. The LOA for this position has been completed, and the rate is between \$43 - \$66 per hour – which is about 1/6 of your salary.
- Blended Learning** – Members are being told that Blended Learning is prorated. This is NOT true! The intent of the language is clear. Daily meet times are logged and members should be paid.
- Class Size** – Class sizes are varying across the district. We are still in the midst of the count period. We understand that class sizes are larger in some buildings. We are operating at a deficit.

10. **Executive Vice President's Report**

- Evaluations and Default Ratings** – We are in the Cycle Zero evaluation period. This will be through November 8th. When observed, you are entitled to feedback within 30 days.
- Student Loan Debt** – We have seen some great movement SLD. We are seeing amounts as much as \$50,000 forgiven for some.
- Building Status Survey** – We need to know if there are vacancies and where. We also need to know if there is enough PPE – whatever it is that is needed – is it being provided? Is your building enrollment at the projected number? Is it short or does it exceed – and by how much?

Q & A

- Mary Brockman (Marquette) – What is the definition of Blended Learning? When you have F2F students, and students who are attending from home. There was a positive case, so parents wanted their child to be at home. The Principal shut down the opportunity to provide this learning.
- Courtney Harris (Moses Field) – The Principal said that her goal was to walkthrough at least 3 times per week. What is an appropriate time for them to come in and walkthrough or observation? Walkthroughs should not be so many that they are interrupting instruction.
- Tracey Baker (Pershing HS) – We were approved last week to have a deviated scheduled. The Principal told us today that no schools are being allowed to go hybrid except the Academy of the Americas, and Cass Tech. The beauty of the agreement is that it can't be one sided. We will talk offline.
- Marnina Faulk (Flicks) – Would posting assignments on Schoology a part of Blended Learning. Parents do not have to tell us when a child has COVID. Telling a name is a violation of the HIPAA rights. There should be a list of who needs instruction.
- Kendra White (Bunche) – I received an e-mail that stated that if you do not pass the symptom checker, you should not report to work, and you should take a sick day. If you are are a long hauler, or just a part of your norm to have some of those symptoms, you should make sure that this is on file with Karen Skolar or William Bogle. Now the District is saying that some people are "failing" the symptom checker on Fridays and Mondays. Please do not use the symptom checker as an excuse for not going to work. You are allowed to work on TEAMS, you do NOT have to take off work if you wish to work. What is the two-way communication?
- Sedrika Campbell (Pershing HS) – I have an issue with how the Oversized classroom is worded. The numbers that are over are so many over that it makes many not eligible. The COVID protocol person came to the building and said that I had hand sanitizer and Lysol at each desk to keep the unvaccinated safe. We must be 3 ft apart, and they can't do any group work. Teachers have to define their own group and we have to apply what is necessary with what is best for our children.
- Tim Robertson (Western International HS) - We are being asked to sign in to the building. We sign in for our safety. We get our gradebook and our personal belongings when there is an emergency. The school secretary gets the sign-in book to have a record of who is in the building.
- Carolyn Yisrael - I cannot find a copy of our contract. I have an administrator who holds staff meetings past an hour. This admin also wants me to sign in in 2 different places, and 30 minutes prior to when school starts. I need a copy of my contract where it is spelled out to give to my admin so I won't be seen as challenging her authority.
- Cyrisse Allen (Mann) – Literacy and Comprehension of our COVID-19 protocols. When teachers are exposed with students in your own class.
- Selina Wilkins (Burns) – I need clarification with discipline issues. I was told by the Dean that all level A infractions come from me. I am a counselor and my job is to advocate for children. These instances put the counselor in a bad situation, but encourage the parents to respond to the teacher.
- Toccara Bailey (Jerry L. White – SSW) – I have a student who has been out of school since last year. I was told by my supervisor to service this student virtually. Will I be able to get the stipend for Blended Learning? This was said in a meeting, but not put in writing. This needs to be put in writing. Blended instruction was meant for people who are teaching both F2F and virtual

- Tracey Arneau (Bennett) – In early childhood – the GSRP, there are no preps until Friday with no students on Fridays. It is my understanding that there are lots of meetings being held. These meetings are exceeding more time than they should. These instances of meetings and IEP's being held on Fridays need to be logged, especially when they exceed the time earned for a prep. PLC's should be done on Wednesday in lieu of staff meetings and offered to all for SCECH's.
- Stacey Goldman (Edison)- There's hand and foot disease in our school. Today there was a letter that said there is a COVID case. No one explains what is going on in the school.
- Mitzi Davis (Thirkell) – Is there something that the principal can tell us in our building. There was a teacher who tested positive and she eats lunch with others for lunch each day. In contact tracing, that teacher should identify all the folks that she comes into contact with so that they will know who to quarantine.
- DeVette Brown (Bunche) – Due to the teacher shortage, our AI's have been substitute teaching. It is a liability and they should never sub.
- Crystal White (Hutchinson) – Preschool teachers have been asked to assist students during COVID testing. The company hired to test has this responsibility, as well as the school nurse. Teachers are not required to assist students.
- Stacie Lewis (Hutchinson) – What is the protocol for students who have tested positive – do they have to produce a negative COVID test. Admin said they do not need a test They could return as long as they don't show symptoms after day 11, per the Health Department.
- Karl Burnett (Vernor)– Billhighway took money out of an account early. When is the money taken out? It should come out on payday.

11. Old Business

12. New Business

Marcus Walton (Political Action Committee Chair) – Political maps and redistricting in the City of Detroit. We want DFT members to participate in these meetings. They are attempting to draw a district from the east side of the city to Marine city. It will lose representation and dilute our power.

Regina Hunter (SSW Charles Wright) – can we get training to help mobilize our parents to help with these fights. We are told to do the 504's (accommodations) without asking for medical documentation. There's supposed to be a team of people completing a 504. Often times, these issues can be health related, and there needs to be evidence presented to support it.

13. Good of the Order

14. Adjournment

M3: Jason Posey (Brantley-Phillips) made a motion to adjourn. **MOTION PASSED**

Meeting adjourned @7:11 p.m.

Respectfully Submitted,

Elena Brantley-Phillips, DFT Recording Secretary