

April 9, 2019

To: Brent Lehman

Cindy Engle

Mike Riehm

Becky Durnbaugh

Jaime Macklin

Kelly Roby

Re: Minutes from Monthly Discussion Meeting, 4/09/2019

The Monthly Discussion Meeting convened at 7:04 Tuesday morning, April 9, 2019, in the Board Room at the North Adams Administration Building. In attendance were Brent Lehman and Larry Carty, representing North Adams Administration, and Becky Durnbaugh, Cindy Engle, Jaime Macklin, Mike Riehm and Kelly Roby representing the North Adams Teachers Association.

Revisited Items

1. None

New Items from NATA

1. **Lack of Substitutes:** The lack of substitutes has become a major issue with regard to professional development for teachers. There is not enough support staff to provide coverage. We need to find some alternate means to provide teacher coverage. Is it permissible to compensate teachers for covering expanded classes? No, personnel can be paid only once for time worked. What about scheduling eLearning days to provide time for conferences and professional development activities? Superintendent Lehman reminded everyone that we (North Adams) had previously designated only "weather" as a reason for utilizing eLearning days. It would be necessary for us to add "flex and professional development" to our submittal for next year. Since the lack of substitutes may prove to be a longstanding problem, we need to be determining our preferred course of action. That raises the question, what is the expectation for a teacher at Professional Development if their students are doing eLearning? How should / do they respond? We need to talk with some schools who have already adopted this as a course of providing time for PD activities. Would it be possible to do only designated grades for eLearning? It would be possible, but that poses issues that negatively impact families who count on older children for watching younger ones. It is generally easier to do the entire district. There is also the consideration that eLearning days short a number of positions in pay; they do not get to recover those "missed" days. What if this time is used for training opportunities for employees who otherwise would lose pay? That is worth further consideration and discussion. Comment was made that flex days would permit all teachers to participate in professional development at the same time, and that it would eliminate the cost of substitutes on those days. The Superintendent will take the idea of eLearning/flex days to provide opportunity for Professional Development back to administrators for discussion and consideration.

New Items from Administration

1. None

With no items remaining on the agenda, the Monthly Discussion Meeting was adjourned.

Submitted by,

Larry G. Carty

Director of Operations