

United Teachers of Dade  
2200 Biscayne Boulevard  
Miami, Florida 33137

UTD Executive Board Meeting  
April 2, 2009

### **Approved Minutes**

This regular meeting of the UTD Executive Board was called to order by First Vice President Artie Leichner at 5:00 p.m. (President Aronowitz is going to be late she is returning from from Tallahassee and she is at MIA now).

**Present:** Karen Aronowitz, Artie Leichner, Fedrick C. Ingram, Linda Cohen, Joyce Cook, Joan Cortez, Cassandra Holmes, Beverley Dowell, Peter Hill, Angie Gonzalez, Valarie Johnson, Paul Moore, Thomas Nunn, Chris Radney, Wendi Werther, Sharon Williams.

**Absent:** Willette Cruse (excused) Pablo Gomez (unexcused) Shirley Person (excused) David Prince (excused) Ingrid Robledo (excused) Sonny Ambroise (unexcused) Magda Brooks (excused)

**Adoption of Agenda:** It was moved by Linda Cohen and properly seconded to change the order of the Agenda and add a report by Ms. Peggy Green. After discussion, motion carried.

### **Agenda**

#### **Secretary/Treasurer's Report: Fedrick C. Ingram**

Secretary/Treasurer Ingram stated that he has been visiting schools throughout the County, especially the Differentiated Accountability Schools in order to make sure that any issues of concerns to the faculties of these schools are properly addressed.

#### *Update on Differentiated Accountability Schools: Dr. Randy Biro*

Dr. Biro gave an extensive report on the issues dealing with the Differentiated Accountability schools and stated that Edison Senior, Miami Central Senior, Holmes Elementary and Liberty City Elementary are at risk if the students do not pass the FCAT – they must become a C school and they must gain 5% on the reading and math. Dr. Biro further stated that schools that are Intervene School, UTD would have to sit with the district and enter into negotiations – Randy gave the example that the district may want every one to use the same lesson plans in these schools and this would have to be negotiated. Dr. Biro also stated that the District may want the extended school year and extended school day in the Intervene School that remain an F. Dr. Biro stated that we have asked the faculties from the schools affected to be on the bargaining team.

After extensive discussion, Ms. Peggy Green asked for copies of the report given by Dr. Biro are distributed to the Board. Dr. Biro responded that it was not a problem; she would have the reports by the next meeting since they are so extensive.

Mr. Moore stated that 13 Intervene Schools are immediately threatened with sanctions from the State, and the State is instilling fear in these schools and UTD must mitigate that fear. It is Mr. Moore's opinion that DA is a racist attack on the public school system, since most of these schools are in the inner city and are Title I schools. Mr. Moore also stated that UTD must meet with the community of these schools, and not allow any of the schools to be closed – we must defend the rights of the students that we teach.

Dr. Biro stated that UTD will be co-hosting a Town Hall meeting on May 8, 2009 discuss all of these issues.

Secretary/Treasurer Ingram stated that he looks forward to having Board members participate at the May 8 forum.

***New Steward Attendance Incentive Policy and Steward Incentive Oversight Committee: Jeffrey Redmon and Bob Burnett, Chairperson, Internal Functions***

Mr. Redmon stated that for the 2009-2010 we will be streamlining the Steward Incentive Plan process. Mr. Redmon stated that when he met with Stewards they recommended that we go back and review the attendance policy and make sure Stewards who receive the stipend really deserve it. The new Stewards Attendance policy will be announced after Spring-Break. Mr. Redmon stated that as of now, Stewards do not stay for the entire meeting, and 15% of the Stewards sign-in picks up the packets and leave. Mr. Redmon also stated that we need to have a process in place to make sure the incentive is earned – last year the total amount of monies for the incentive totaled \$200,000 and at least five-hundred Stewards receive it.

Mr. Redmon stated that effective 2009-2010 the new Steward Attendance Policy will be implemented which will require the Stewards to attend a minimum of eight Council of Stewards meetings; Stewards must stay until the meeting is officially adjourned; Attendance Cards will need to be filled out and submitted to the Staff member for record keeping.

Mr. Redmon stated that in the month of April an email will be sent to all Building Stewards regarding the new policy and we will be asking Stewards that are interested in serving on the Steward Incentive Oversight Committee (SIOC) to submit their names by May 8. Mr. Burnett, Chairperson of the Internal Functions Committee stated that we will have a printed ballot included in the May 21 Council of Building Stewards folder, in order for Stewards to vote for the three members of the SIOC committee and an alternate. Mr. Burnett stated that the Internal Functions Committee will be counting the ballots, and the top three vote getters will be the SIOC members with an alternate. Mr. Burnett stated that SIOC members will serve a three-year term.

Several questions were asked by Board members, and they were answered by Mr. Redmon and Mr. Burnett. Ms. Cortez had a concern if a Steward had to leave the meeting in case of an emergency what happens? Mr. Redmon responded that all they would have to do is contact their Organizer. It was recommended by Wendi Werther that training sessions be mandatory in order for Stewards to qualify for a Stipend. Mr. Redmon responded that he would be looking into this.

***New Electronic Balloting System: Jeffrey Redmon and Bob Burnett***

Mr. Redmon and Mr. Burnett explained to Board members that with the election of officers in 2010, they are recommending E-Ballot which is a company with the software needed that conducts elections and counts votes for ratifications. The savings of using Electronic Balloting to UTD would be \$100,000. Mr. Redmon stated that Volusia County has used this company for the past two years for their contract ratifications and also for their election of officers.

A power point presentation was shown to the Board members. Mr. Redmon explained to the Board that voters can participate anytime as long as the voting period is open, using the internet; and E-Ballot is a 100% hosted application, so they maintain and monitor the vote; it is secure and a proven reliable company.

Mr. Burnett stated that members will be given random passwords to vote, and we will do dry runs to make sure there are no problems, and the voting results will be given to the Internal Functions Committee on a daily basis at the end of the voting period.

President Aronowitz indicated that E-Ballot works with a yearly license, there is only one fee representing the entire Bargaining Unit. Therefore, if we hold three elections in one year for the bargaining unit or contract ratifications, we only pay a one year fee.

Mr. Burnett stated that the last officers' elections cost UTD about \$100,000. By using an electronic balloting system, UTD will only \$9,000, a substantial savings to UTD. Mr. Burnett also stated that the chances of intimidation for a vote is much less, because people sign-in to vote from their computers and no one is giving paper ballots, etc. Mr. Burnett stated that this system will protect the integrity of the votes conducted and he strongly recommends this system.

Several Board members expressed concern about members that are not too computer savvy – Mr. Redmon responded that these people can be trained prior to the actual voting. Mr. Radney recommended that we arrange voting in minor issues before our members are asked to vote on something big.

Secretary/Treasurer Ingram stated that we can save at least \$ 15,000 by not having the organizers deliver materials for elections and contract ratification votes.

Secretary/Treasurer Ingram announced that Mr. Michael Molnar's "UTD Membership Report, Third Quarter 2008-2009-School Year January 1, 2009 to- March 31, 2009" is in the packets – Board members who have any questions are asked to contact Michael.

#### **President's Report: Karen Aronowitz**

##### ***Tallahassee Update***

President Aronowitz stated that she just returning from Tallahassee and she stated that the Pay Teachers First bill has passed unanimously through the Senate Pre-K-12 Education committee- but we are running into difficulty in the House. President Aronowitz is asking all UTD members to contact their legislators and urge them to support the passage of this bill. President Aronowitz also stated that stimulus monies for Title 1 and ESE should arrive in the next few weeks.

President Aronowitz stated that the Superintendent is asking for a return of .25 mills to Capital Funding from Operational funding which is being opposed by UTD. President Aronowitz stated that asking for this would harm the employees and we cannot agree to a reduction of the Operational Funding. President Aronowitz reminded Board members of the letter that Superintendent Carvalho wrote to the Dade Delegation asking for the change, and the letter she wrote to the Dade Delegation opposing the return of the .25 mills to Capital Funding.

President Aronowitz reported that what happened at the last School Board meeting with Larry Feldman was completely inappropriate and the blame should fall on the Chairperson of the School Board, Dr. Stinson for allowing this to happen. The comments were completely inappropriate from the dais.

##### ***Update 2-day issue***

President Aronowitz stated that we are once again doing a second survey asking our members for their input regarding the 2-day issue – and for their direction to the UTD leadership. President Aronowitz stated that if we hold firm and it is imposed by the Superintendent we would have no say at all in the issue, but, if we go into negotiations, we can perhaps negotiate the terms and the conditions and have some language as to the days. President Aronowitz stated that the first survey done, indicated that our members wanted us to hold on-stay firm.

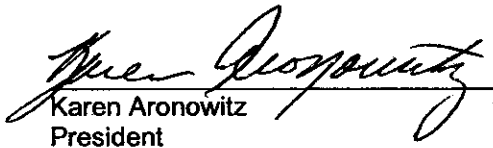
Comments were made by Board members that the other Unions got to pick the three days would that be the case if it were imposed. President Aronowitz stated that if it is imposed and not bargained then the Superintendent could decide what days and we would have no input.

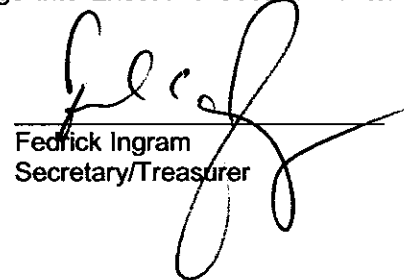
Ms. Beverley Dowell addressed the Board regarding her concerns of the IB program – stating that she had concerns as to how the program is being implemented, principals are having problems with it and their hands are tied; no planning time, etc. Ms. Dowell also stated that if all of the schools in the Beach were told they had to participate why did Bay Harbor Elementary did not participate – if it's mandatory for all of the schools in the Beach it should be mandatory for Bay Harbor. Ms. Dowell also stated that her duty free lunch is being violated; and she was told that on April 16<sup>th</sup> there will be a meeting, and students will be enrolled even if the parents would not enroll them. President Aronowitz asked Ms. Dowell to meet with Dr. Biro to discuss these issues. Ms. Dowell further indicated that the IB program and the City of Miami Beach is making life miserable for all involved and they are violating the UTD contract. It was recommended by President Aronowitz to have Beverley Dowell meet with Dr. Randy Biro at the end of this meeting to discuss all of the issues she has pertaining to the IB program/City of Miami Beach.

Secretary/Treasurer Ingram reminded Board members that the UTD proposed Budget for 2009-2010 will be discussed at the next Board meeting.

**Adjournment**

It was moved by Karen Aronowitz and properly seconded to go into Executive Session. After discussion, motion carried.

  
Karen Aronowitz  
President

  
Fedrick Ingram  
Secretary/Treasurer