

BESPA General Meeting

September 27, 2022 4:30pm BHS Yellow Café

Meeting called to order 4:40 by Stacy MacDonald

- Vote to Open By-Laws – add a clause – During contract negotiations year, negotiation committee members will be compensated \$500 for their work. Negotiation Committee will consist of the Executive Board and 2-3 Union Members.

Vote: Majority YES – Open By-Laws and add clause

- Status of contract negotiations – Given by Audra MTA Rep
 - Goals discussed in February were brought before the board
 - TA – Tentative Agreement means not final until BESPA Union votes
 - Merged MTA and Para contract – tedious work – went very smoothly
 - Merged Wage Scales to be 1 set of rules (we did not win it all, it will be a process over time)
 - This will be the best contract we have ever had
 - Still fighting wages – we have given them a proposal to make big changes over 3 years
 - Our wage request vs their language changes
 - Working on improving sub pay
 - PIC – proposals made specifically to PIC – still working on
 - Wage Scale – increase on starting pay and moves up the scale (Example Only: Starting pay is \$16 we win \$1 – Starting pay is now \$17, if you are on the scale making \$23 you will be increased \$1 to \$24)
 - The CAT (Contract Action Team) has been doing a great job
 - **Next Contract Negotiation meeting is Monday, October 3rd – wear RED SHIRTS to work for the day in support of the Negotiation Committee**
- Refer to our Facebook Page and Website for updated information
- Building Rep Training – A survey will be going out to our Building Reps about a training once the new contract is settled – What the Building Rep responsibilities are.
- Roll Call done for each school represented
- Open Discussion
 - Will Raise be retro? – We have proposed it to be retro, however we are not sure at this time if it will be
 - BUS/VAN MOA –
 - Employee means both MTA and Paraprofessionals
 - Building Reps requesting a list of seniority
 - Does Bus Monitoring end of Friday? – No, it is however at the discretion of the principal – if there are problems with kids on busses, a monitor will continue on the bus or if a principal wants to continue with a monitor on all busses, there will be a monitor on all busses
 - The half days monitors are still required to ride bus/van at straight pay because it is part of your contractual hours

- Payroll – it does not matter if you ride a bus/van for 10 minutes or 1 hour, you will still be paid 1 hour at time and a half. You will also be paid time and a half for anything over 1 hour (example - if there is an emergency on the bus)
- Guideline – Principal looks for volunteers from the top of the seniority list down, then works from the bottom of the seniority list up to assign monitors
- Principals are not following the MOA – Stacy will request a meeting with all principals to discuss the changes in the MOA
- If monitor has a personal day or is sick, next person on the bottom of the seniority list will be assigned to cover for the day. There always need to be a monitor.
- There should not be any rotation of a schedule for van/bus monitors
- Vans will always have a monitor – no exceptions
- Morning Duty – any morning duty outside of your contractual hours will be at straight time, unless you work over 40 hours. You are not required to work any hours outside of your contractual hours unless it is bus/van duty.
- Professional development on half days – the PD Committee has not had a meeting.

Meeting ended at 5:13

79 members in attendance