



PRESIDENT'S REPORT

GNTA REPORT

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Brothers and Sisters,

It's hard to believe that we are almost two months into the new school year! And I'd like to take this opportunity to let you know a few of the things we have all been working on. Already this year...

- We are fighting hard to win a grievance with the district over two of our members who were denied personal days for religious observance. The grievance is scheduled to be heard by an arbitrator next month.
- We've been working closely with the administration—and we've made some progress—to address our members' concerns with Aesop, the new absence management system.
- Our Internal Organizing Committee, with representatives from every building, is planning a public relations campaign in the local newspapers as we continue to build bridges to the community and within GNTA itself.
- Our Paraprofessionals (who have begun their second year without a contract) attended a Board of Ed. meeting en masse last month to demand that the Board offer a fair financial package as the two sides head toward mediation.
- Our Per Diem members (also in their second year without a contract) continue to negotiate with the district, and we are optimistic about reaching a settlement soon.
- We are addressing widespread concerns with changes to how our hourly employees are being paid and with the general working conditions of our speech teachers across the district.
- Our Political Action Coordinators have been working on a voter pledge drive ahead of what may be the most important presidential election of our lifetime.

It may be a new year, but our fight is a daily one. And you need to be the union. Thank you to everyone who has stepped up to serve on BRC, BCG, and SDM. Thank you for volunteering to be on the new Board of Ed. advisory committees that will certainly play an important role in the upcoming budget process. Thanks to our members who are now serving on UPTC subcommittees as we strive to make sure there's a strong "T" in UPTC. Thank you for taking the pledge to vote and for following through on November 8.

Individually we can do very little, but together, I believe we can do almost anything. Thank you, all, for being the union!

In solidarity,

Jim Daszenski
President, GNTA

SHS TEACHERS AND PARENTS: CELEBRATING SUCCESS TOGETHER



by Brad Krauz, BRC co-Chair, South High School

On Thursday, September 22nd at South High School's Open House, the GNTA provided "Coffee & Cookies" to parents as we "Celebrated our Success." Parents were greeted by smiling GNTA members as hot coffee and freshly baked cookies welcomed them, along with a banner that helped to highlight the achievements of South High School thanks to the collaborative efforts of teachers, students, and parents. In addition, a flyer with a new map of the school on one side, created by a South High parent, and literature about the history of GNTA and South High's recent achievements on the other side, were made available for parents. This is the second year that GNTA has helped welcome parents to South High's Open House with hot coffee; parents were not only appreciative of the coffee, they expressed their sincere gratitude to South High's faculty for their dedication to their children.



Education in the News

-  [Former Education Secretary Criticizes Teacher Training](#)
by Susan Snyder in *The Philadelphia Enquirer*
-  [After Gaining Legitimacy, Can Online Education Replace Traditional College](#) by Jeffery Sellinger, *The Washington Post*
-  [New York Law Will Require Mental Health Education in Schools](#) by Michael Vertenan, *The Associated Press*
-  [Why Teaching Collaboration Skills Matters](#) by Deidra Gammill, *Education Week Teacher*



The GNTA Political Action Committee is asking you to **VOTE, VOTE, VOTE** on November 8, 2016.

VOTE to force legislators to listen to the voices who are demanding respect for our profession.

VOTE so that politicians will advocate for legislation desired by public educators!!

VOTE because 600,000 Votes is worth more than \$600,000 lobbyist dollars!!!

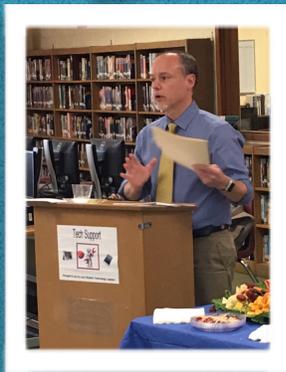
VOTE because legislators know if we do or don't!!!!

NEW YORK EDUCATORS ARE 600,000 STRONG.

BY SIGNING IN TO VOTE YOU ARE DEFENDING YOUR JOB AND QUALITY PUBLIC EDUCATION.

YOUR VOICE MATTERS AND MAKES A DIFFERENCE.

WELCOME, NEW MEMBERS!



Here's to the Class of 2016-17!

On October 19, GNTA welcomed its new members at a reception at South Middle School. There were presentations from Mike Hefernin of Merkin and Gordon; Doug Weller of Stacy Braun and Associates; Chris Deo from Voya; Leslie Chou, A.V. Center Coordinator; and Elena Teixeira, Director of the Great Neck Teacher Center. Special thanks to Jodi Rauch, GNTA's New Members Coordinator, for planning this terrific event.

Elementary Teachers

Newly hired teachers at **E.M. Baker School** include: Douglas Kuveke (special education), Lisa Noonan (special education), Stephanie Schmidt (grade 4), Kimberly Sieh (grade 4), and Melissa Weibman (grade 5). New teachers at **J.F. Kennedy School**: Christine Deaner (special education), Kristen Milici (special education), Vanessa Nilsen, (special education), and Kelly Rosario (special education). Barbara Manzi is a new special education teacher at the **North Shore Hebrew Academy** and Mary Terriberry is a new prekindergarten

teacher at **Parkville School**. New teachers at **Saddle Rock School** are: Rachel Barrer (reading), Jennifer Kerr (speech therapist; also at North Middle), and Deanna Phillips (special education).

Secondary Teachers

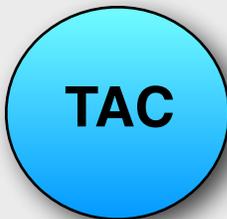
Thomas Hahn is a new English teacher at **North High**. New teachers at **North Middle School**: Melissa Block (Languages Other Than English–LOTE), Alexandra D'Angelo (special education), Jennifer Kerr (speech therapist; also at Saddle Rock), Jeryl Lehmueller (special education), and Tracy Segal (guidance department head).

New teachers at **South High School** are Morgan Burk (physical education/health), Lillian Hsiao (English as a New Language–ENL), and Daniel Shaddock (mathematics).

New teachers at **South Middle School** include: Yanxia Chen (LOTE), Jessica Hemmerdinger (special education), Lindsay Manno (special education), Sandra Neuwirth (LOTE), and Catherine Sagevick (mathematics).

Visit GNTA on the Web: www.gnteachers.net

Did You Know...



Is shorthand for **T**eacher **A**ssistance **C**ommittee. Organized by each building's BRC, a TAC is comprised of 2 to 3 seasoned members who volunteer to help untenured teachers with their day-to-day work and the whole APPR process. At no time is a TAC involved in evaluating a teacher's performance.



Is the number of written evaluations on which any decision by the administration to terminate a probationary teacher must be based. See Article 42D3 in the contract for more information.

PR&R

Stands for **P**rofessional **R**ights and **R**esponsibilities. If you have any questions or concerns regarding your PR&R, first seek out the BRC chairperson in your building. Jennifer Snyder (EMB) is GNTA's Vice President for PR&R, and she oversees all such matters as a member of the Executive Board.

GNTA - Our Role in the Hiring Process

Elaine Brendel, Vice President for Professional Development

As you all know the hiring process in Great Neck is a unique one which we all braved in order to become educators within the Great Neck Public Schools. Staff are hired by what we call a selection committee made up of three GNTA members and three administrators, with a few exceptions when committees may consist of two GNTA members and two administrators. In short we have equal say in the decision making process of hiring who will be our colleagues. I don't know of any other district that operates this way. Most importantly hiring by committee is memorialized in our contract with the district so it is also a contractual right. This is something we can be proud of as a Union and a District.

Serving on selection committees is voluntary, as such there is no monetary remuneration, but the ability to have a say in who ultimately gains employment within the District and become our colleagues. GNTA members are solicited to volunteer to serve on committees based on their individual expertise and interest with regard to subject area disciplines and grade level. This task is accomplished by GNTA Vice President for Professional Development as the GNTA President's designee. GNTA has established guidelines for the makeup of committees and their operation. In order to be eligible to volunteer, staff are required to attend a one time training, where these guidelines are shared and explained, and keep their information up to date with me as to their home building and disciplines they are interested in potentially serving on committees for. One final thing that individual should consider when updating their information is whether they wish to serve on promotional committees. Promotional committees are committees that hire department heads on the secondary level, assistant principals, principals directors, and assistant superintendents. Each building has a promotional list of volunteers that I maintain and utilize for setting up these committees. Those who have not indicated that they would serve on these committees will not receive notifications/ invitations to volunteer for them.

Each fall the BRC leadership is provided with a spreadsheet for their building that contains every trained person within their building and what committees they would like the opportunity to be considered for serving. They then publicize this information so staff can check their information for accuracy and make any changes like adding or subtracting a discipline they are willing to serve on a selection committee. This information is forwarded to me and I update the building spreadsheets and email distribution lists as a result.

For those who need to be trained an opportunity to attend a training session is offered at least one time a year. Immediately after the training these individuals will be included in the requests for volunteers for committees. It is important to note that one need not be tenured to be trained or to serve on selection committees! This year a training session will be offered on Superintendent's Conference Day starting at 1:15 pm in the choral room at South Middle School. Anyone interested in attending this training should let me know they plan to attend via email. The training takes no more than an hour and promises to be very informative. If you have not served on a committee recently and were trained a while ago you are welcome to attend this training, though it is not required.

TREASURER'S REPORT

by Maura Carroll

As we begin the 2016-17 school year, I'd like to outline some of the initiatives/projects that your GNTA dues have helped to finance and will continue to finance.

First, our Retirement/Year End celebration in May of last year was a huge success. All retirees of GNTA and its affiliates were invited with a guest. All BRC/BCG chairs were also invited as a thank you for all their hard work. Invitations to the entire membership went out, at a reduced cost than previous years.

During the summer, we were able to update the technology at the Cottage with two new desktops. We are also currently working on a new updated telephone and Internet provider as well as an electronic check depositing system for both GNTA and the Benefit Trust Fund.

In early October we are hosting a BRC chairs training with our labor relations' specialist, Pete Lanzo, at South Middle School. GNTA will provide dinner and beverages to those attending.

At the September DA, President Jim Daszenski discussed building-wide initiatives that will be made possible through your dues.

We continue to make contributions not only to district based groups but also the GN community. Most recently, a donation was made in September to the Great Neck Student Aid Fund.



**KEEP
CALM
AND
MARK YOUR
CALENDAR**

Benefit Trust Fund
Wednesday, Nov 2

NYSTRS Convention
Nov 6-7

**Election Day
Superintendent's
Conference Day**
Tuesday, November 8

**Veterans Day
Schools Closed**
Friday, November 11

Delegate Assembly Meeting
Thursday, November 17

ED 19
Tuesday, Nov 29



You do not have to share the nature of your first two personal day requests with admin unless they fall on or next to a holiday weekend. After your first two requests, you may submit additional personal day requests, which, if approved, will come from your sick bank. In these cases, you must share the reasoning with the Superintendent of Schools