

BUP Delegate Assembly Meeting Minutes

14 January 2025

Officers present: Marne Brady, Renee Frosini

Attendance: Lisa Magguilli, Alyssa Frenette, Alexis Ford, Stephen Mahoney, Richard Loucks, Carla Naegler, Joseph Climek, Leonard Hall, Michael Silivestro, Katerina Miles, David Striks, Sarah Wendl, Karrie Beeman, Annmarie Perrello, Denise Froman, Kristie Karelus, Kristie Snavlin, Elizabeth Fossum, Sarah Bell, Mary Ellen Knickerbocker, Heather Sens

- I. Call to order: 4:01 p.m.
- II. Approval of Previous Meeting Minutes. Approved.
- III. Committee Officer Reports
 - a. Co-President's Reports
 - i. **Willow Domestic Violence Center**

Provided a list of resources to share with our membership in light of the tragic domestic violence murders in Brighton. Delegates are asked to disseminate the materials to the members. Looking for possible ways to support Willow. Donations are appreciated.
 - ii. **Cornell ILR Program**
 - Marne continues her coursework with this program
 - Committee has been formed to work on a BUP website that will archive important BUP materials past, present and future. Looking for suggestions from delegates regarding what information should be included. Committee members working with Marne are Kristie Karelus, Sarah Wendl and David Striks. Website may eventually be password protected but is not now. Financials will not be on site. This work is ongoing.
 - iii. **Regents Dates**

Tentative dates have been set for 2025-26 school year. Rating day will be June 26, 2026
 - iv. **Behavioral Interventions Update**

NYSUT released a document outlining recent legislative changes to policy. Main take away is that members who are not trained in TCI with Physical Intervention piece should never restrain a student or break up a fight. Doing so could result in disciplinary action. Please share the NYSUT document with members.
 - v. **Health and Safety Toolkit**

Leadership wants to make certain that Health and Safety committees are up and running in each program. Please share names of committee members. BUP leadership wants to coordinate a training module for H&S committee members. Please share if concerns brought to committees are not being addressed in meaningful ways.
 - vi. **Code of Conduct**

Marne is serving on a committee to update Code of Conduct. Current versions are online. Includes more restorative and trauma informed lens. If members have questions, please bring to Marne's attention. Latest updated version likely to be published in the spring.
 - vii. **Workplace Violence Prevention Program**
 - Many different forms may need to be completed when an incident of workplace violence occurs.
 - An additional form was included in the packet that Marne sent out. Only 2 WVP forms were submitted in the last year. Both were resolved.
 - Karrie Beeman is in discussion with Creekside admin to outline which forms need to be filled out and when. A single incident may require the completion of several forms.

Forms cannot be combined as they are filed with different departments. Marne will follow up with Shannon Duserick on this issue.

- viii. **Associate Teacher Mentor Program**
Currently, there are 150 Associate Teachers (approximately 25% of membership). No mentor program exists for these members. Marne is working with AT delegates to put together a proposal for a dedicated mentoring program for Associate Teachers. Please contact Marne if you have input on this program. Proposal will be submitted to upper administration for consideration.
- ix. **Lunar New Year**
- This is a NYS holiday. BOCES is closed to staff and students on Lunar New Year.
 - Members who work in one charter or private schools who have students in the building on that day have to report for work. Itinerant staff who are assigned to multiple buildings follow BOCES schedule.
 - Members with issues or questions should reach out to BUP leadership.
- b. **Treasurer's Report**- Nita Milillo on maternity leave. Report will be given at the February meeting. Admiral Lord is doing the books in Nita's absence. Marne and Andy co-sign all checks. Erica Holland reviews each check as Chair of the Finance Committee.
- c. **Membership Report** – will be emailed next week. 4 new members, 91% membership rate. 623/65 members/non members.

Rick Loucks pointed out that many potential members who are Associate Teachers are in limbo due to long term substitute positions. Renee and Marne can help with questions about individual situations.

IV. **Old Business** – none.

V. **New Business** – Discuss amendment to current election bylaws.

- Changes to the current proposal from the Election Committee were discussed.
- Delegates discussed what constitutes the “publication” of a ballot prior to an election.
- Procedures to fill vacancies in officer positions of Vice President, Treasurer and Secretary were discussed.
- Motion was made by Mike Silivestro to submit proposed changes that arose from this discussion be referred back to the Election Committee for their review. Motion seconded by Liz Fossum. Motion carried.
- 2 additional members are needed for the Election Committee. Karrie Beeman and Liz Fossum volunteered to serve.

Motion to add Laura Hurwitz and Megan Paz to the Membership Committee. Motion carried.

Motion to add Cooper Gilbert to Election Committee. Motion carried.

VI. Meeting adjourned at 5:20