

Dr. Christopher Tamburro, President
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SOLUTIONS TO CURRENT DISTRICT MANAGEMENT ISSUES

Ensuring that Student and Teacher Needs are Met

1. Provide date for negotiations in response to demand to bargain
2. Collaborate with the Association to develop a comprehensive climate and instructional survey for all staff;
3. Collaborate with the Association to make data-informed decisions based on extensive analysis of survey results
4. Collaborate with the Association to follow-up with specific members in order to address anecdotal issues that represent greater concerns for staff and students
5. Seek and act on feedback from staff on issues related to new technology and applications
6. Approve all extracurricular activities on October 13; agree to not halt student activities as part of a budget discussion
7. Treat athletics and extracurricular activities with equal regard

Health and Safety Issues

1. Release all repair and HVAC records to the Association
2. Conduct regular health and safety inspections with the Association throughout in-person instruction
3. Schedule a walk-through for Verona High School well in advance of building reopening
4. Provide N95 respirators and fit testing for all staff required to make close contact with students
5. Collaborate with the Association and industrial hygienists to ensure return to buildings is conducted safely
6. Acknowledge that MERV 7 and 8 filters are not adequate for filtration of COVID particulate, requiring windows to be open or additional ventilation measures
7. Purchase or lease portable unit ventilators, air scrubbers, or HEPA filters at MERV 17 or above, equipped with outside exhaust for all classrooms in order to allow staff to close windows during cold weather
8. Engage in honest, proactive dialogue with the Association on all health/safety concerns

Ascertaining Stakeholder Feedback:

1. Provide a breakdown of the results of summer committee deliberations in comparison to final adopted plans
2. Reconvene school reopening committees to discuss current issues and plan changes
3. Conduct reopening committees in a manner that does not compartmentalize them

Verona's teachers, medical staff, counselors, child study team members, administrative assistants, custodians, maintenance staff, paraprofessionals, and technicians united in service to our community and profession.

4. Conduct building-wide large group sessions and district-wide plenary sessions in order to ensure transparency
5. Publish notes of all sessions to the staff
6. Provide committees with decision-making authority
7. Include an equal number of Association representatives to administrators on the committee that makes final decisions

November 9 (and October) Reopening

1. Conduct health and safety inspection of Verona High School at least two weeks prior to reopening
2. Conduct health and safety inspection of schools that underwent construction after the last walk-through
3. Collaborate with the Association to survey and meet with PK-1 and self-contained special education teachers to explore issues found with hybrid learning; do the same with parents
4. Use teacher feedback to collaborate with the Association on how to optimize Hybrid B
5. Revise Hybrid B plans based on feedback
6. Collaborate with the Association to survey staff regarding their personal health, safety, family health, childcare concerns, and other concerns related to their employment in the Verona Public Schools; act on the feedback of the survey

Responsiveness to Concerns:

1. Respond to all concerns/inquiries within 24 hours

Staff Relations

1. Agree in writing that teachers must be paid for summer work; pay teachers
2. Answer all questions from staff and the Association within 24 hours
3. Pay paraprofessionals 29.5 hours per week by including them on remote learning days and extending weekday hours
4. Grant work-from-home accommodations for staff with disabilities without delay
5. Engage in interactive process with staff prior to denials
6. Require district physician to meet with staff physician prior to making recommendation on accommodations
7. Provide work-from-home accommodations for staff with childcare issues; hire substitutes to staff classrooms while teachers provide synchronous instruction from home
8. Act on all leave and accommodation requests within one week of receipt
9. Do not change staff schedules after the start of the school year; compensate staff for whom this was an issue
10. Develop a non-punitive policy for staff working from home when sick which does not mandate a physician visit unless more than three days
11. Schedule a bargaining session immediately on the Associations' demand
12. Meet weekly with the Association executive committee to openly discuss all current issues and potential plans

Managing Financial Priorities

1. Withdraw with prejudice all unfair practice charges against the Association and its president
2. Disclose to staff and the public the reason for the retention of Nisivoccia, LLP