



HEARING EDUCATION SERVICES



United Federation of Teachers

Cecilia Cortez, Chapter Leader

52 Broadway, New York, NY 10004

Voice mail: (212) 598-9277

Fax: (212) 510-6437

E-mail: ccortez@uft.org

HES Consultation Committee Meeting Minutes

May 6, 2009

4:00 pm - 5:00 pm.

In attendance: Helen Kaufman, Assistant Superintendent; Cecilia Cortez, Chapter Leader; Toni Wofse, Brooklyn HES Related Services Teacher; Olivia Klansky, Queens Related Services Teacher; Sandy Spekman, HES Bronx Related Services Teacher

1. Reviewed and accepted Consultation Committee Meeting Minutes for March 11, 2009.
2. New Business - Agenda as follows:

Teacher Training on the IEP: There will be Training for HES teachers on IEPs on June 4th at 125 Barclay. The presenters will be Ken Stark and Pat Tweedy.

Teacher Morale: This item came out from the meetings that Ms. Cecilia Cortez, HES Chapter Leader has been having with HES Related Services teachers from different boroughs. There are a number of things that make the teachers unhappy. There is no parking space to park their cars. They don't have parking permits. They teach under very hard conditions. There is no space to teach for Related Service teachers. Many HES teachers have received letters because they have been absent a number of days even though those absences were justifiable and with doctors notes. Many HES teachers were denied religious holidays when asked. They have to ask for a personal day thirty days in advanced. There is no money allowed for teachers to go to professional conferences. HES teachers feel they are not treated as professionals.

3. Ms. Kaufman said it is her job to send letters to HES teachers who have taken more than eight days. She would be negligent if she overlooks their absences. Those letters were not for their files. She will continue to send those letters to teachers who are absent more than eight days by midyear. If someone has more than fifteen

absences he/she will receive a disciplinary letter. Those teachers who were denied religious days have already taken too many days off. This is an issue of disagreement with the UFT. For those HES teachers who were denied Religious Observance days the UFT has already filed grievances and it is waiting for a final decision. Ms. Kaufman said she needs to know the reason for personal days off; so she can make the right decision. She gives the days off based on individual needs. She strongly believes if you are not at work the student loses education time. She is very worried about students not being served HES due to absences. She received paper work that is very poorly done. OPT forms come very late. This creates tremendous work for our secretary Ms. Sonia Andrews. She wants better quality of paper work in a fashionable time.

4. Building Morale Among Staff: Ms. Kaufman will acknowledge teachers who have never been absent at the next training meeting on June 4th.
5. Supervisor Evaluation: A long discussion followed. Ms. Kaufman said she won't support supervisor evaluation because it would turn into a popularity contest. It would set up one supervisor against another. It would say that one supervisor is better than the other or one's worse than the other. There was no final conclusion to supervisor evaluation.
6. Budget for Next Year: Ms. Kaufman said that the new budget is not out yet, so this topic will be on the next consultation meeting's agenda.

Olivia Klansky, Queens HES RS, spoke about the importance of being allowed to go to professional conferences locally and out-of-town. She said we need more of this for that's what keeps us energetic and gives us new information about our field. Ms. Kaufman said she has to think twice before she attends a conference out-of-town because it's very expensive, there's no financial support, and many times she doesn't even get the time off.

Ms. Kaufman responded that she would rather spend the money on a speaker who can lecture to the whole group than give the money to individual teachers to go to a conference out of town. She wants to encourage HES teachers to write grants. That will bring recognition and extra money to HES. She didn't explain how she plans to do this. We don't have a family day as we did in the past due to lack of money. She suggested we can have something at a small level maybe borough wide next year. She did mention that next year we will have a tight budget. We will lose money in some way. We will not know exactly. Ms. Kaufman mentioned HES supervisors gave an excellent workshop to some schools psychologists. It went very well.