



Every Child, Every Chance, Every Day



Minutes of the BTA General Membership Meeting: January 21, 2010

*This meeting was held at 4:00pm in the theater of BHS.

Welcome- Kim Atwell

- Atwell began the meeting by thanking those who were in attendance. She discussed the importance of the membership attending general membership meetings and her expectation that at least fifty percent of the membership should be present. She explained that there are three general membership meetings per year, two of which are after school. Atwell stated that members need to set aside the time to go to these meetings.

Salary Issues- Kim Atwell

- Longevity payments are still an issue. Atwell reviewed how longevity is supposed to be paid according to the contract.
a. The 19th year longevity shall be \$2,000
b. The 20th year longevity shall be \$1,642
c. The 23rd year longevity shall be \$1,442
d. The 25th year longevity shall be \$1,442
e. The 27th year of longevity shall be \$1,442
19th year longevity is \$2000...this means after you have completed your 19th year you will be paid an additional \$2000 in your salary year 20 (your longevity pay will be divided by the number of pays throughout the year)
20th year longevity is \$1642...this means after you have completed your 20th year you will receive an additional \$1642 in your salary year 21..... You will also continue to receive your \$2000 from your 19th longevity.
23rd year longevity is \$1442..... this means after you have completed your 23rd year you will receive an additional \$1442 in year 24...
25th longevity is \$1442.... after completion of your 25th year you will receive an additional \$1442 in year 26
27th longevity is \$1442....after completion of your 27th year you will receive an additional \$1442 in year 28
Remember as soon as one starts to receive longevity they continue to receive it each year:
Year 20 - \$2000
Year 21 - \$2000 + \$1642
Year 22 - \$2000 + \$1642
Year 23 - \$2000 + \$1642
Year 24 - \$2000 + \$ 1642 + \$1442
Year 25 - \$2000 + \$1642 + \$1442
Year 26 - \$2000 + \$1642 + \$1442 + \$1442
Year 27 - \$2000 + \$1642 + \$1442 + \$1442
Year 28 and thereafter - ... \$2000 + \$1642 + \$1442 + \$1442 + \$1442
Bold means new longevity payment
Reasons why there have been issues with longevity:
District Salary Agreement forms- there has been a change in format
Errors in overall salary of members
Misinformation and misinterpretation by district and union leadership
The District has not kept accurate records
Employees have not taken responsibility

- **Underpayment Grievances:**
 - Currently 10 teachers have been underpaid by the district a total of \$96,850.71 over the course of 10 years
 - Atwell has consulted with local, regional, and state representatives from NYSUT about these issues.
 - There is a legal statute of limitations which is limiting but regardless, the BTA is pursuing the issue
 - If the BTA were to go to arbitration, the farthest back we would be able to ask for payment would be two years (the beginning of the current contract).
 - NYSUT determines how cases will be presented in arbitrations. It would be unlikely that we would be able to have ten separate cases.
 - BTA Proposal to BCSD: (this was approved by the BTA Representative Assembly on 1/5/10)
 - Seek 1 to 2 years of retroactive payment for members
 - The BTA members will no longer bring retroactive underpayment claims forward more than 30 days after occurrence
 - Amend language (see below)
 - Current members would be grandfathered in and thus not affected (by new language)
 - All future hires would receive longevity payment based on their years in the district only
 - ❖ Article XXVI (26) Salary, Letter E #1 b, to exclude “plus the number of years of experience credit awarded at the time of initial employment”. The effective date is TBD.
 - The BOE will decide on 2/8 whether they will accept the settlement proposal. If they do not, than the BTA will pursue arbitration based on the RA's approval
 - If the district does not settle, will continue to bring claims forward on retro payment until an arbitration decision is rendered

- **How will future salary/payroll issues be dealt with and prevented?**
 - Members will only have 30 days to grieve a salary dispute/discrepancy
 - If you are paid incorrectly you must immediately contact your building rep, AnneMarie Quartironi, and your building principal
 - If your issue is not rectified, a grievance must be filed within 30 days - - - Even if district promises that they will rectify it
 - After 30 days you will have no right to the money
 - BTA will offer another paycheck assistance day in March (tentative)
 - There are already plans in the works to have payroll verification by the district office on the first day of school next year

Budget Cuts: Kim Atwell

- **Potential loss of \$1.9 million**
 - Possible cuts:
 - Assistant coaches- will be keeping a few (savings of \$34 thousand)
 - Some modified sports
 - Music
 - Art
 - Special education
 - Physical education
 - BASE Program
 - Pre-K
 - Summer School (already cut)
 - Non mandated areas
 - Extra curriculars
 - Support staff including: teaching assistants, clerical, and administrators.
 - Other items which could be impacted:
 - Class sizes will likely be increased
 - Building usage may be affected
 - Consolidation which will result in teachers being transferred to other buildings (mostly at the secondary level)
 - BTA's position on involuntary transfers:
 - Administration should not transfer someone for any reason other than educational benefits
 - Teachers should be notified as early as possible if they are going to be transferred

- Principals should consult entire departments and ask for volunteers rather than just relying on the advice of department coordinators and building reps
 - People should not be moved just because they are seen as “troublesome” or “annoying”
- **What is the BTA doing?**
 - Informing the membership as soon as final decisions are made
 - Creating accurate seniority lists
 - BCSD staffing list is inaccurate and does not include leaves taken
 - Please be sure you have submitted your date of hire, certification area, leaves taken- submit to building reps
 - *Just because you are on the top of the seniority list, does not mean that we do not need your information. The BTA is working to create a seniority list which can easily be updated from year to year which will serve our organization for years to come.
 - Working with our Political Action and Public Relations committees to help to pass the May budget vote
 - Creating job descriptions for non coaching and coaching supplemental positions. However, this cannot be done without the help of the membership. Please fill out the forms that you were provided. This will be very helpful in case of budget cuts as well as aiding in contract negotiations.

Professionalism: Kim Atwell and Tom Clemens

- **Major Areas of Concern:**
 - District email- would you want the things you write or send to be printed in the Poughkeepsie Journal?
 - People have been sending racist, immoral, and inappropriate messages---almost all from the secondary level
 - Behavior with students
 - Language- would you want recordings of your comments to be played to the principal?
 - “Friending”- **do not** interact with your students on MySpace or Facebook. Students have the ability to manipulate photographs.
 - Driving- do not give your students a ride in your car (including coaches)
 - Texting- do not give out your cell phone number to students or engage in text messaging with them. If you are a coach, use discretion. The BTA’s position is that if a student texts you, you should not text them back or start a conversation with them.
- **Why do you need to be concerned about your actions?**
 - Education reflects the changes in society; as parents and students feel more entitlement their expectations for educators increases and they are less tolerant of our missteps.
 - Teachers are held to a different standard in society than people in most other jobs. Whether it is fair or not, we are held responsible for what we do outside of school. For example, the teacher on the reality program *Jersey Shore* who was fired for punching a woman.
 - Employers are taking a closer look at employees’ technology usage at work. Arlington School District just informed teachers that Dutchess County BOCES is archiving their email for the past six years.
 - General advice: draw a line between being friendly and being a friend to your students

Upcoming events and activities: Kim Atwell

- **Political Action** (if you want to get involved contact Diane D’Uva)
 - Spring VOTE/COPE drive
 - Board candidate endorsements and supporting the school budget vote
 - The School Board is made up of nine members. Every year, three seats are up for election. This year the three people who are up for reelection are not planning on running.
 - The BTA wants to have a pro-education school board and will be working on creating a coalition with the other unions which are in the district to do so.
- **Public Relations** (if you want to get involved contact Dawn Clemens)
 - Book Swap (3/4) – Bring in your books or volunteer to help out!
 - Pancake Breakfast (3/21)- Help run the event
 - *Events such as these will help to improve how we are perceived in the community and thus aid us in getting the budget vote passed.
- **Social** (if you want to get involved contact Jen Fisher)
 - Rock Band College Night (1/29)
 - 100th Night (2/18)- we will be honoring our retirees, silver anniversaries, and those who received tenure in the past year
 - Rock of Ages (3/13 tentative)

- Bowling Tournament (April)
- **Scholarship** (if you want to get involved contact Dave Ryley or Scott Sabatelle)
 - Golf Tournament
 - There will be a tournament in August at Apple Greens where foursomes will pay \$125 each to play
 - Holes will be sponsored---if you have ideas for sponsors or places to donate raffle prizes, please contact Scott Sabatelle
 - The goal of this event is to raise \$6,000-8,000 for the BTA Scholarship fund
 - THIS IS NOT THE ED MALLE GOLF OUTING which normally takes place in June.
- **Why should you get involved in one or more of these committees?**
 - The BTA needs to create an image that we are not only focused on getting money
 - We want the community to say that they need us and that we are worth every dime
 - We need to prove that we are giving back to the community and that we are meeting society's high expectations for us as educators
 - Now is the time to change people's perception, as time goes on it will only become more difficult
 - We need to work to be ahead of the curve, not struggling to catch up

Open to the Floor:

- Longevity procedure was reviewed (see above)
- When will we be notified of cuts?
 - It depends on the outcome of the BCSD budget vote in May as well as the State budget. The district hopes to be able to inform people in late April or early May.
- Cut estimates:
 - Art- 2?
 - Music- 2?
 - PE- 1-2?
 - There was a question about how art and music cuts would impact elementary teachers since they count as their prep time.
 - Kim Atwell will be looking into that since teachers are contractually entitled to prep time
 - What does "non mandated" include?
 - Extracurricular activities, electives, library
 - Question about whether librarians are state mandated?
 - Kim Atwell will be looking into this.
- Next General Membership meeting will be in May

These minutes are respectfully submitted by BTA Secretary, Dawn Clemens.