



Every Child, Every Chance, Every Day



Minutes of the BTA Representative Assembly Meeting: October 6, 2009

Kim Atwell- President	Elizabeth Hanrahan- JVF	Charlotte Sypher- NYSUT Delegate
Diane D'Uva- Vice President	Terri Losito- JVF	Donna Glynn- Mid Hudson Teacher Center Liaison- <i>absent</i>
Jeff Matus- Treasurer- <i>excused</i>	Alicia Falman- Glenham	Dave Ryley- Scholarship – <i>absent</i>
Dawn Clemens- Secretary	Donna Snowden- Glenham	John Burns- VOTE/COPE
Bobby Atwell- BHS	Matt Carpenter- Sargent	Jennifer Fisher- Social
Bill Castaldi- BHS- <i>excused</i>	Jane Cervone- Sargent	Gina Fontenot- Retirement
Tom Clemens- RMS	Kelly Bender- South Avenue	Aaron Burke- Dental – <i>absent</i>
Roe Greco- RMS- <i>excused</i>	Lisa Biersack- South Avenue	Arleen Phypers- Making Strides Walk Representative

President Kim Atwell called the meeting to order at 3:50 pm in the Community Room at BHS. Dawn Clemens made a motion to accept the minutes from the September 2, 2009 meeting. Seconded by Tom Clemens, the motion passed unanimously.

Officer Reports:

TREASURER: Jeff Matus Balances as of October 6, 2009-

Account	Balance
Checking	\$6,051.16
Savings	\$23,776.48
CD #1	\$19,214.16
CD #2	\$3,334.39
CD #3	\$3,334.39
Total:	\$55,710.58

- Dental is currently \$-3,380.69 because of bills being paid over the summer. This will be rectified once pay deductions begin again.
- Taxes will be completed this month as Matus will be meeting with the accountant on 10/16.
- BTA audit will be started shortly and will be completed by December.

SECRETARY: Dawn Clemens

- A question was posed to the RA regarding the membership's access to the previous meetings' minutes. It was determined that D. Clemens will email the membership when minutes are posted on the BTA website and include a link to the minutes while still continuing to send hard copies to the building reps to post.

VICE PRESIDENT: Diane D'Uva

- Building Reps were encouraged to remind teachers to check the BTA website for child rearing information including facts about rights guaranteed by FMLA, sample letters for administration, and to continue to check the site as more information will be included in the future.
- There was a proposal to start a program where members who are having a child to be given either a gift certificate or a \$25 check from the BTA. This would symbolize a shift towards a positive attitude with regard to child rearing by our members.
- Building Reps were reminded that grievances must be typed using the form which has been sent to them previously.

PRESIDENT: Kim Atwell

- Atwell began by reminding RA members that certain information must be kept confidential and that emails should not be "cut and pasted" to the membership.

- Payroll issues in the district were discussed. The BTA leadership is creating a file of payroll inaccuracies from the first two paychecks of the school year.
  - o Members should continue contacting their building reps when there is an issue with their paychecks. The building reps will then forward the emails to Atwell.
  - o Atwell stated that she believes that the union needs to take a hard-line approach with the district in relation to payroll and has composed a letter which will be sent (as of 10/7/09) to the Superintendent, Assistant Superintendent for Business, and President of the Board of Education. The RA agreed with this course of action by Atwell.
  - o Pam Carpenter has been replaced by Mary Esposito who is now in charge of payroll.
  - o A suggestion was made by B. Atwell to have a table set up at the first Superintendent's Conference Day of the school year where members can check to make sure their step, deductions, pay schedule, etc. is correct.
  - o K. Atwell suggested having information about how to read your paycheck on the BTA Website.
- Age 29 Dependent Law was signed this summer by the Governor which requires health insurance companies to offer extended health insurance coverage for dependent children up to age 29.
  - o Program is not free and must be paid for in a COBRA-like fashion.
  - o If you have a child who qualifies, set up an appointment with Margaret Ann Cavalluzzi at the Board Office.
  - o This law took effect 9/1/09 and more information will be in the first edition of the newsletter and the BTA website.
- The first District Advisory Committee meeting of the year is Thursday 10/8. Minutes will be brought back to RA and the agenda includes discussion of a time change for elementary schools and paychecks on the first Friday of the school year.
- Vacancies and teachers' rights to positions in relation to coaching and non coaching supplemental is not based solely on seniority, they are yearly positions
  - o The process is as follows: the position is posted, a job description and job qualifications must be provided (which could be in APPR, Coaching Handbook, etc.), and administration should interview if there are multiple applicants but is not mandated to do so.
  - o The BTA is entitled to negotiate the procedures for evaluation.
  - o See Article XVI under vacancies/promotions in the contract for more information about non-coaching vacancies.
  - o See Article XXVIII in the contract for information about Coaches. It states that coaches must be informed within 60 days of close of season if they will be recommended for position next year. Some of the RA members felt that there was an inconsistency with this practice in the past.
- The BTA leadership is working to ensure that all MOA's (Memorandums of Agreement) from 2007 to the present are accounted for to make certain that they are available for contract negotiations.

### Committee Reports:

#### **MEMBERSHIP:** Dawn Clemens

- There are currently 271 members according to the information made available by the district to D. Clemens.
- Clemens is in the process of reconciling membership information from the district with the information from NYSUT.
- All members who have changed their name or have returned from a leave of absence are reminded to send their paperwork to Dawn Clemens at BHS.

#### **CONSTITUTION:** Dawn Clemens – Reminder that meetings will begin for this committee during the second half of the school year.

#### **PUBLIC RELATIONS:** Dawn Clemens

- The BTA had a booth at Spirit of Beacon Day and gave out approximately 500 balloons, sold raffle tickets, and promoted the REACH program.
- Raffle tickets to benefit the BTA Scholarship fund are on sale until Wednesday 10/14.
- The first newsletter of the year will be out early next week. Clemens is still looking for building reporters for the BTA Newsletter. The only requirement would be to inform her about activities/events/interesting items that are happening in your building.
- Apparel order forms will be sent to buildings next week- look for them in your mailboxes.
- The BTA will be attending Board Recognition Night (Monday 10/26) and all members are encouraged to attend.
- The BTA will be participating in the Making Strides Against Breast Cancer Walk on 10/18 at Woodbury Commons. If you are interested in participating please contact Donna Snowden or Arleen Phipers.

**ELECTION:** Diane D'Uva—The deadline for nominations for NYSUT and AFT delegates is 10/9, so far no election needed.

**GRIEVANCE:** Diane D'Uva

- The department coordinator grievance was won at Stage II; the person was reinstated into the position at prorated pay.
- There are two grievances at Stage III dealing with the timeline for payment for coaching and non-coaching supplementals; the BTA is waiting for a date for the hearing.

**BUDGET:** Jeff Matus – The Budget Committee will meet in December to begin discussions for the 2010-2011 budget.

**SCHOLARSHIP:** Dave Ryley

- Scott Sabatelle (BHS) is working on creating a golf tournament for August 2010 which would be open to the community; a subcommittee will be set up to coordinate the event.
- There was discussion about eventually expanding scholarship program beyond high school seniors to include sponsoring elementary and secondary students for educational camps or seminars.

**POLITICAL ACTION:** John Burns

- VOTE/COPE was not taken out of the 9/25 paycheck.
- Burns will be starting a new donation drive. The goal will be to encourage members to increase their payroll deductions or if members had previously written a check to enroll in payroll deductions.
- A schedule will be coming out soon for when Burns will be visiting buildings.
- K. Atwell reminded the members that three school board members are up for election in May and that the BTA can use VOTE/COPE funds for endorsements.

**SOCIAL:** Jennifer Fisher

- "First Fridays" have already been a success. In September approximately fifteen members attended while in October over thirty members attended. After November a new location will be selected; updates will be sent out.
- The fall party is tentatively scheduled to be held at the Knights of Columbus on 11/6.
- 100<sup>th</sup> night will take place in mid February
- There has been a discussion about a bus trip to NYC to see "Rock of Ages"

**TECHNOLOGY:** Bill Castaldi

- The website will continue to be updated, be sure to check for new information- [www.beaconteachers.org](http://www.beaconteachers.org)

**RETIREMENT:** Gina Fontenot

- Fontenot encourages the membership to look at the NYSTRS website.
- There will be an article about retirement in each newsletter.
- A lot more information about retirement will be disseminated after the NYSTRS Conference on 11/8-11/9.
- There are still spots available for the BTA retirement seminar which is being held at BHS on 3/15. Contact Gina Fontenot to sign up.

**DENTAL:** Aaron Burke – There was a question as to whether the BTA or the district should be in charge of the dental program.

### Building Reports:

**BHS:** The opening went well although the building lost Jason Gerard (Dean of Students) to another district, Brian Soltish has been appointed as a leave replacement for Vicki Meminger (Assistant Principal). There were many paycheck issues throughout the building

**GLENHAM:** The opening was smooth and the faculty welcomed the new teachers. There were many paycheck issues and people were just starting to get responses today (10/6).

**JVF:** There was a question about custodians wiping tables, sinks, desks, and door knobs 3-4 times a day. They were given the response that this was not the job of the custodial staff. The building reps were advised to consult with the principal. Payroll was also a large issue in the building.

**RMS:** There are serious concerns about payroll issues. The faculty is upset that district did not react appropriately and did not respond to members in a timely manner. There was a concern about Intramurals which has been resolved.

**SARGENT:** Faculty is urged to check to make sure their paychecks are accurate.

**SOUTH AVE.:** There were payroll concerns in the building. The faculty wishes Carol and Betty (clerical staff) well with their new appointments and welcomes Irene from RMS and new Pre-K teachers.

### Old Business:

- The new BTA Conference form (which members would need to fill out if they would be attending a union conference) will be voted on during the November meeting.
- K. Atwell directed the membership to email her with questions about the new APPR.

- Discussion about the non-coaching and coaching supplementals began this summer. Information will follow as the case progresses. RA will vote whether or not we will go to arbitration.

**New Business:**

- J. Burns asked about the possibility of a BTA/SRP (School Related Professionals) merger. He stated that we need to show them our support, and that we could not run our buildings without them.
  - o K. Atwell gave example of Newburgh who has an umbrella local (the union is one organization but each unit has their own contract)
  - o She stated that in Beacon, the clerical staff, teacher's assistants, and BTA are affiliated with NYSUT while the other units are in CSEA.
  - o A merger would have to be discussed by the RA.
- J. Burns asked about BTA members who accept administrative positions and the position of the BTA in regard to this practice.
  - o K. Atwell stated that a BTA member, under the contract, is entitled to request a leave but not for the purpose of employment elsewhere. The teacher would apply for a leave of absence and if the district grants the leave, the person can take up to two years leave of absence.
- J. Burns stated his concerns about the members being directed to contact the district office when there is an issue with payroll that responses are not being given to members in a timely manner.
- D. Clemens asked the RA their opinion about the BTA sponsoring a "Paycheck Seminar".
  - o B. Atwell suggested that the district administration should give information during a Superintendent's Conference Day.
  - o T. Clemens added to B. Atwell's idea by suggesting that information should also be placed on the BTA website and that if members still had concerns a BTA sponsored seminar could be held.
- Members were reminded that once you have been in the Teachers Retirement System for ten years, you do not have to pay in any longer and deductions should not be taken out of your paycheck.
- K. Atwell states that although many of the payroll problems are the results of mistakes made by the district office, not all of the problems are a direct result of their actions. Teachers must take responsibility for knowing their salary agreement, years of service, deductions, tiers, and ultimately know how to read their paycheck.

The next meeting of the BTA Representative Assembly (RA) will take place on Tuesday, November 3, 2009 in the Community Room at BHS. The meeting will start at 3:45pm.

All business having been completed, Bobby Atwell made a motion to adjourn, seconded by Tom Clemens. Kim Atwell adjourned the meeting at 6:20 pm.

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