



Every Child, Every Chance, Every Day



Minutes of the BTA Representative Assembly Meeting: December 1, 2009

Table with 3 columns: Name, Title, and Status. Rows include Kim Atwell (President), Diane D'Uva (Vice President), Jeff Matus (Treasurer), Dawn Clemens (Secretary), Bobby Atwell (BHS), Bill Castaldi (BHS), Tom Clemens (RMS), Roe Greco (RMS), Elizabeth Hanrahan (JVJ), Terri Losito (JVJ), Alicia Falman (Glenham - excused), Donna Snowden (Glenham), Matt Carpenter (Sargent), Jane Cervone (Sargent), Kelly Bender (South Avenue), Lisa Biersack (S. Avenue-), Charlotte Sypher (NYSUT Delegate), Jennifer Vasil (NYSUT Delegate), John Burns (NYSUT Delegate, VOTE/COPE), Gina Fontenot (Retirement), Jennifer Fisher (Social), Elizabeth Botero (Dental - excused), Donna Glynn (Mid Hudson Teacher Center Liaison), and Dave Ryley (Scholarship - excused).

President Kim Atwell called the meeting to order at 4:00 pm in the Faculty Room at RMS. Dawn Clemens made a motion to accept the minutes from the November 3, 2009 meeting. Seconded by Jeff Matus, the motion passed unanimously.

Officer Reports:

TREASURER: Jeff Matus Balances as of December 1, 2009-

Table with 2 columns: Account and Balance. Rows include Checking (\$25,843.57), Savings (\$23,776.48), CD #1 (\$19,214.16), CD #2 (\$3,334.39), CD #3 (\$3,334.39), Total (\$75,502.99), and Dental (1,287.49).

- Matus met with our accountant who is working on filing our taxes. The accountant is also going to do our 1099 forms for people whose union salaries are over \$600 in 2009.
- The BTA audit has been started and will be done by the end of the month.

SECRETARY: Dawn Clemens

- D. Clemens and K. Atwell attended the November 19th DCUTC meeting in Hyde Park. The following is a summary of important items which were discussed:
- Issues with VOTE-COPE and locals submissions
- Rules of Age 29 law (dependants ages 18-29 and non college students are eligible, dependants ages 18-25 who are college students are not eligible)
- Retiree health care---retirees must choose Medicare part B, discussed role unions can play in educating members about retirement
- NYSUT certification conferences- 1/21, 5/6
- D. Clemens helped to create the Salary Worksheet which was distributed to the building reps. A letter and email were sent explaining the purpose of the worksheet. The worksheet is completely VOLUNTARY.

VICE PRESIDENT: Diane D'Uva

- In preparation for contract negotiations, a form was created for BTA members who have been appointed to a non coaching supplemental for the 2009-2010 school year. The BTA is soliciting information from members so that job descriptions can be created and to better calculate salaries. This is a fact finding mission and the information gathered will not be shared outside of the Representative Assembly.
o T. Clemens mentioned that in previous contracts, time commitments were specified according to group.

PRESIDENT: Kim Atwell

- Aflac Cancer Insurance: Effective day is 12/1/09, deductions will be taken out in December---benefits will be paid as of 1/1/2010. There were over 80 district employees who signed up. This enabled the district to save approximately \$4,000 in FICA deductions. K. Atwell stated that she will be presenting this information to the Board of Education and also proposing instituting a 125 Flex Plan which could also save district money.
- Technology usage of members: Use discretion with emails sent using district email, the district has access to everything that you do on your school account. Additionally, it is recommended that you not interact with students and parents on Facebook, Myspace, or Twitter. It is the BTA's professional obligation to inform you of the serious implications for your professionally in the future. It is very easy for people to manipulate photos you post on these services. Additionally, you should not be giving out your personal phone numbers to students or parents.
- Budget cuts- There is no new information from Albany (as of 12/1), BCSD is looking more to deal with cuts for next year, mandated vs. mandated
- Negotiations- Atwell is planning to have a committee in place in spring 2010. According to our constitution we are required to have 5-7 members. Atwell stated that in choosing members for the committee that she looking for the following: interest, range of buildings and years of service, not have many other commitments, not have a personal agenda, a tough skin, must be able to keep information confidential. The committee members must be approved by the RA. Atwell is planning on having a summer schedule for committee meetings. Negotiations Committee stipends will be determined by the Budget Committee. The RA will need to take an active role in negotiations. Atwell will be organizing building level meetings for people to give input and will try to be in each building 1-2 times after Christmas break. A proposal was made to have a contract language clean up session prior to actual negotiations. Contract worksheets were given out to RA.
- There was discussion about what a welfare (benefit) trust fund is and the possibility of adding it in the future. The RA received comparison data from other area districts.
- Longevity- There have been many issues with underpayment of longevity. There are currently 5 teachers who have been affected with the amount underpaid totaling over \$50,000. The district has fixed people errors since September 2009. Atwell is meeting with the Superintendent and legal on 12/15 to discuss a settlement.
- Reminder- To check your personnel file contact Dawn Butler at the Board Office.

Committee Reports:

MEMBERSHIP: Dawn Clemens

- Current membership is 269
- Please continue to inform D. Clemens of any new hires, leaves, or returns.
- Clemens thanked the building reps for helping verify to membership.

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

PUBLIC RELATIONS: Dawn Clemens

- Apparel Orders will be in before Christmas, sales raised \$180 for the scholarship fund.
- Next newsletter due date is 12/4- no submissions have been made as of 12/1.
- SRP (School Related Professionals) recognition was put on hold due to lack of information provided by district.
- The BTA received DCUTC PR grant and will be hosting a Pancake Breakfast for Beacon senior citizens in February.

ELECTION: Diane D'Uva—No report

GRIEVANCE: Diane D'Uva-- No current grievances though there could potentially be 5 dealing with longevity payments.

BUDGET: Jeff Matus

- The Budget Committee will meet in January to start work on the 2010-2011 budget.
- Items which will be discussed: salaries for the negotiations team, cell phones for officers, spending our savings to minimize impact on membership.

SCHOLARSHIP: Dave Ryley

- Scott Sabatelle (BHS) spoke to the RA about the potential of the BTA sponsoring a Golf Outing to benefit the scholarship fund. Sabatelle believes that there is the possibility of raising \$6,000 for scholarship fund. He recommends that the event should occur early to mid August. He is looking for people to get involved to help organize the event.
- John Burns asked about the possibility of revenue from vending machines in district faculty rooms being put towards the scholarship fund. K. Atwell asked Burns to take the lead in researching this item.

POLITICAL ACTION: John Burns

- VOTE-COPE- The next drive for contributions will be in March. At the meeting building reps got lists of contributors which will allow them to better "target" those who did not contribute. There were approximately 145 members who contributed last year and there are roughly 160 currently contributing.
- NYSUT recommends units to have two VOTE-COPE chairs and we may eventually have an elementary and secondary chairperson.

- NYSUT also recommends to not have the treasurer of the organization be in charge of VOTE-COPE because of their other responsibilities.

SOCIAL: Jennifer Fisher

- There were approximately 60 members in attendance at the Fall Get-together. The 50/50 raffle brought in \$108 for the Scholarship Fund.
- There will be a "Rock Band/College Night" which will take place on 1/8/10 at the Knights of Columbus. There will be pizza and wings served.
- 100th Night Party will take place in February. Those members who received tenure in 2009, are retiring at the end of the year, or who are in their 25th year of service will be recognized.
- Fisher is planning a Broadway trip in March to see "Rock of Ages". The tickets will cost approximately \$40.
- There was a proposal brought to Fisher to have a family Bingo night.
- The RA expressed gratitude to Fisher for her hard work this school year.

TECHNOLOGY: Bill Castaldi

- The issue of a lack of confidentiality using the BCS email was discussed. The union website agreement includes email which can be used to increase confidentiality. We have capability to make email addresses for entire RA. K. Atwell now has a BTA email address (atwell.k@beaconteachers.org). If you want to confidentially contact Atwell, email her from your own personal email (not beacon mail from your home or school). The plan is for BTA officers to receive emails first then the RA. It is for this reason that the President having a blackberry would be very beneficial.
- Castaldi will be purchasing drives shortly

RETIREMENT: Gina Fontenot

- The amount of information given during the Retirement Conference in Saratoga was quite vast. Fontenot and Atwell are working on creating a newsletter to pass on the information. They are hoping to get some information out very soon.
- Additionally, any member can go on to the NYSTRS website and view the PowerPoint presentations that were presented to them during the conference.
- The March 10th Retirement Seminar has been changed to March 8th (it will be from 4-6pm at BHS). There are about 10 spots left for this seminar.
- The possibility of a retirement workshop for "younger" teachers, (with 15 years or less in the system), is not looking good. To date, there are only a few people signed up. Fontenot sent out a reminder email in hopes of getting more interest. We cannot book this workshop unless we have a minimum of 20 people.

DENTAL: Jeff Matus

- November and October bills have been paid. Hopefully by April the district will be taking over dental.
- Elizabeth Botero (Glenham) is now in charge of dental for the BTA.

Building Reports:

BHS: There are questions about what is ahead for the building as the principal's contract is ending shortly. There have also been continuing salary issues.

GLENHAM: Everything is fine.

JVF: Everything is going well.

RMS: Members are still concerned about payroll issues. Teachers are also still waiting for their promised copy machine. RMS hopes that this year the district will take a more proactive role in clearing sidewalks and driveways in inclement weather.

SARGENT: Everything is fine.

SOUTH AVE.: Everything is going well. Invitations for Ophelia's retirement party have gone out. Preliminary interviews for her replacement have begun which have included teacher input.

Old Business:

- T. Clemens spoke about health insurance options and what the BTA should be looking for in plans. K. Atwell stated that the key is to determine what is best and provides the best coverage for the teachers-research, research, research.
- District open enrollment for health insurance will continue until the end of December.

New Business:

The Golf Outing will be voted on during the January BTA meeting.

The next meeting of the BTA Representative Assembly (RA) will take place on Tuesday, January 5, 2010 in the Community Room at BHS. The meeting will start at 3:45pm.

All business having been completed, Tom Clemens made a motion to adjourn, seconded by Donna Snowden. Kim Atwell adjourned the meeting at 6:40 pm.

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