



Every Child, Every Chance, Every Day



Minutes of the BTA Representative Assembly Meeting: February 2, 2010

Table with 3 columns: Name, Title, and Status. Lists members like Kim Atwell (President), Elizabeth Hanrahan (JVJ), Charlotte Sypher (NYSUT Delegate), etc.

President Kim Atwell called the meeting to order at 3:56 in the Community Room at BHS. Dawn Clemens made a motion to accept the minutes from the January 5, 2010 meeting. Seconded by Bill Castaldi, the motion passed unanimously.

Officer Reports:

TREASURER: Jeff Matus Balances as of February 2, 2010-

Table with 2 columns: Account and Balance. Lists Checking (\$33,652.91), Savings (\$30,653.84), CD (\$19,214.16), Total (\$83,520.91), and Dental (\$5,912.65).

- BTA Taxes have been filed with the IRS. The cost was \$300 as opposed to the original \$1,800 quote
- 1099 forms for people whose union salaries are over \$600 in 2009 will be mailed out shortly

SECRETARY: Dawn Clemens

- The Executive Committee set dates for Pre-Contract Building level discussions. The dates are as follows:
o RMS- 3/1 after the faculty meeting
o BHS- 3/8 at 2:30 pm in the Community Room
o Glenham- 4/5 at 3:30 pm
o JVJ- 4/19 at 3:30 pm
o South Ave- 5/10 at 3:30 pm
o Sargent- 5/17 at 3:30 pm

VICE PRESIDENT: Diane D'Uva

- Non coaching supplementals- Dr. Aefsky has stated that no non coaching positions will be posted next school year without a job description.
o T. Clemens asked about the possibility of district job descriptions that may conflict with current practice and what the BTA's position would be if that were to occur.
o K. Atwell stated that if we (the membership) have descriptions, then we can take the position that descriptions have been established to justify our job. Approximately half have of the forms have still not been turned in.
o T. Clemens also expressed the desire for parity in pay and stated that the union must be willing to fight for parity.
o K. Atwell said that the crucial piece is our ability to justify our positions. Additionally, decisions need to be student centered. We cannot solely rely on present administration since they do not have the history nor the information that we have.

- D'Uva has repeatedly requested non coaching supplemental forms be filled out and returned and that they be as specific and detailed as possible. This will allow the BTA to dictate terms rather than the district.
- D'Uva will work to give specific names of people who still need to complete the forms with their building to building reps to aid in the process.
- B. Atwell mentioned that the problem is that when the economy is in trouble, the district looks to make cuts. Since the district does not always monitor these programs, cuts may be arbitrary.
- K. Atwell stated that she will not negotiate any pay decreases. She does, however, have a problem with people who are not working and are getting paid versus people who are not getting paid in proportion and are putting in many hours of work on behalf of our students.
- T. Clemens asserted that the goal of our union should be to retain as much control and influence as possible.
- Seniority lists- D'Uva is still working on compiling seniority lists across certification areas. She is still waiting for some schools and areas to submit their information. Once the lists have been completed they will be distributed to the general membership to ensure accuracy.

PRESIDENT: Kim Atwell

- Payment Settlement- Atwell will be informed after the February 8th Board of Education meeting whether or not there will be a settlement between the members and the district. If there is no settlement, she will discuss the possibility of arbitration with the Representative Assembly who will vote on the next course of action. If it is decided to go to arbitration, then the BTA would reopen the doors to the membership to bring forward more issues.
- Non coaching supplementals: Review of 7% entitlement – There is still confusion about how a member would be entitled to the 7% pay increase.
 - If a member is in a non coaching position for three years (it does not need to be consecutive), then during the fourth year the member will receive a 7% increase on the base salary.
 - To receive this incentive, the member must provide proof of having had that position for three years.
 - Some members have never gotten their 7% increments over time. These members are not entitled to retro pay. These members are entitled to get retro time.
 - Example- 12 years of advising: During the 13th year you would be entitled to 28% raise on top of the base salary
 - The BTA states that the only group which would not be entitled to 7% bumps for service prior to 2007 is Group 8 since they were specifically precluded in prior contracts. People who are currently in Group 8 positions would not be eligible for a 7% increase until next school year because this is currently the third year of our contract.
 - How would you put in for a 7% bump?
 - On claim form, write the base salary PLUS your percentage that you are entitled to (groups of 3) and add the language “as per BTA Contract”
 - Be ready to provide proof that you have been in that position.
 - Proof can include music programs, board appointments, principal letters, paystubs
 - Advice- never throw anything out since these things may be needed to count as proof in the future.
- Transfers and layoffs
 - No final decisions have been made, nothing definitive (no pink slips) have been sent out. The district is waiting for more information from the State.
 - This district will need to take into account the May budget vote but will probably have decisions in April, retirees will also affect decisions.
 - The BTA will not be publishing a list of individuals who are potential cuts. The BTA will publish areas where losses may occur.
 - Reminder: Part time employment does not count for seniority. This is not a “Beacon thing”, it is law.
 - When cuts are formalized, the BTA will discuss unemployment and health insurance options with members.
 - Vested time- There is nothing written in our contract about this. In order to be eligible to receive health benefits from the district one must be eligible to retire from NYSTRS (age 55 and 5 years vested in the State retirement system).
 - Retirement questions- email Sheila Salanger (ssalange@nysutmail.org). She is our local representative. March 8th is the BTA retirement seminar at BHS
 - There is the possibility of a second and third tier of district cuts after the district budget vote in May.
- February 25th Political Action Seminar- Six members of the BTA leadership will be attending this seminar dealing with School Board Elections.
 - Application process for election to the BOE begins in March. It has been projected that there could be as many as six to seven people running for three spots.
 - If you would like to be a part of the committee for board elections, contact K. Atwell.

- Atwell has already reached out to the Teacher Assistants' president and will be reaching out to the clerical unit as well to form a coalition. She is also considering adding PTA/PTO's to our coalition.
- People have asked if it is a conflict of interest for teachers to be involved in the PTO organizations. This is not the case. Atwell urged teachers to join since it is a benefit for us and to our school district and the community. It helps to change the perception that the BTA only cares about money.
- K. Bender stated that Wappingers hosts a "schools vs. schools" kickball game on the night of the budget vote. This has become a community event and has helped to increase voter turnout.
- Negotiations- It is not the union's position to refuse to help our students nor is it our union position to leave our students unsupervised because of our contractual obligations. If administration is abusing our contractual guidelines as it pertains to the workday then members should contact their building reps and it will be addressed.
 - Refusing to help children does not look good for us and we have to remember that we are here to help the children.
 - The BTA will address issues as they come in these areas.
 - The BTA's previous position of leaving when your time is up is not a professional precedent we want to set. We need to change our mindset.
- Health insurance- NYSHIP's increase in January was 3.5%. This is positive compared to other plans that have higher increases. The union needs to know about health insurance and cannot rely solely on the district to get us information. K. Atwell sent out information about Mid Hudson Medical Group to inform the membership of negotiation problems..
- Grievance Procedure- A handout was given to the RA detailing the process for grievances dealing with payroll issues.
 - In reference to the constant occurrence of payroll problems: "At some point it's not a program error---it's a user error"
 - Payroll grievances will go directly to AnneMarie Quartironi rather than the building principal to expedite the process.
 - Teachers will email Quartironi and cc building reps explaining their problem and ask how and when will it be resolved? This is better than calling because you are more likely to get a response and there will be a record of communication.
 - If there is no response within one to two days, the member should go to their building rep to file a grievance. Building reps should be sure to follow up to make sure the situation is rectified. This will then become a Stage I Grievance.
 - T. Clemens mentioned some areas of concern. He recommends that if the administration asks for a delay at Stage II that this request should be in writing. He went on to add that a procedure should be adopted to ensure that Quartironi receives the Stage I Grievance.
 - It was agreed that building reps will hand deliver grievances and have secretary to time stamp the grievance to ensure it was received.

Committee Reports:

MEMBERSHIP: Dawn Clemens

- Current membership is 269
- Clemens is working to complete the February NYSUT membership audit

CONSTITUTION: Dawn Clemens —Topics which will be discussed during committee meetings will include: Special Elections, Political Action Committee (it is not currently in the constitution), the possibility of adding building reps at the Middle School and High School.

PUBLIC RELATIONS: Dawn Clemens

- The next two Book Swap meetings will be February 4th and 18th.
- Flyers for the Book Swap and the Pancake Breakfast have been distributed to each building
- More volunteers are needed for both events. The RA should volunteer to set an example for the membership.
- Newsletter- The final due date is Friday February 12th. The BTA loses out on funding when a newsletter is not put out. The newsletter cannot be made without contributions from members.

ELECTION: Diane D'Uva—No report

GRIEVANCE: Diane D'Uva-

- A longevity issue was settled informally after an error found by Annemarie Quartironi. The employee received longevity retro payment
- There is another longevity grievance which is currently at Stage II
- There are four grievance at Stage I dealing with 7% payments for musical performances

BUDGET: Jeff Matus

- The Budget Committee will be meeting on February 11th. All are welcome to attend. Items of discussion include: cell phone for the President, negotiations
- Taxes- All members are eligible to deduct their union dues on their taxes in the amount of \$645

SCHOLARSHIP: Dave Ryley

- The committee is continuing to raise money and will be meeting during February.

- Golf Tournament- Scott Sabatelle is organizing the First Annual BTA Scholarship Golf Tournament to be held on August 9th at Apple Greens in Highland, NY. This event is unrelated to Ed Malle's golf outing held in June.
 - o Price- \$125/person which includes: cart, lunch, dinner, and prizes
 - o The tournament is open to the entire community and the goal is to have 144 golfers.
 - o There will be a variety of sponsorships which local businesses can take part in
 - o We are hoping to raise between \$6,000-8,000
 - o Karen Borrello is helping us to get sponsors and Tom Powers is helping us to get golfers.
 - o If you have any questions or want to help out, please contact Scott Sabatelle at BHS

POLITICAL ACTION: Kim Atwell

- Atwell and J. Burns attended the annual Legislative Luncheon where they met with NYS Assemblymen and Senators to lobby them about educational issues.
- Diane D'Uva will be acting PAC chair for the remainder of the school year
- VOTE/COPE donations will help us with board elections. It is illegal for us to spend money from our union dues.

SOCIAL: Jennifer Fisher

- There was not a high turnout for Rockband Night though it was expressed that those who attended has a very enjoyable time. \$45 was raised for scholarship.
- 100th Night will be taking place on 2/18 (snow date 2/19) at the Dutchess Manor from 4-8pm. Cost for members is \$21. Retirees (Ray Ramsey), teachers celebrating 25 years in the district (Pat Tarquini and Roberta Tighe), and teachers who received tenure in the past year will be honored.
- Rock of Ages (Broadway musical) is on March 13th. The cost will be \$50/person and the BTA is paying for the bus.
- Fisher is planning a Bowling Tournament in April. Proceeds would benefit the BTA Scholarship Fund. This would take place at the Hoe Bowl in Wappingers from 4-7pm.

TECHNOLOGY: Bill Castaldi

- The BTA website is going well and between Castaldi and T. Burns they have put in approximately 30 hours working on the site since its inception.
- BTA Officers and Building Reps have Beacon Teachers email.

RETIREMENT: Gina Fontenot

- There are still spots available for the retirement seminar being held on March 8th for teachers with 10 years or less until retirement.
- The first retirement newsletter has been sent out

DENTAL: Kim Atwell

- Our renewal date is in April. Atwell is working with someone and has met with AnneMarie Quartironi in hopes of getting a new dental plan. Currently we are waiting on district to information to our potential broker. This should result in decreased costs and would be open to everyone in the district
- The new plan may include orthodontics .
- Atwell is looking into an overlay (Dental Save). Example of how an overlay works: If your premium is \$700, you can go onto Dental Save website and get discounts at participating dentists. You can even encourage dentists to participate in Dental Save

Building Reports:

BHS: Payroll is an issue which is coming up every day. The district's response to snow is a concern and has put many employees in danger. There is an issue with the Sub Service. If a person calls less than an hour before the start of school they are locked out. Information was sent out to teachers about observations. There are many who have not been observed and some have been observed and having second observation without getting first evaluation back. Alternate assessments for tenured teachers have not been taken care of and no feedback has been provided. There has been concern about the practice of having tenured teachers basically filling out their own yearly evaluation when this is the responsibility of administration.

GLENHAM: There was snow on 1/28 and the next day salt was put down early enough to make a difference. There have been questions about the request to turn in plan books. There was a concern with recent power failures and the fact that the fire alarms might not be able to work during that time.

JVF: The tarps are working and otherwise everything is going well.

RMS: If school is in session then parking lots and walkways should be clean. There have been questions on the wisdom behind delays or non delays. They believe that the district should err on the side of safety. The building is still waiting for their promised copier. There are continued grievances concerning payroll. It was mentioned that elementary students were forced to wait for their school busses an extra 30 minutes during the 1/28 snow storm.

SARGENT: There was snow on 1/28 and the next day conditions improved. There have been problems with the district calling system to inform teachers of delays. On 1/28 the call came through at 8:15 when teachers need to be at school by 8:30.

SOUTH AVE.: Thanks to Ophelia and welcome to Kara Conrad. There was a large turnout of South Avenue teachers at RockBand Night and they enjoyed it very much. There is only one working stall in the upstairs girls' bathroom. During the delay on 1/28 one student was not even picked up and the parent was very upset. Upon contacting the bus garage the school was informed that the driver forgot that bus stop. There is a leak in the ceiling onto a rug and there is a fear of mold.

Old Business:

New Business:

- D. Snowden mentioned that the BHS production of Gypsy is on March 12-13th. There is an employee discount sheet available for those who purchase tickets in advance.
- D. Clemens spoke about issues of inconsistency in relation to Building Advisory Committee meetings. According to our contract each building should be having one meeting a month. The building reps will work to schedule monthly meetings and will submit minutes to their fellow building reps.

The next meeting of the BTA Representative Assembly (RA) will take place on Tuesday, March 2, 2010 in the Community Room at BHS. The meeting will start at 3:45pm.

All business having been completed, Donna Snowden made a motion to adjourn, seconded by Jen Fisher. Kim Atwell adjourned the meeting at 6:19 pm.

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