



Every Child, Every Chance, Every Day



A Union of Professionals



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Minutes of the BTA Representative Assembly Meeting: April 6, 2010

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

President Kim Atwell called the meeting to order at 3:58 in the Community Room at BHS. Dawn Clemens made a motion to accept the minutes from the March 2, 2010 meeting. Seconded by Tom Clemens, the motion passed unanimously.

D. Clemens then made a motion to amend the agenda to discuss old business as the third agenda item of the meeting. Seconded by T. Clemens, the motion passed.

NewBusiness:

- Negotiations Team
  - o Brief bios were sent to the Representative Assembly prior to Spring Break
  - o K. Atwell states that choosing team members was not taken lightly
  - o There will be a "table team" who will attend meetings with the district administration and there will be a "preparation/research team" who will research and discuss district proposals and will work to create BTA proposals
  - o The team will be creating binders which will be available to the RA and the membership so that they can be kept up to date on the process of negotiations
  - o Tom Clemens has agreed to serve as an advisor to the negotiations team when available
    - D. D'Uva made a motion to approve the negotiation team of: Kim Atwell, Tom Burns, Dawn Clemens, Diane D'Uva, Terri Losito, Jeff Matus, and Craig Seaman to represent the Beacon Teachers Association from the start of the negotiations process throughout the duration until a settlement between the Beacon Board of Education and the Beacon Teachers Association is agreed upon. Seconded by Tom Clemens, the motion passed unanimously.
- Endorsement of Board of Education Candidates
  - o There will be three positions on the BOE that will be voted on May 18<sup>th</sup>. There are currently four people who are running (they have put in paperwork and completed the process by getting the required amount of signatures).
    - Christine Galbo is a Special Education teacher in Westchester County. She is the parent of a second grader at South Avenue Elementary, and is President of the PTA at South Ave. Atwell described her as very involved, positive, and enthusiastic while understanding educational needs of both students and teachers.
    - Melissa Thompson and Mary Beth Stephens are both currently on the BOE. They are appreciative of the new direction of the union; in particular our connections we have made to the community.
    - Yancey Hughes is a parent of a student in South Avenue Elementary. He initially approached BTA for endorsement but was unable to be interviewed due to limitations in scheduling.
  - o The BTA officers will be meeting with all PTA/PTO presidents and other unit presidents to form a coalition to get the vote out
  - o K. Atwell believes that the BTA needs to endorse for all 3 positions
  - o A suggestion was made by B. Castaldi to have community members write letters to the editor to endorse board candidates

- D. Clemens made a motion to approve the committee's recommendation to have the BTA endorse: Christine Galbo, Mary Beth Stephens, Melissa Thompson for School Board Elections. Seconded by Alicia Fahlman, the motion passed.

**Officer Reports:**

**TREASURER:** Jeff Matus

Balances as of April 6, 2010-

Account	Balance
Checking	\$23,251.33
Savings	\$30,656.43
CD	\$19,277.97
Total:	\$73,135.73
Dental	\$8,490.07

Major expenditures of the month were the Pancake Breakfast (which was covered by a grant from the DCUTC) and the Broadway trip to *Rock of Ages*.

**SECRETARY:** Dawn Clemens

- The Executive Committee set dates for Pre-Contract Building level discussions. The dates are as follows:
  - o JVF- 4/19 at 3:30 pm
  - o RMS- 4/22 at 3:00 pm
  - o South Ave- 5/10 at 3:30 pm
  - o Sargent- 5/17 at 3:30 pm
    - All meetings will be held in each building's faculty room
- D. Clemens attended the School Board Endorsement seminar in Kingston on March 15<sup>th</sup> with Diane D'Uva and Charlotte Sypher
- The BTA received a thank you card from Pat Tarquini (RMS) for honoring her at the 100<sup>th</sup> Night celebration

**VICE PRESIDENT:** Diane D'Uva

- Seniority Lists
  - o Updated lists were sent out, new information is still coming in
  - o Date of hire is considered to be the date you were approved by the BOE. We do not have the exact dates (mostly the month) but these will not be needed unless there is an issue.
  - o The district list has many inaccuracies and the BTA will be coordinating with them to ensure accuracy
  - o Reminder that leave replacements and permanent subbing counts towards seniority (does not count for step or longevity)
  - o We have been asked to look into changing the contract to give seniority to part time employees. This is not possible because it is STATE law that part time work does not count towards seniority.

**PRESIDENT:** Kim Atwell

- Atwell began by welcoming everyone back from Spring Break
- Dates to remember:
  - o Monday 4/12- BOE adoption of budget
  - o Wednesday 4/14- District Advisory Committee Meeting
  - o Tuesday 4/20- ELT workshop on Discipline Strategies, if interested in attending, contact Amanda Conover
  - o April 29-May 1 is the NYSUT RA in Washington D.C.- Charlotte Sypher, Kim Atwell, and John Burns will be attending
  - o Tuesday 5/18 is budget vote and elections
- Several members of the RA had questions on the School Budget:
  - o Will the community know about what would happen if we have a contingency budget? Yes
  - o If the first vote goes down will there be a second vote? Most definitely
  - o Will the State Legislature approve the 5 year CPI average of 3% for contingency budgets? It will most likely not pass
- School Calendar- Has been BOE approved and is contractually in compliance. It was asked how the school calendar is created. Superintendents meet from throughout the county including BOCES just to work on the calendar. They take into account bus runs and costs. Atwell will inquire as to when our first payday will be for the 2010-2011 school year.
- Questions on the current APPR- Non tenured teachers need to get administrators to complete observations
- Elementary prep time- There has been a discussion about changing the distribution of elementary teachers' prep time. The discussion keeps to the 210 minutes of the contract but would include a daily prep rather than six preps per week. This can only be changed if an agreement was settled upon by the union and the district.

- Potential Salary Freeze- Some school districts have asked their unions to both reopen contracts and consider reductions in salary or to take pay freezes for next year. There has been pressure directed towards NYSUT from certain legislators for teachers unions to take pay cuts. This has not been discussed at all at our local level. Atwell will keep the membership informed should this issue surface.
- There is a "Guide for Laid-Off Workers" available from NYSUT which Atwell will be distributing to the teachers who will be laid off and to all building reps. Atwell has spoken to the people who are being laid off and will be continually counseled by our leadership.
- Atwell recognized Dawn Clemens for her hard work on newsletter and Diane D'Uva for her hard work on the seniority list

### Committee Reports:

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

- Current membership is 269, thank you to Jeff Matus for all of his help with membership

**CONSTITUTION:** Dawn Clemens--- The Constitution Committee meeting will take place on 4/26 (all are welcome to attend). If any changes will be recommended, the RA would vote during the May meeting and the membership would vote in May with elections and budget.

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

- The Book Swap was a success, raised approximately \$150 for Beacon Food Pantry and donated some left over books to Glenham, they raised about \$50 for the Beacon Food Pantry
- Pancake Breakfast- There were over 40 volunteers from BTA, about 60 people in attendance- should be in Beacon Free Press Wednesday
- Newsletter- Articles are due 4/14. D. Clemens asked building reps for specific types of articles she is looking for. Clemens and G. Fontenot attended the NYSUT Journalism Awards and Conference and received a lot of valuable info. Fontenot will be helping Clemens with the newsletter in the future.
- Clemens is looking into doing Beacon Barks Saturday 4/24 (11 am-3 pm) to promote BCSD budget and board candidates
- Also looking into doing Beacon River Fest Saturday 6/26 for general PR
- Teacher Appreciation Bagel Breakfast will be on Tuesday 5/3. Clemens is working to include other unit heads in planning the event
- Teacher Appreciation Week is May 3<sup>rd</sup> through 7<sup>th</sup>. Clemens is hoping to have a "raffle a day" for teachers---no entry necessary

#### **ELECTION:** Diane D'Uva

- Positions open for May elections: Vice President and Treasurer (each 2 year terms), two Building Representatives per building (1 year term), two NYSUT delegates (1 year term), and an AFT delegate (1 year term)
- April 23<sup>rd</sup>, nominations will be sent out, they must be returned to D. D'Uva (RMS) by May 4<sup>th</sup>, if an election is needed it will take place on May 25<sup>th</sup>.
- D'Uva is asking for a member from each building to volunteer to set up ballot boxes on election day
- D'Uva will be sending out job descriptions prior to nomination forms being distributed

**GRIEVANCE:** Diane D'Uva- None at this time

#### **BUDGET:** Jeff Matus

- Matus distributed budget draft for the 2010-2011 school year. The RA will vote on the budget at the May meeting and the general membership will vote on the budget on May 25<sup>th</sup>.
  - o Changes in the new budget:
    - Including equipment which will consist of a cell phone for the President
    - A slight increase in officer salaries
    - Negotiations salaries and expenses
    - Tax preparation
    - Stipend for Public Relations Chairperson
  - o \$3,000 would be taken out of BTA savings to keep dues down
  - o Matus is calculating the dues based on 260 positions instead of 270
  - o Matus will be including specific information as to where our dues go outside of our local
  - o K. Atwell asked to adjust the head negotiator salary to be equal to that of the rest of the negotiations team. She stated that this practice may change in the future and that this year's team will be keeping track of time spent to justify future salary changes

#### **SCHOLARSHIP:** Dave Ryley

- This year the BTA will be offering three scholarships based on the fundraising that has taken place throughout the course of the school year. Applications have been sent out to the students.

- Golf Tournament- Scott Sabatelle and Jeff Matus have been soliciting sponsorships. RMS teachers are sponsoring a hole. They will be looking for each member of the BTA to donate \$1 which could then be used for raffle prizes and gift baskets. There will be two prizes for the tournament, one for golf and dinner and one just for dinner.

**POLITICAL ACTION:** John Burns and Charlotte Sypher

- J. Burns attended the Committee of 100 (NYSUT's lobby day in Albany). He stated that it was evident that times are tough and that people who have typically supported teachers voted against the 25/55 bill.
- Burns said that this is the time to contribute to VOTE/COPE. He is currently starting the second VC drive of the year and is focusing on people who have not yet contributed. An email will be sent out to the membership and he urged building reps to talk to people about contributing. The fiscal year for VC is January to December, not September to June as previously thought. That means that contributions since January 2010 will be what is used to determine the BTA rebate of VC funds to use for local action.
- C. Sypher attended the School Board Elections Seminar in Kingston with D. D'Uva and D. Clemens
  - o NYSUT says that our strategy must be to get the "YES" vote out, if we just promote the vote we will get "no" voters out
  - o To accomplish this the BTA needs to create a "yes" voter data base to target those in the community most likely to vote for our school budget. This is something that the Political Action Committee will be working to build in the future
- Sypher also attended the ED 13 meeting where NYSUT advised locals against taking a 0% raise

**SOCIAL:** Jennifer Fisher

- Rock of Ages was enjoyed by all who went but only 20 members signed up. There were 54 seats on the bus.
- Bowling- Friday April 30<sup>th</sup> from 4:30-7:30 pm, the BTA will be at the Hoe Bowl in Wappingers. We are reserving ten lanes the price will include shoes. Cost is \$15 with \$5 going to the scholarship fund.
- April's 1<sup>st</sup> Friday has been moved to the Hub in Beacon. We will see how that works out.
- Fisher is in the planning stages with the BTA Barbeque; please contact her if you are interested in helping out

**TECHNOLOGY:** Bill Castaldi- T. Burns and Castaldi have submitted a pay request for their work on the website, otherwise things are going well.

**RETIREMENT:** Gina Fontenot- Fontenot is working on the next edition of the newsletter and hopes to have a column on retirement in the BTA newsletter.

**DENTAL:** Kim Atwell

- Atwell will be meeting to learn more about Benefit Trust Fund which is something she feels our union should be informed of. More information to follow.

**Building Reports:**

**BHS:** There are issues with parents dropping off and picking up students in the faculty parking lot, there have been increased instances of food leaving the cafeteria, timeliness of evaluations, student use of electronic devices is on the rise--- the principal is working to fix all of these issues.

**Glenham:** All is going well, the Report Card Training went very well and the Pre Contract meeting was well attended

**JVF:** All is going well

**RMS:** Thank you to anyone who had anything to do with getting the new copier, generally concerned about the affect cuts and transfers will have on the building

**Sargent:** Things are good

**South Ave:** Teachers were very pleased with the changes to the elementary report cards, they state that the program is a lot easier to use, building is still waiting for soda machine (for 2 years) the new principal is working on it

**Old Business:**

- Non coaching supplemental binder is basically completed, building reps will get copies of job descriptions
  - o Job descriptions should be provided at time of posting
  - o Atwell would like to commend the district for working with us to pay people and get job descriptions
  - o The BTA will be working with district administration to create solidified job descriptions
  - o The district will not post positions without job descriptions
  - o Question- If a person has been doing a non coaching supplemental for three years and then the program is cut but is later offered again by the district, will that person be entitled to the 7% longevity pay? Yes. If the same were to occur with coaching cuts, unsure. Atwell will look into this.
- Transfers- Some will take place due to necessity while others will be at the district's discretion. Involuntary transfers are allowed under our contract

The next meeting of the BTA Representative Assembly (RA) will take place on Tuesday, May 4, 2010 in the Community Room at BHS. The meeting will start at 3:45pm.

All business having been completed, Bill Castaldi made a motion to adjourn, seconded by Roe Greco. Kim Atwell adjourned the meeting at 6:15 pm.

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