



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

Phone 908 737-3925 Fax 908 737-3929

KFT General Membership

Thursday, April 16, 2015

University Center – 228

12:30pm – 2:00pm

President Castiglione changed the order of the agenda by placing the Treasurer's Report as the first item on the agenda.

Treasurer's Report

Treasurer B. Bailey shared with the KFT membership a hard copy of the *KFT Operating Funds Report and the Restricted Funds Report* ending March 31, 2015 that show the KFT Treasury on track to run a moderate surplus for the fiscal year. Treasurer Bailey also handed out a copy of the *KFT General Ledger Trial Balance*.

President's Report

President Castiglione made a few announcements starting with the KFT's Spring Party which is scheduled for May 4th in Downs Hall from 3:30pm till 6:00pm, and second, that the annual KFT committee sign-up sheet which was mailed out to members a couple of weeks ago is due in the KFT Office by the deadline of April 24th.

President Castiglione asked the KFT Scholarship Committee chair, Lindy Foreman to give an update on the annual *KFT Scholarship Program*. She reported that the Committee received 16 applications. The Committee selected 10 students to receive awards: 6 students will receive undergraduate scholarship awards and 4 students will receive graduate scholarship awards. The *KFT Scholarship Awards Reception and Program* is scheduled for early May.

President Castiglione reported that he recently sent out an email to the membership regarding the new approach the Administration is taking when dealing with alleged violations of university policies, e.g., the counseling memo/discussion sessions that could possibly lead to disciplinary action. It appears from reports that the issues being discussed in these counseling sessions are not very serious problems overall. The two issues the Administration is using to request a counseling session for faculty are alleged non-compliance of faculty to post office hours on the University system for whatever reason and for the alleged non-compliance of faculty to submit their "student never attended" information by the required deadline for whatever reason.

Chief Labor Counsel Green is open to retracting counseling memos to faculty if faculty can prove computer error or malfunction of the University system. Please remember to document computer issues.

Also, President Castiglione said there are concerns about the supplemental ethics code form that the University is asking individuals to sign-off on. This code maybe at odds with the language in our *Master Contract* regarding copyright ownership.

President Castiglione reported that he had a conversation with Chief Labor Counsel Green about the ongoing professional staff evaluation issue regarding the directive given managers/supervisors to give professional staff “needs improvement” on their evaluations. Supervisors should give legitimate evaluations and not directive based evaluations. Chief Labor Counsel Green said he would review KFT proposals for moving forward regarding this issue. We need to hear from professional staff as to how we can propose to remedy this situation.

Local Negotiation’s Report

KFT Negotiations Committee Chair Patrick McManimon iterated, in reference to the professional staff evaluation issue, that each professional staff member should make a copy of his/her original evaluation so that there is a copy of the original to compare with any revised one.

Chair McManimon surmised that the counseling memo/discussion situation is a way for the Administration to justify disciplinary actions against faculty and professional staff.

Chair McManimon reported that at its last *Local Negotiations* meeting two hours was spent on the discussion of the SIR II and there is still no movement on this issue except that the university asserted that an arbitrary score of 4 may be used to indicate whether or not an instructor is satisfactory or not.

In terms of the distance learning course development issue, Chair McManimon reported that the University said that the KFT procrastinated on the issue so it has decided to outsource the work. The KFT will file a grievance regarding this issue because the University cannot outsource faculty work without permission.

Chair McManimon stated that there is some movement towards an agreement regarding lecturer issues—the university is very interested in creating a 12-month lecturer position, especially for WKU, and is offering an “illusory” two-year contract, a two-year contract in which employment in the second year is dependent on a satisfactory review during the first year. This is “illusory” because there is no effective difference between this and two one-year contracts. We will keep members posted as these negotiations develop. In addition, there was discussion about having a 12-month faculty position at KU as well—all of this has to be negotiated. Just to note, the current lecturer’s agreement expires June 30th.

Last, Chair McManimon stated that in view of the new *Academic Integrity Policy* the only thing holding it up is the agreement of the compilation of the committee. The university had agreed to the composition and then changed its mind later on.

KFT members have expressed concern that faculty representation be robust and fair and we continue to argue that position at negotiations.

Faculty Timesheets

The Administration is moving forward with the implementation of faculty time sheets—the start date is May 4th. President Castiglione stated that the distributed handout reflects the time sheet policy written by Chief Labor Counsel Green and a copy of the LOA regarding this issue. The LOA includes a clause that states that the Administration agrees to abide by the interim settlement agreement in regards to the academic year—the academic year ends at Commencement. The LOA interim settlement *states that Administration can direct faculty to attend training after Commencement and up to June 30th and faculty will not be subject to negative consequences if they choose not to attend training:* because of the stated ending of the academic year, these parameters should also apply to the filling out and submission of faculty time sheets after Commencement, but that language is missing from the timesheets document. This despite assurances in the initial communications that the new document “mirrors” the previous Letter of Agreement on the timesheets.

AFT-NJ Legislative Conference

AFT-NJ held its bi-annual legislative conference April 10th and 11th. There were a number of New Jersey legislators in attendance including the Chair of the New Jersey Assembly Higher Education Committee, Mila Jasey. President Castiglione was able to speak with her briefly regarding issues at Kean, some of which she was familiar with. Chair M. Jasey is willing to continue the dialogue with President Castiglione at a future date.

AFT-NJ instituted a new award that was presented at this conference. The award is called the “*Local Hero Award*” and this award was presented to our own Jon Erickson.

Adjournment

The meeting adjourned at 2:00pm

Respectfully submitted by:
Eleanor McKnight, Secretary