



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

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KFT General Membership Meeting

Wednesday, February 04, 2015

UC 228

12:30pm to 2:00pm

I. President's Report

President Castiglione announced that the deadline for submitting applications for the Kean Federation of Teachers scholarship awards is February 18, 2015. President Castiglione asked members to take an application packet back to their respective departments and make copies and hand them out to students in their classes.

Also, in early January the University hired Kenneth Green as *Chief Labor Negotiations Counsel* in the Office of the President. Counsel Green will take over all local negotiations and step 1 hearings for grievances. The KFT leadership is planning to meet with him as soon as a meeting can be scheduled.

President Castiglione reminded the membership that based on problems lecturers were having with their reappointment calendar, the KFT was able to get the Administration to move the timeline. The deadline for lecturers to submit reappointment folders has been moved from April 30th to March 20th, providing earlier notification for Lecturers.

As an update on the legislation regarding the 20 higher education bills introduced in the NJ Assembly by Assemblyman J. Cryan, President Castiglione reported that the NJ State senate has put a hold on the bills, so therefore no action will be taken on those bills for quite some time. The Senate wants to first convene a task force to look at the issues surrounding higher education before any action is taken on the bills.

At the December 6th BOT meeting, Trustee Bakke was not reappointed and was replaced by R. Simpson—former Secretary for NJ Department of Transportation. In regard to untenured faculty and other employees, no one had received *Rice notices* at the time of the BOT meeting. Due to stonewalling tactics by the University, the KFT still had not received the redacted executive minutes for the December 2013 BOT meeting. Both of these actions are direct violations of the court order issued by Judge Grasso. In fact, the University requested a “*stay*” in response to the

court order to release the BOT redacted executive minutes—the “*stay*” was denied. The KFT will file another legal action in response to this matter. Further, the University is also having legal problems with its effort to purchase the Merck property.

President Castiglione stated that another issue members should be cognizant and vigilant about is the non-adherence to course caps. President Castiglione implored members to let him know if this is happening in any of their departments. Further, in regards to the issue of attendance at mandatory training during intersessions—faculty should be compensated. The KFT has filed an ULP practice complaint, which will go to a hearing in the coming months. Two pre-hearing conferences were held in December without resolving the matter.

President Castiglione iterated that not only is the New Jersey Office of the Comptroller investigating the purchase and bid waiver process in the case of the \$219,000 conference table, it is broadening its investigation into other issues of potential financial malfeasance at Kean.

II. Treasurer Report

Treasurer B. Bailey reported that the KFT financial statements were finalized by the auditor/accountant.

B. Bailey also reported to the membership that after the KFT office manager’s performance review on January 5th, the KFT exercised its right to terminate the employee. Subsequent to this employee’s termination, President Castiglione was informed by Treasurer Bailey and the KFT’s bookkeeper that there were some serious discrepancies in KFT accounting transactions. Several checks had been written to the office manager for cash with what appeared to be a forged signature, and there were also unauthorized charges on the KFT’s Staples credit card. In addition to aforementioned discrepancies, about \$150 was missing from KFT’s petty cash. Fortunately, the KFT is protected legally against check and credit card fraud. The only monetary loss incurred by the KFT is the petty cash amount. The KFT did file a police report regarding this matter and will pursue filing charges as appropriate under the advice of legal counsel.

III. KFT Scholarship Competition

Chair of the KFT Scholarship Committee urged members to distribute applications for KFT scholarship awards to their students. The KFT will give out up to 8 scholarships and the checks will go directly to students.

IV. Master Contract Negotiations

President Castiglione informed members that negotiations will begin sometime like this spring. President Castiglione stated that during the last *Master Contract Negotiations*, the State offered some outrageous proposals. The State Council wants to know from its membership what collective actions can we take to support our positions at the bargaining table. A survey will go out to members to get ideas on priorities for negotiations. Also, our locals need to add new members to our bargaining units to strengthen our negotiating positions.

V. Spring Committee Elections

President Castiglione announced that the spring committee elections process will be handled via the Senate, as usual, for all committees including Letter of Agreement committee. The KFT Executive Council thanks the Senate's Nominations and Election committees for their cooperation in ensuring the smooth and fair functioning of the election process. The KFT encourages all members to run for the open positions in the LOA committees.

Adjournment

The meeting adjourned at 1:40pm.

Respectfully submitted by:

Eleanor McKnight, Secretary