



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
Thursday, March 10, 2015
UCC 226
12:30pm-2:00pm

I. President's Report

President Castiglione announced that the Union County Local Source newspaper published a congratulatory article on reporter Cheryl Hehl who won three awards from the New Jersey Press Association this year. One of the awards she received was a 2nd place award in the category on Education involving a series of three articles she wrote about Kean's purchase of a \$219,000 conference table.

At the March 2nd Board of Trustees Meeting, President Castiglione reported that there were a number of personnel actions regarding faculty i.e., 1st year faculty reappointments and faulty promotions. The University does not voluntarily supply personnel action reports, so President Castiglione will file an OPRA request for it. Once he receives the reports, he will share them with the KFT membership. Also, there were a number of professional staff reappointments, but we do not know the scope of them as well.

Another item on the BOT meeting agenda was the resolution for the *President's nominations of at will administrative appointments with faculty rank and tenure*. This action appears to be related to the recent change in New Jersey's tenure law to allow the 4-year state colleges and universities to hire faculty and administrators with faculty rank with tenure. Also disclosed at the meeting was that hundreds of thousands of dollars were spent on legal services and public relations. Other items on the agenda for discussion were the resolution to approve the bachelor's program in Architecture and the resolution to add \$200,000 to the existing \$75,000 contract to the Michael Graves Design Group to design buildings at Wenzhou Kean. Last, the BOT approved the outsourcing of all the grounds-keeping and housekeeping services.

President Castiglione reported that two members of the KFT Executive Council, B. Bailey and E. McKnight attended the WILD (Women in Leadership Development) Conference March 6th and 7th. This conference was sponsored by the New Jersey AFL-CIO and held in East Brunswick at the Hilton Hotel. President Castiglione urged other KFT members to consider attending this conference in the future.

President Castiglione reported that at the last State Council meeting the State Council conducted its election of officers and also voted on changes in its Constitution. All of the incumbent officers were re-elected and all changes in the Constitution accepted. The KFT's Jon Erickson was elected to the office of Legislative Representative. The major change to the Constitution is that voting privileges on the State Council Executive Committee have been extended to professional staff rep., librarian rep., legislative rep., and adjunct rep.

Another reminder in regards to professional staff evaluations, President Castiglione reiterated that there have been continued problems with administration sending back supervisors evaluations of professional staff because there are no *needs improvement* indicated in the evaluations. This is a violation of procedure and violation of an existing grievance settlement. The KFT will speak with the new labor counsel in regards to this matter. President Castiglione reminded professional staff to document everything in their re-appointment processes and to keep copies of everything at home.

II. Priorities for Master Contract Negotiations

President Castiglione reported that the same approach was taken this time as was done in the last round to determine size and composition of the local negotiations team for *Master Contract Negotiations*. The local negotiations team consists of three members from the KFT Executive Council—L. Bradbury, J. Castiglione, and P. McManimon. The first meeting of the *Master Contract Negotiations* team was Feb. 27th and the purpose of this meeting was to take input from the executive councils of all locals to get an idea as to what direction it should take. Steve Young from the State Council reiterated that the State Council wants to put together a list of demands that are reflective of all the locals input. All union members will be continually updated on *Master Contract Negotiations*. S. Young urged all KFT members to please take the survey. The deadline for submission of surveys has been extended until March 11th. President Castiglione reviewed some of the outrageous items from the State's list of demands from the last round of negotiations and indicated members can expect more of the same.

III. Local Negotiation's Report

The KFT Local Negotiation Committee had its first meeting with the new Chief Labor Counsel Ken Green a few weeks ago and discussed issues regarding the background of the new academic integrity policy. As a result of this discussion, the university agreed to hold off on the implementation of the new policy. There will be ongoing discussion in this matter.

President Castiglione stated that Chair. P. McManimon wants feedback on the proposal made by the University to have students fill out SIR II evaluations electronically. The administration suggests two ways this can be done—via email or for classes to meet in computer labs to complete evaluations.

The University wants to move forward with putting large numbers of classes online and programs online as well. Our *Master Contract* has some stipulations and clauses regarding compensation for online classes that may need to be re-negotiated due to the amount work it entails to prepare and conduct classes online.

The University offered the KFT three proposals for the upcoming academic calendar. The KFT needs feedback from its membership to go forward with this discussion.

IV. Lecturer's Issues

President Castiglione handed out the Letter of Agreement governing the terms and conditions of the lecturer's position. Lecturer's issues will be brought to *Master Contract Negotiations* but will also be negotiated on a separate local track, if necessary. Lecturers present provided a number of suggestions such as: multi-year contracts; peer review; better department support; redesign re-application document; define additional duties; etc. This input will be used to inform our demands at negotiations. President Castiglione announced that there would be a meeting for lecturers towards the end of the month and urged those present to attend and to spread the word among their colleagues.

Adjournment

The meeting was adjourned at 2:00pm.

Respectfully submitted by:
Eleanor McKnight, Secretary