



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 Meeting
Wednesday, October 1, 2008
CAS 106
3:30 – 4:50 pm

President's Report

State Council will meet on Oct 3-4, 2008 to create a strategic plan. Also the KFT now has 10 delegates to the Council (George Avirappattu appointed as 10th KFT delegate).

University Promotions Committee Chair emailed President Castiglione about 2 vacancies on the committee. Castiglione is working on appointing people to fill the vacancies as is the right of the KFT President. Matt Halper has agreed to serve as a non-voting KFT observer/member of the UPC.

We have filed demands to negotiate this year on assigning work beyond the academic year, office hours and the university's new Whistleblower policy.

The Whistleblower Act requires that all public institutions have a policy. Even though the policy is mandated, there are some aspects of it that may be negotiable.

Parking decal policies present several problems: for instance, decals covering or obstructing the driver's rear view may be illegal, placement of parking decal in rear view window in NYS is illegal and may be in other States, and decal sticker will remove or damage defrost or defogging lines on vehicles. There are also concerns about confidentiality of records held by the outside vendor who received the contract. If the Administration had consulted with the KFT and others, it would have been made aware of these and other problems.

A memo sent by the Faculty Senate Chair to all Senators included the SIR II Evaluation Instrument and what was incorrectly termed the KFT's Letter on Agreement # 114 on student evaluations. The KFT has asked the Senate to clarify that the document in question was the proposal from the Farahi administration. No Letter of Agreement on student evaluations has been signed by the KFT. In the ensuing discussion, it was pointed out that the Senate's purview does not extend to engaging in negotiations or making recommendations on issues of terms and conditions and that the Senate should remove the LOA proposal from its agenda. It was noted that there may be academic

issues related to the student evaluations for the Senate to discuss but that an administration proposal for a letter of agreement is not one.

Treasurer's Report

E. Comerford handed out the proposed cash budget for fiscal year 2008-2009. Treasurer Comerford reported that KFT is at the break even point: 57% of dues go to the State Council and National AFT. Faculty salary increases should have been reflected in the first full period of the academic year. Treasurer Comerford stated that the KFT has about \$400,000 in reserve.

Negotiation's Report

C. Kelly reported that the unfair labor practice charge concerning the administration's attempt to impose student evaluations is now in settlement talks because the Administration pulled back its mandate of full implementation at the negotiations meeting on October 2nd.

The Negotiations Committee has several items on its agenda this academic year: KFT wants to make evaluation a voluntary activity; KFT wants to negotiate frequency of evaluations; KFT will ask for 1 credit overload for office hours; KFT will ask for 1 credit overload for training over the summer; KFT will ask for performance base promotion for professional staff; and KFT will ask for promotion for librarians. In addition, the Committee needs to re-examine the composition of the University Promotions Committee to assure fair representation. C. Kelly reported that the range adjustment letter needs to be updated. Further, Chair C. Kelly believes that KFT should push for a change in the full course load from 4 courses to 3 courses. Chair Kelly asserted that if the Administration fails to negotiate these items and procedures, then KFT will take appropriate action.

Political Action Report

J.Erickson reported that the KFT did hire students to help register other students during the voter registration period. In the November election, the AFT endorses Barack Obama. J. Erickson affirmed that National AFT can only make donations to candidate via our COPE donations. A reminder was also made by J. Erickson that Labor Walks were being conducted through out the State, so if any KFT member can participate it is much appreciated. State legislature introduced a bill (1609) by Senator Lesniack regarding regulation and oversight of universities and colleges. If you have any questions, concerns, suggestions, please contact Jon Erickson in the Public Administration Department.

Department Liaisons Report

B. Rodriguez-Bachiller reported that liaisons have asked to continue to circulate petitions and letters to Corzine to KFT members and urge members to sign them and return them back to the KFT. B. Rodriguez-Bachiller will try and reach members and ask them to give her their non Kean email addresses for further communication.

Other Business

T. Velez reported that he has been having trouble with new health coverage plan. He stated that he has not received any reimbursement payment for health services rendered as of yet. T. Velez believes that these problems should be addressed via the State Council. Velez suggested that the KFT ask other members are they experiencing any problems.

Adjournment

The meeting was adjourned at 4:40 pm.

Respectfully submitted,
Eleanor McKnight, Secretary

Handouts:

Kean Federation of Teachers Proposed Cash Budget 2008-2009

CNJSCL Memo/ Board Pay Increases

Board of Trustees Resolution/President D.Farahi Five Year Contract

Concerned Kean University Faculty Blog Page