



## **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  
Thursday, February 4, 2010  
113 Hennings Hall  
3:15 – 4:30pm

### **President's Report**

At the request of President Castiglione, Nicole Rodriguez, the KFT Chair of the Human and Civil Rights Committee provided the KFT membership with information concerning KFT participation in the Haitian Earthquake Relief project. The types of items that are acceptable for donation are: First aid kits, water, tents, blankets, and non perishable goods. If anyone needs any information on how to donate to this project, please get in touch with N. Rodriguez.

President Castiglione announced that on February 26<sup>th</sup> there will be a tribute to Dr. Barbara Wheeler. The primary purpose for this program is to raise funds to establish an annual scholarship fund in Dr. Wheeler's name. This event will take place in the Graduate Student Lounge on the 2<sup>nd</sup> floor of the East Campus from 4:00pm till 8:00pm. For more information, you can contact Chrysoula Fantaousakis.

And, there will be a dinner-dance fund raiser, "A Dance for Jacob," for Math Department faculty member George Avirappattu's son who was severely injured in an accident and now needs long term rehabilitative care. This fund raiser is a quest to keep nine-year Jacob George Avirappattu in continuing physical and mental therapy. This event will take place at the Berkley Plaza in Berkeley Heights on March 7<sup>th</sup> at 4:00pm. If at all possible, please try and donate to this cause (see handout).

President Castiglione asked Jackie Keil, Chair of the Scholarship Committee to update everyone on the scholarship awards activities. J. Keil reminded members that the deadline for submitting applications is February 17<sup>th</sup>, and she reminded members to also encourage students to submit their applications as soon as possible.

As an update to the three year saga surrounding the issue of SIR II student evaluations, President Castiglione reported that a hearing is scheduled for the end of month at PERC regarding this Unfair Labor Practice filed by the KFT. Summarily, the Administration tried to run a pilot program for student evaluations where faculty would be evaluated in all sections and all courses taught each semester. The KFT filed an Unfair Labor Practice charge which succeeded in bringing the Administration back to the bargaining table on this issue. The Administration declared an impasse in October regarding the implementation of student evaluations and the KFT filed another ULP with a request for interim relief until this issue can be properly negotiated. The KFT maintains that this issue has implications for terms and conditions and should be resolved at the local negotiations' table.

President Castiglione reported, that he and KFT Attorney Robert Fagella attended the Board of Trustees (BOT) meeting in December '09. As part of Fagella's remarks to the BOT, he suggested that the BOT create its own ad-hoc sub-committee to investigate labor issues here at Kean in order to help resolve labor disputes between the Administration and the KFT, and he advised the BOT to pay for outside, independent mediation to settle disputes between the Administration and the KFT before disputes turn into litigation. Fagella sent a follow up letter to BOT asking for a response to his suggestions. To date, Fagella has not received a response from Chairman Enlow.

### **Treasurer's Report**

Treasurer J. Erickson reported that the KFT expenditures report for 2009-2010 has been distributed.

### **Professional Staff Issues**

Vice President L. Bradbury reported that across the campus professional staff evaluations have been returned back to members because they received a rating of "Above Satisfactory." Professional staff supervisors told affected professional staff that supervisors are not allowed to give "Above Satisfactory" ratings. Therefore, these professional staff had to be re-evaluated. The KFT has filed a grievance on this matter since the "Above Satisfactory" rating category was reinstated back in 2004.

Also, V.P. Bradbury clarified the issue concerning furlough days that will be taken after May 14, 2010 when the University is on a 4 day work week schedule. She stated that for professional staff members are scheduled to take furlough days after May 14<sup>th</sup> will have to use vacation leave time or compensatory time to account for the ¼ of a day left in the work day.

In regards to the issue of professional staff reassignment to work at Kean—OCC, the KFT did meet with V.P P. Connelly. P. Connelly told the KFT that he will look in to it. The KFT is advocating that no one should be forced to accept this assignment. Again, the major concerns for professional staff are the distance they would have to travel and family obligations that cannot be adjusted. The main argument made by professional staff is that when they accepted employment here at Kean it was to work at the Union campus.

V.P. Bradbury clarified that for CWA and IFPTE members, Lincoln's Birthday is a forced furlough day, but for KFT members it is a paid holiday. The University is open on Lincoln's Birthday, so if any KFT member works this holiday he or she should receive compensatory time.

### **Negotiations Report**

Chair C. Kelly pointed to the Letter of Agreement (LOA) # 120 which is an addendum to LOA # 118 regarding the "Transition from Classroom to Retirement." LOA#120 is a modification of LOA #118 (see handout). In essence, LOA#120 states that faculty in transition to retirement shall remain in the office assigned to them before retirement for the transitional period. LOA #120 has been agreed on and signed by the Administration and the KFT.

C. Kelly reported that the Administration reintroduced the faculty time sheet issue by presenting a new form, and so this issue is back on the table for negotiations. C. Kelly cited

numerous issues with the proposed faculty time sheet in terms of its ability to adequately keep time records accurately.

In addition to declaring an impasse on student evaluations the Administration nullified all of our LOAs and stated that they would reverse these actions if the KFT agreed to meet with them more frequently. We are at a stalemate on this issue, though the administration has since rescinded its nullification of the LOAs.

The KFT reintroduced the implementation of voting representation for the Graduate School and College of Visual and Performing Arts on the University Promotions Committee.

The Administration said it would offer performance based promotions for Professional Staff if the procedures were changed. The KFT agreed with changes in procedures and still the Administration maintains that there will be no performance based promotions.

## **New Business**

### **KFT Election Nomination Petitions**

KFT Election Committee member C. Fantaousakis opened the floor for nomination petitions for elected KFT offices for the upcoming election. After receiving petitions for only one slate of candidates, the nominations were officially closed. The voting will begin on February 12<sup>th</sup> and end on March 4<sup>th</sup>. AAA assures confidentiality in the voting process. The Election Committee will email further instructions

## **Adjournment**

Meeting was adjourned at 4:30pm.

Respectfully submitted by,  
Eleanor McKnight, Secretary

### **Handouts:**

Announcements and information for the "Tribute to a Scholar and Queen: Dr. Barbara Anne Wheeler" and "A Dance for Jacob"

Memo to all KFT Members from the KFT Election Committee, dated January 19, 2010

Letter to Chairman Enlow from Attorney Fagella, dated December 9, 2009

Copy of Letter on Agree #120

Copy of proposed "KEAN UNIVERSITY DEPARTMENTAL BI-WEEKLY ATTENDANCE RECORD /ADMINISTRATORS & FACULTY"