



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
Monday, November 24, 2014
UC 228
12:30pm to 2:00pm

I. President's Report

President Castiglione iterated that there was a handout packet for members containing recent articles that have appeared in the New Jersey media regarding the purchase of the \$219,000 conference table and the KFT lawsuit regarding the New Jersey Sunshine Law and OPRA (Open Public Record Act). In fact, he stated that there were three articles in the packet: two articles appeared on northjersey.com which is the website for *The Record* and the other article appeared in *The Union County Local Source*. As a note, President Castiglione reported that Assemblyman J. Cryan from Union is asking the State's Attorney General to start an investigation into the purchase of the conference table.

President Castiglione announced that lecturers have been given an earlier date in the semester for notification of their reappointment status. The date for notification is now March 20th as opposed to April 30th.

Another issue of concern President Castiglione reported on is the attempt of the Administration to create large lecture classes. There are two ways in which the Administration is attempting to create these large lecture classes: by unilaterally changing course caps and by creating multi-class sections. President Castiglione urged faculty to make sure that course caps are being adhered to as listed on Keanwise. He also reminded members that by law individuals cannot negotiate course compensation for themselves.

President Castiglione stated that concerns have been raised regarding the Provost's class cancellation policy. President Castiglione sent an email out iterating the KFT's understanding of the policy i.e., if a faculty member is ill and decides to work from home, they can take sick time for only the on campus instructional work that they missed. If a faculty member is ill and must use sick leave time that time should be taken in hours instead of days according to the new time accounting system in place.

Lawsuit and Rice notices: President Castiglione reported that he spoke to KFT Attorney R. Fagella earlier in the day and R. Fagella said he met with the adjudicating Judge (Judge Grasso) in this case and the University's attorney on Friday, 11/21/14. R. Fagella stated that the

University is fighting the release of the un-redacted version of the executive minutes from last year's December (2013) BOT meeting. Further R. Fagella stated that the University is considering asking for a stay on the three injunctions ordered by Judge Grasso. In reference to *Rice* notices, the University can possibly be held in contempt of the court for not issuing *Rice* notices as ordered and the KFT can possibly get the December 6th BOT meeting invalidated. All in all, there are three possible penalties the University can incur from its violations if it does not comply with the Judge's decision: having the meeting invalidated, being held in contempt of court, and fined.

Professional Staff Evaluation: In view of issues with professional staff evaluations, President Castiglione pointed KFT members to the Resolution (see handout) of a grievance dated 11/23/2010 regarding staff ratings by managers. The Resolution clearly states that management cannot tell managers they must give professional staff at least two needs improvement ratings. If anyone is aware of this happening, please bring it to the attention of leadership of the KFT.

II. Treasurer's Report

Treasurer B. Bailey distributed both the KFT's Income Statement ending in October 2014 and the KFT's Operating Fund Report for the same time period.

III. Master Contract Negotiations

President Castiglione reminded members that Master Contract Negotiations take place with the State of New Jersey and not President Farahi. Our Master Contract ends June 30, 2015 and negotiations for a new contract are scheduled to start in spring 2015. President Castiglione said that the KFT will reach out to all full members for input. He also reminded the members in attendance that only full members can vote for ratification of a new contract.

VI. Grievance Report

Chair J. Keil reported that there will be a hearing December 18th for a professional staff member that was denied reappointment. Also there is a scheduled hearing December 2nd for a faculty member who was denied sabbatical. An arbitration hearing is scheduled for December 4th regarding procedural violations over the elimination of an academic program. A grievance over the assignment of teaching schedules is scheduled to go to arbitration. There is a step 1 hearing pending regarding the course cap issue but the KFT may go straight to arbitration because of the University's adamant position not to deal with it.

Adjournment

The meeting adjourned at 1:36pm

Respectfully submitted by:
Eleanor McKnight, Secretary