



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, November 19, 2015

Miron UC - 228

12:30pm –2:00 pm

President's Report

President Castiglione reported that some of our students participated in a peaceful rally on November 17th in support of the call for racial justice on the campuses of American universities that was initiated at the University of Missouri. Subsequently, threats against black students at Kean were made via twitter. President Castiglione iterated that some KFT members expressed concern about the danger to our students and raised questions about what kind of University response policy is in place in the event of a shooting incident. President Castiglione stated that the University does have an emergency response plan in place but does not know if it has been tested. Further, President Castiglione stated that based on his understanding, the University's response plan is basically the act of putting all buildings on lockdown. President Castiglione advised KFT members to check with their respective supervisors and ask what the emergency response plan entails.

In view of the November statewide elections, President Castiglione reported that labor backed and endorsed candidates did quite well. In fact, some labor backed challenger candidates for the State Assembly were victorious over incumbents.

President Castiglione stated that in one of the emails he sent out earlier in the week he received a good amount of feedback regarding the email that focused on the University's enrollment and ranking numbers. President Castiglione stated that this is the fourth straight year that enrollment at Kean has decreased. President Castiglione pointed to the handout that reflects the U.S. News and World Report rankings of our sister institutions. They clearly indicate trends in the stability of the rankings and reputations of our sister institutions in comparison to Kean. President Castiglione stated that it is obvious Kean's ranking is unstable - Kean has now fallen out of the rankings into the unranked bottom tier of the college rankings.

In a related issue, President Castiglione pointed out that in comparison to our sister institutions our student-to-faculty ratio is the worst. President Castiglione said in fact even at Wenzhou Kean the ratio is much better than at Kean's main campus.

In reference to issues concerning professional staff, President Castiglione stated that he is aware that some reappointment letters were sent out, and in one case, a letter of non- reappointment was sent out. President Castiglione reminded professional staff to document all verbal and written communication when going through the reappointment process. He also told professional staff to follow up with email responses to manager/ supervisor if applicable. President Castiglione urged professional staff to keep KFT informed of any problems with this process.

President Castiglione stated that there is another issue regarding professional staff positions. President Castiglione stated that we are concerned with the Administration's conversion of vacated professional staff positions into managerial positions in administrative offices. President Castiglione asked members to please let the KFT know as they become aware of something like this and we will work with the State Council to get these issues addressed.

Reorganization Status: President Castiglione reported that a follow up meeting regarding reorganization issues did take place. President Castiglione, B. Muraskin (State Council), and K. Green (Kean's Chief Counsel) were in attendance at this meeting and it was revealed that there had been a shift in plans in a positive direction –no layoffs are scheduled at least through the spring. K. Green iterated that the focus of the reorganization is now more on efficiency and less so on cost savings. President Castiglione stated that the reorganization is still under review - changes are being made week-to-week and month-to-month. President Castiglione said he did ask the Administration for the two existing consultant reports that the University paid for but was not provided with them. Again, President Castiglione reiterated that he believes the delay in layoffs and the rethinking of the reorganization is due to the **collective action** of our members, family, friends, and statewide leadership in responding to the KFT's request to email and write to state legislators.

Treasurer's Report

Treasure Bailey presented the *KFT Proposed budget for 2015 -2016*. The proposed budget provided the total operating revenue, total operating expenses, and the net operating income. Also provided in the budget report was an overview of KFT stipends.

Treasurer Bailey reported that the bond insurance encumbered by the KFT regarding the former KFT office manager incident was reimbursed meaning that the KFT has been made whole.

Master Contract Negotiations

President Castiglione reported that the State Council and the State exchanged some non-economic proposals at the October 23rd meeting. The State Council asked the State to provide them with its economic proposals for the November 6th meeting but did not receive anything on November 6th. Instead, a handful of non-economic proposals were discussed but little progress was made. The next meeting has not been set but will likely take place in spring 2016.

Local Negotiations

Chair McManimon reported that the KFT was successful in negotiating terms of compensation and teaching for online courses and development. He also reported that the Committee is working on changing the faculty timesheet form. Another issue that was discussed at local negotiations was the question dealing with program coordinators duties and their compensation—nothing was resolved.

In addition, Chair McManimon reported that Wenzhou Kean faculty members are having problems with class schedules that conflict with their transportation and their availability to eat during a work day.

Adjournment

The meeting adjourned at 1:50pm