



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

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KFT General Membership Meeting

Monday, September 28, 2015

HH 113

3:15 pm – 4:30pm

President's Report

President Castiglione reported that on September 27th the first annual AFT NJ *Nick Yovnello* scholarship brunch fundraiser was held at the Heldrich Hotel in downtown New Brunswick. There were close to 100 attendees and the scholarship brunch fundraiser raised close to \$10,000. Both President Castiglione and J. Erickson attended the affair. Also in attendance were NJ politicians from the Princeton area. The first awardee of this scholarship was a student activist from New Jersey City University.

President Castiglione mentioned that he received reports that ARTP Committees at the departmental level and RT Committees at the college level are being asked by the administration to give them faculty candidates voting totals, so faculty serving on those committees should know that reporting of vote totals for both committees is subject to the approval of the individual candidate. President Castiglione urged members of these committees to not give voting totals to the administration.

President Castiglione reported that the administration recently issued some criteria for the review of faculty request for travel and for the review of assignment of voluntary overload for faculty teaching. President Castiglione asserted that a number of these criteria are problematic in that they impact terms and conditions of employment as well as that many of them are self-contradictory according to existing University policy.

As reported, the KFT sent out an email regarding potential issues with the academic program coordinator compensation. The KFT agreed with the administration that academic coordinators would receive a minimum of 2 credits compensation with a maximum of 5 credits compensation per semester, and department chairs would receive 6 credits compensation per semester. President Castiglione iterated to the membership that if anyone is serving in any one of the aforementioned capacities and is not being compensated at the agreed rate to let us know.

In terms of the academic calendar for this year, President Castiglione stated that he believes it should work out well. He said please make note that on Columbus Day the University is open for classes and Election Day the University is closed—no classes. Also, faculty please remember that the last Wednesday for classes will be treated as a Monday.

Status of Reorganization Plans

President Castiglione noted that we have been successful in fending off layoffs of Professional Staff up to this point. The rationalization for the layoffs themselves are transparently false, as the University's financial position is very strong. He cited the audits of the last two fiscal years available, which show a \$14 million surplus for fiscal year 2013 and a \$24 million surplus for fiscal year 2014. A KFT analysis shows that we can expect last year's and this year's surpluses to be just as large as those two.

President Castiglione then asked the membership to take a look at the letter Assemblywoman Mila Jasey (Chair of the NJ State Assembly Higher Education Committee) wrote and gave to President Farahi and the Board of Trustees (BOT) prior to the September BOT meeting. President Castiglione commented that it was a very strong letter of support for our students and our professional staff colleagues and against layoffs. In addition, the President of the NJ AFL-CIO wrote a letter to President Farahi and the BOT and an AFL-CIO representative spoke at the BOT meeting against the layoffs.

President Castiglione posited that the efforts and the letter campaign of the KFT members along with the meetings that KFT and AFT leadership have had with state legislators may have delayed if not thwarted the layoffs. President Castiglione thanked the members for responding in such large numbers to the letter writing campaign and asked them to have their family and friends use the link to write to their legislators as well.

Master Contract Negotiations

President Castiglione reported that the State Negotiations Committee and the State Council Negotiations Committee have not met yet to exchange proposals. There are two meetings scheduled in the upcoming weeks—October 23rd and November 6th.

Online Course and Program Development Compensation

President Castiglione pointed the membership to the handout—LOA 139 which delineates compensation for developers of online courses and programs. President Castiglione emphasized that the developer of the online course will be paid \$4875, has the right to be the first to teach the course and should receive 1 credit of additional compensation in the semester he/she first teaches the class. Further stated by President Castiglione was that according to the *Master Contract* course caps for online courses should be the same as non-online courses.

Adjournment

The meeting adjourned at 4:35pm