



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, April 8, 2020

3:15 – 4:30 pm

CAS 106

I. Treasurer's Report

President Castiglione started the meeting with the Treasurer's Report. Treasurer Billie Bailey had a meeting conflict and needed to leave the KFT meeting early. Treasurer Bailey presented the *KFT Balance Sheet from 2020* that showed what the KFT savings and assets are as reflected in the Merrill Lynch and other accounts. Treasurer Bailey also shared the KFT's *Profit and Loss Comparison to Date Report* which indicated that the KFT net income is at a deficit comparable to the deficit that we had last year at this time. Last year she reported we broke even. Treasurer Bailey explained that two of the largest KFT expenses, beyond dues to AFT National, AFT-NJ, and the Council, are fees for legal counsel and costs for hosting meetings with food and refreshments. Treasurer Bailey asserted that the advent of the Coronavirus pandemic will curtail our spending in regard to hosting meetings and some other expenses and that we believe we will end up close to a balance budget at the year-end.

II. Issues Related to the Pandemic and Working Remotely

President Castiglione stated that the administration's handling of things in the wake of the Coronavirus pandemic has been pretty reasonable. Kean shut down earlier than most of our sister institutions. The two exceptions to this pattern being the insistence to hold large-meeting PDDs as the pandemic mounted in early March, and the decision not to extend spring break to prepare to the switchover to remote education as was done at our sister institutions. President Castiglione iterated that the University has sent out emails indicating that there have been a few cases where individuals on campus have been diagnosed with the Coronavirus. By law, the University is not allowed to divulge the identify of those individuals.

Pres. Castiglione stated that our statewide Union, CNJSCL, has been in regular contact with the Governor's Office to stay abreast of the situation and to offer our assistance. He noted that CNJSCL played a critical role in getting other schools to shut down to ensure the safety of members at our sister institutions. Our primary concern right now continues to be the health and safety of our members and our students. Pres. Castiglione noted that the University is asking members to report infected students via its "Reporting Tool", and several members suggested sending the link to students to let them decide to report or not. Only essential employees are scheduled to work on campus during this time, apparently only residence life among our members. President Castiglione stated that if anyone has any concerns or issues about working remotely, to contact him.

President Castiglione reported that at a recent Council of Deans meeting it was stated that the University is moving to impose a hiring freeze and to suspend all searches that have not been resolved up until this point. In addition, the University is expecting a \$3 to \$10 million hit in the budget for fiscal year 2020. Also reported at the Council of Deans: letters of reappointment to lecturers will be placed on hold. However, we understand that some may be receiving their letters starting today.

President Castiglione reported that at the beginning of the new academic year (September) all 10-month lecturers will be converted to 12-month lecturers. We have been asked by Lecturers not to challenge this conversion as they seemed to be more concerned about reappointment than conversion.

Pres. Castiglione reported some points about the budget for this fiscal year at Kean. At the NJ Treasury Department's website of the *Office Management and Budget* there is an itemized list of frozen funding under discretionary funds. Colleges and universities are listed under discretionary funding. Kean is cited to have \$5.3 million of its funding for this fiscal year frozen. Also, Kean has been refunding money to students for room and board. Further, there is a concern that the cancelling of all summer sessions face-to-face courses, may further reduce revenues for this fiscal year. Pres. Castiglione reminded members that the University typically builds in a \$10-20 million surplus for each fiscal year and that the University has \$100+ million in reserves.

III. President's Report

President Castiglione reminded members to submit their committee requests by the end of the month. Also, President Castiglione shared the list of the KFT Executive Council endorsed candidates for Faculty Senate elections and urged members to support these outstanding colleagues as they have committed to keep the Senate from interfering in terms and conditions of employment, as it has improperly done in the past.

President Castiglione stated that he received news about a court action that went in the KFT's favor. The Superior Court in Union County turned down the University's motion to vacate the ruling that faculty removed from the classroom must be assigned at least 50% of their course load as classes.

President Castiglione stated that members should have seen their 2% increase in their paychecks for pay period 7 and the retroactive pay (starting with the 1st pay period in October) should come in pay period 10. The salary guides for the new *Contract* can be viewed at the State Council website (cnjscl.org)

IV. Local Negotiations Report

Chair P. McManimon reported that there is an agreement regarding the Art History faculty, signed by the KFT, on the President's desk waiting for his signature. Unfortunately, there is no indication that the President is going to sign it. The path to a settlement seems to have been derailed by the pandemic, but we are continuing to pursue all avenues to reach an agreement. The KFT Local Negotiations team is also working to try to get a settlement for several Professional Staff colleagues who received non-reappointment notices last year. Chair McManimon reported that the KFT is working out an extension of the timeline for the evaluation procedures for Professional Staff that will protect their rights given the impact of the pandemic.

Meeting adjourned at 4:30 pm.

Respectfully submitted by:
Eleanor McKnight, Secretary