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**

**March 16, 2022**

**12:30-1:45pm**

***Miron Student Center Room 228 and Virtual (via Zoom)***

1. **President’s Report**
   1. ***Contractual issues.*** President Castiglione reminded Members of the following:
      1. *Raises.*
         1. 12-month employees will receive the third 2% raise this Spring (pay period 9, 4/29), and a 4th and final 2% raise in July.
         2. 10-month employees will receive the third 2% raise this Spring (pay period 13, 6/24) and the final raise in Sept.
         3. Employees who were already at the top step of their range for 2+ years are receiving 2 lump-sum payments. They received one in Oct 2021. The second will come in Oct 2022. Employees with less than 2 years at the top step will get one lump sum this Oct. Those with 3+ years at the top step will get an extra payment.
         4. These are all new features that the Council negotiated for Members.
      2. *Master Contract*. Since the next Master Contract negotiations will start next year, we need to build the membership this year so that we can enter new negotiations from a strong position.
      3. *WKU Compensation*. There has been a lack of communication from the Administration, but the list of compensation recipients has been sent to HR, and those receiving compensation should see it in their April 1 or April 14 paycheck.
      4. *Compensation for Program Coordinators*. In some cases, a Coordinator’s compensation has been reduced or set at an unusually low level. We are working to resolve this now.
      5. *Other Compensation*. The University has created an Accepted Student Day and is looking for faculty to attend; the KFT is looking into this. Any member with information should contact the KFT office.
   2. ***Retirement Incentive Program.*** Pres. Castiglione said that the University may agree to extend this program one last time, allowing employees to apply by mid-April for retirement effective June 30.
   3. ***Art History Faculty.*** The KFT has worked tirelessly to help save the Art History faculty’s jobs, and we hope to finalize an agreement soon.
   4. ***KU Climate Survey.*** Pres. Castiglione strongly urged members to respond to the survey so that individuals across the bargaining unit can make their voices heard anonymously. The deadline is April 7.
   5. ***KFT Committee Sign-Up Form.*** Pres. Castiglione urged members to sign up for committees. The KFT needs, values, and encourages Member involvement.
   6. ***AFT-AAUP Affiliation.*** Pres. Castiglione said that the AFT and AAUP have been negotiating an affiliation. The AFT is much larger, but the AAUP represents many faculty nationwide. It will be a net benefit for Higher Ed. to affiliate and speak with a single voice on certain issues. This model currently exists in certain universities, such as Rutgers, and is expanding nationwide with this agreement.
2. **Faculty & Pro Staff Promotions Update**
   1. ***Redress of Lack of Opportunities For ProStaff***. Pres. Castiglione reported the following:
      1. There have been no ProStaff promotions since Dawood Farahi took over as President in 2003. To begin redressing this, we are asking for:
         1. 19 ProStaff promotions
         2. 20 reclassifications, with half of those targeted at the lowest rank
         3. 12 ProStaff paid leave awards
      2. The KFT has also raised the issue of managers who should be in our bargaining unit but are not because they have been misclassified.
      3. The KFT Pro Staff Committee is creating a proposal based on Stockton’s Performance-Based Promotions Program, and we intend to negotiate a promotions plan in earnest.
   2. ***Faculty Promotions Updates***. Pres. Castiglione reported the following:
      1. To begin redressing the lack of promotions under Farahi, the KFT asked for:
         1. 20 Full Professor promotions (only 17 applied; a large fraction were promoted)
         2. All tenured Assistant Professors be promoted to Associate Professor
         3. 3 librarian promotions
         4. 10 range adjustments
         5. 20 Lecturer promotions from Lecturer I to Lecturer II (there have been 0 since the position was created) (also investigating whether Lecturers doing ProStaff work can be reclassified as ProStaff)
         6. 24 half-year sabbatical leaves
         7. more mid-career faculty hires and especially from those laid off from WPU to counter attrition among the higher ranks
         8. Emeritus status to be extended to associate professors
      2. The faculty promotion process has now ended. We expect the total promotions will be about 20 (as compared to 4 per year under Farahi).
      3. Some remaining issues will be discussed with President Repollet at a later date, especially those concerning the Administration’s apparent deviations from the bylaws and procedures when working with the UPC. Pres. Castiglione added a recognition of the hard work the UPC did to get the promotions done and the number increased. A couple members reiterated their concerns about the procedures and Pres. Castiglione responded that he’s committed to raising these issues in a constructive way going forward.
      4. A Member asked whether our Master Contract has a provision for Bereavement Leave. Pres. Castiglione responded that the current Master Contract says that we must use sick leave for bereavement. He added that if this is an issue that Members care about, they should put it forward as an item to be negotiated next year when we revisit the Master Contract.
      5. A Member expressed concern that the Provost has advised faculty to publish only in high-tier (so-called Q1) journals and to publish only full books, not chapters, if they seek promotion.
         1. Pres. Castiglione clarified that promotion criteria are the domain of the Administration and are not negotiable. The KFT can only negotiate the terms, procedures, and conditions of employment. Thus, if the Administration requires high output from faculty, it must provide commensurate support and resources for faculty to meet that requirement. We can’t negotiate the criteria, but we can negotiate the resources and supports. For example, the KFT and the University are discussing release time for research. To make up the lost money (paying faculty who are not teaching), it appears the administration wants larger class sizes. Pres. Castiglione clarified that the compensation for teaching large classes is a negotiable terms-and-conditions issue, but the decision about which departments, which courses, etc. will have large class sizes is an academic matter and must go through Curriculum Committees and the Senate.
         2. David Joiner mentioned that high-end STEM journals have per-page charges and Kean has never paid for this.
         3. Reva Narasimhan added that our library does not even have subscriptions to the high-tier journals we’re discussing.
3. **Treasurer’s Report**
   1. R. Narasimhan provided a handout summarizing the KFT’s budget report. She reported that:
      1. our net assets grew from $255,199 at the end of AY 2020 to $261,760 at the end of AY 2021
      2. our expenditures decreased slightly from 2020 to 2021
      3. we are on track to stay within our budget this year.
4. **Questions & Concerns**
   1. ***ProStaff reclassification*.** In response to a Member’s question about reclassification procedures,Pres. Castiglione provided clarification and urged Members to apply for reclassification if the scope of their job has changed.
   2. ***ProStaff meeting***. A Member asked if there will be a separate KFT meeting for ProStaff to discuss their specific issues. Pres. Castiglione responded in the affirmative, said that it will probably be in May, and asked Members to tell the KFT office what they want on the agenda.
   3. ***Cost of living increases and inflation***. Pres, Castiglione responded to a question about cost-of-living increases and inflation by reminding Members that the Master Contract does not contain any clause that allows us to reopen negotiations on raises to account for inflation; however, this is a good item to keep in mind when we renegotiate the contract next year.
   4. ***Dennis Klein and the AFT Candidate School***. Pres. Castiglione congratulated Dennis Klein on winning his election for the BOE in Teaneck and asked how things are going in his new role. D. Klein replied that the BOE is very complicated and gives him a new perspective on how we educate our children. He thanked the KFT again for its support. Pres. Castiglione added that D. Klein attended the NJ AFL-CIO Candidate School, which it runs each August to get union members into public office, and he encouraged others to follow D. Klein’s example and take this free training course.
   5. ***COPE***. Walter Mack reminded Members that COPE funds help pro-labor, pro-education candidates get elected, and thus we need voluntary contributions and people to serve on the COPE Committee.
   6. ***Recruitment***. David Joiner reminded Members that we need even more members to increase our strength as a bargaining unit. He urged Members to get nonmember colleagues to sign up, stated that the Membership Committee needs volunteers, and explained the importance of the upcoming Recruiting Blitz.
5. **Meeting adjourned at 1:45 pm.**