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**

**Thursday, April 14**

**3:30-4:30 pm**

**Hennings 113 and *Virtual (via Zoom*)**

1. **President’s Report**
   1. ***Announcements***. President Castiglione announced the following:
      1. The KFT Spring Party will be Mon. 4/25, 3:30-6:00 pm, in MSC 228.
      2. The Retirement Incentive program deadline is 4/29/22. Interested Members should reach out to Zahire Estrella-Chambers.
      3. The AFT-NJ Convention was Sat. 4/9. The KFT contingent spoke with several NJ Representatives, including Donald Payne (Dist. 10), Josh Gottheimer (Dist. 5), Andy Kim (Dist. 3), and Mikie Sherrill (Dist. 11). They discussed many topics, including a new joint venture between the AAUP and the AFT called “A New Deal for Higher Ed” ([newdealforhighered.org](https://newdealforhighered.org))– a political activist approach to re-centering Higher Ed. as a public good rather than a private interest.
   2. ***KFT Committee Sign-Up Form***. Pres. Castiglione urged Members to sign up for KFT Committees, which otherwise will be unstaffed and not run. He reminded Members that this is a great way to strengthen shared governance at Kean.
   3. ***KFT Survey on R2 Transition & Tenure/Promotion Criteria***. Pres. Castiglione urged Members to complete the survey, which will allow the KFT to tap the expertise of Members who can provide context for reasonable expectations across a broad range of fields (especially at institutions like Kean) and the supports that are typically offered and necessary.
      1. Dan Gover asked to have a conversation about external reviewers.
      2. Some discussion followed.
   4. ***COVID concerns***. Pres. Castiglione mentioned that there have been some breakthrough Covid infections on campus, and he asked for feedback and recommendations from Members.
      1. A Member mentioned that Commencement is a concern because we won’t have any control over (or knowledge of) the population in attendance. Pres. Castiglione responded that he will ask the Administration about Commencement plans, and he suggested that at-risk Members take a sick day rather than attend.
      2. Emily Filardo requested a new LOA that will absolve us from using sick time when we get infected and stay home to protect others.
      3. Ana Wetzel said that she was told she should not use sick time for a Covid infection but then found that the sick days had been deducted anyway.
2. **Local Negotiations Report**. Frank Argote-Freyre reported the following:
   1. ***Class sizes and compensation for Faculty teaching jumbo classes***: Negotiations are ongoing. Awaiting the University’s counter. The KFT has stressed the importance of including the Faculty Senate in these discussions.
   2. ***Lecturers’ Agreement***: Negotiations are ongoing. Awaiting the University’s counter. The University has moved closer to our positions.
   3. ***Committees on research release time and funds for conferences***: Negotiations and discussions are ongoing.
   4. ***Comments/Questions from Members***:
      1. E. Filardo asked for clarification about where the money will come from for Kean’s new initiatives and expressed a desire for more transparency about the University’s budget. Pres. Castiglione responded that our negotiations can’t depend on the budgetary situation although he would like the University to give a public budget presentation. He noted that ever since the deregulation legislation of 1994 abolishing the Dept. of Higher Education, the University has not been required to reveal its budget.
      2. Effie Christie asked how teaching load will relate to jumbo-sized courses. F. Argote-Freyre responded that this has been a major item in negotiations.
3. **Professional Staff Concerns.** Pres. Castiglione covered the following:
   1. ***Pro Staff Luncheon coming soon***. The KFT is planning a luncheon just for ProStaff, who are encouraged to send their date preferences to the KFT office.
   2. ***Job Creep***. Members should recall that Article XVI of the Master Contract protects ProStaff from being assigned out-of-title work. ProStaff who believe they are victims of job creep should:
      1. Familiarize themselves with the Master Contract language.
      2. Document everything: Email their supervisor requesting clarification in writing of all out-of-title work assigned verbally, and then keep track of the paper trail.
   3. ***Performance-Based Promotions Update***. The KFT presented a proposal about this to the University, and Michael Salvatore has indicated that he will send a counter in a couple of weeks. Unlike the Farahi Administration, the current Administration is willing to negotiate this, and thus we have reason to be cautiously optimistic.
4. **Q & A:** A Member asked whether faculty teaching a 4-4 load can get a 3-day teaching schedule. Pres. Castiglione responded that this is not a negotiable issue, but he added that the KFT can recommend this during discussions.

**Meeting adjourned at 4:32 pm.**