

Long Beach Classroom Teachers Association

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Vice-President for Elementary Schools
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Executive Board Minutes

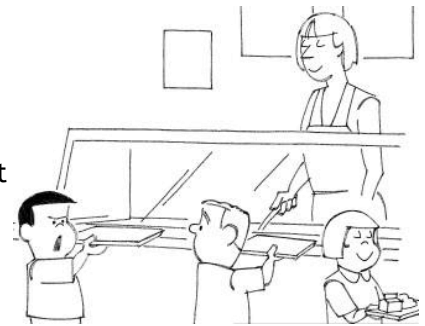
November 17, 2014

I. President's Report - Steve Freeman

A. School Lunch Program

The October 28 Board of Education meeting was devoted to a review of the school lunch program which has been operating at a significant deficit for several years. During the 2013-14 school year the district transferred more than \$1,000,000 from the general fund to keep the program afloat. The current business model is clearly unsustainable and should not be sustained in an era of cuts to academic services.

But how to break even while continuing to serve healthy and nutritious meals as well as honoring its commitment to hard-working and dedicated food service workers is a challenge the Board must finally confront.



School food is bad enough, but now it has to be nutritious?

B. NYSTRS Contribution Rate Declines

TRS has informed school superintendents that the employer contribution rate (ECR) will be reduced from 17.5% of payroll to about 13% of payroll for the 2015-16 school year. District COO DeVito estimates that this represents a savings to the district of about \$2,000,000 a year.

C. First Eligible Retirement Incentive

If you are considering retiring next June under the terms of our first eligible retirement incentive; you must notify the district of your intention by January 15, 2015. First eligible means that you are able to retire without an age or service reduction. You do not have to use time awarded under Article 19 to determine eligibility. If you are unsure if you are first eligible, or need more information, please contact me a.s.a.p.

D. Salary/Sick Bank Statements

Annual salary/sick bank statements were distributed on October 24. I recommend that you confirm that the number of days in your sick bank are correct. Keep in mind that the statements include this year's 12 days, plus up to two additional days if you worked at the 2014 summer school. Contractually you cannot keep more than 200 days in your sick bank. Any days in excess of 200 should be sold back (restrictions apply) or you will lose them. Please note that despite the form stating that all inaccuracies must be reported by November 11; there is no corresponding contractual limitation. Should you find an error at a later date your rights will be upheld.

E. Flex Plan 2015

The Affordable Care Act limits flexible spending account contributions for excess medical expenses to \$2,500 per year. Child/Elder care spending limits continue to be \$5,000 per year. Forms and more information were sent to you via e-mail. In addition you can access them on lbeach.org by entering "flex" in the search field

addition paper copies should be available in all of the main offices. Keep in mind that your 2015 declarations must be received by the Human Resources Department on December 1, 2014.

F. 2014 Toy Drive

Lynda D'Alessio, Stephanie Meyer and Barbara Hirsch will be coordinating the 2014 Toy Drive. This year we will be working in partnership with our sisters and brothers in the LBSEA.

A flyer will be distributed shortly.

G. 403(b) Tax-deferred Annuities

Now is the time to begin thinking about your 2015 403(b) contributions. The maximum 403(b) contribution rate increases to \$18,000. An additional \$6,000 can be contributed by those age 50 and above. Visit OMNI online at www.omni403b.com for more information or to change your contribution rate. Click on "Participants" and then enter NY and Long Beach City S. D. in the "Employer Plan" box. The 2015 maximum 403(b) employer-funded contribution rate is \$53,000.

This rate is used when sheltering retirement incentive and sell-back of sick day monies.

H. Coaching Pay Dates - Winter 1

HS teams

First half: 12/19

Second half: 2/13

MS teams

First half: 12/19

Second half: 1/16

I. Winter/Spring Study Money

Applications to participate in Winter/Spring Study Money program must be received by the HR department by December 12. Members with permanent or professional certification may apply for up to \$1,750 in study money per semester. The application is available online at http://www.lbeach.org/Assets/Personnel_Forms/participation_groupa.pdf.

J. Sell-back of Health Insurance

If you have elected to “sell-back” your health insurance you will receive your first half payment as part of your December 5 pay check. If you did not receive your payment call Laurie Sarro at X2095 to verify your election. Please keep in mind that even if you “sell back” your medical insurance you are still entitled to dental insurance.

K. Cancer Screenings

NY State law entitles employees to take up to four hours of paid leave annually, without charge against your sick bank, for both breast cancer and prostate cancer screening. Be sure to check “Cancer Screening” on AESOP and complete a verification form upon your return.

L. New Members - Jim Fiola

If you have any questions, please email Jim Fiola or Alison Katulka at jfiola@lbeach.org or akatulka@lbeach.org.

Alison and I are attending the mentor meetings to speak to the new members about any issues or concerns they have and will make each monthly meeting. The next meeting is Wednesday Nov.19th at 3:45 in the East School library. All new members are encouraged to attend even if they have a union buddy and not a mentor. We hope you and yours have a great Thanksgiving. Please do not be afraid to ask for help if you need it. We (and many others) are here for you.

II. Chief Negotiator’s Report - Steve Freeman

A. We have been meeting in earnest to achieve a fair settlement. The district has been receiving favorable financial news over the course of the past few months and we hope that the Board takes these developments into consideration.

B. Our next F2F negotiations are scheduled for November 18 starting at 4 PM in the Lido library.



The Mediator sensed that negotiations were in trouble

III. Executive Vice-President’s Report - Keith Harvey

A. Board of Education meetings

Please consider attending a minimum of 2-3 Board of Education meetings this year. Sign-up sheets are posted in your faculty room.

B. Constitution Committee

Thank you to Ms. Prostick, Ms. Van Loon and Dr. Garrett for volunteering to serve on the Constitution Committee. The committee has met twice to review our constitution and consider possible amendments. We hope to bring you a report shortly after the New Year.

C. APPR

Teachers not receiving a State Provided Growth Score for their APPR should be working in collaboration with an administrator, to complete an SLO template. This does not mean that you are required to fill out the SLO template or supply the data for it. It is the district’s ultimate responsibility to complete the SLO. However I would advise you to take an active role in the process. Once you have determined your baseline and evidence you should begin work on your targets. If you choose not to participate in the creation of the SLO; one will imposed.

D. Biometric Signatures/Timepiece

Although the secondary schools are no longer using paper sign-in sheets; it was once again presented that all elementary schools continue to use paper and some have no intention of ever switching to Timepiece.

- E. Grievance Committee
 NIKE Health and Safety - The intercoms and key fob locks on the front door have been installed and are working.
 Health Insurance Withdrawal -The board has requested to “Stop the Clock” so that they can better understand the problem and discuss a possible solution. Under the terms and conditions of our previous contract settlement we agreed to change from a 50% withdrawal sellback to a flat rate. Sometime shortly after the settlement the district decided that they wanted to keep some of the old language and create multiple flat rates. As a result \$6,708 annually for pre-7/1/09 members and \$4,000 annually for post-7/1/09 members was not paid to all withdrawing.
 Extra Teaching Assignments at the High School - There had been a complaint that approximately 12 teachers were unilaterally assigned an additional class and are not being compensated for the extra class. We have a possible solution and look forward to resolving this without a grievance.
- F. Health and Safety Committee
 The last meeting was held on Thursday, November 6. The topics discussed were: District building update, Classroom ventilation at West, East and Lindell and the High School traffic flow. The next meeting is scheduled for Tuesday, December 2, at 11:00 AM in the Lido MPR. All are welcome to attend. If you have any health or safety issues that you are unable to resolve at the building level please e-mail me.
- G. District Safety Team
 The next meeting is scheduled for Tuesday, December 2. If you have any safety issues that you are unable to resolve at the building level please contact me.

III. Vice-President for Elementary Schools’ Report - Beth Prostick

- A. My sincere condolences to Dale Greenstein on the loss of her mother.
- B. To the surprise of many teachers, our report card program is not compatible with many Apple computers. The “fix” that was sent over the weekend did not correct the problem for all users. Software that is not compatible with both PCs and Macs may not be a great choice for report cards.
- C. Although we had teacher representation on the Superintendent’s Conference Day committee, I would like to clarify that the teacher representatives did not choose the topics and/or the presenters for the training sessions. We discussed possible topics, but in the end we were given the agenda. Hopefully everyone completed the evaluations honestly and gave suggestions for next year. We do read them and would love to have more ideas to share.
- D. We would like more elementary representation on our Publicity Committee. If you are interested please contact Karen Bloom. Our next meeting is Dec 1.
- E. Elementary Council meeting TBD.
- F. If you have any issues or concerns you can contact me at bprostick@gmail.com.

IV. Vice President for Secondary Schools’ Report - Karen Bloom

- A. The MS had its first Discipline Committee meeting which was productive. There seems to be more communication and things are moving in the right direction.
- B. We have been informed that both window screens and fans have been ordered for the MS. We anxiously await the replacement of broken and/or missing screens as well as the mounting of the fans in each classroom.
- C. We are still awaiting solutions for the many inclusion classes at the HS that are extremely large as well as having very high percentage of special education student in them. We hope that the administration will rectify this situation and ensure that this does not happen again next year.
- D. There has still been no solution for the science AIS issue which was created by Dr. Lovrich. The teacher is attempting to meet the needs of the extremely diverse group of students; but it is next to impossible to do so effectively.
- E. We have an extreme lack of technology at the HS. There are many Smartboards that do not work properly; especially in the new wing. In addition there is a shortage of printers in this area of the building. It is extremely difficult to integrate technology when so many issues arise.
- F. We are still awaiting clarification on the APPR targets and procedures for this current school year. Dr. Graham has assured me that he will oversee the curriculum directors to ensure that there is consistency across the subject areas. This does not seem to be the case. Many of us still have no targets and it seems that each department is setting them differently.

- G. The traffic pattern continues to be a safety concern, especially for students walking or on bikes who dodge the cars and buses. We sincerely hope that administration reconsiders this pattern.
- H. We are having problems at the HS with the Deans Office. The deans are extremely busy during the course of the day and do not have time to address the needs of the multitude of students who hang out there. We have discussed the issue with administration multiple times but have not seen any improvement in the situation. We hope to have a remedy for this situation as soon as possible.
- I. Security at the high school continues to be an issue. There is no buzz-in system and people can walk right into the building without being questioned. In addition many students roam the building unsupervised after school.
- J. NIKE finally has a working front door that locks. There were many installation problems along the way which prevented this from happening in a timely fashion.
- K. Condolences to Dale Greenstein & her family on the loss of her mother.
- L. There are only 2 weeks left to make a donation for Breast Cancer awareness. I will be handing in our money at the end of the month. We are only a few hundred dollars away from reaching \$2,000. Please contribute what you can! Make checks payable to "American Cancer Society" and send to me, Karen Bloom, at the HS.
- M. The next Secondary Council Meeting will be held on Monday, December 15 at 4 PM in the HS Guidance Conference room. The next Publicity Committee will be held on Monday, December 1 at 4 PM also in the HS Guidance Conference room.
- N. Have a happy and well deserved Thanksgiving break!!

V. Treasurer's Report - Jim Fiola

A. October Financial Results

<u>Revenues</u>	
Union dues	\$36,712
Retiree dues	81
Ad insert	<u>100</u>
Total	\$36,893

<u>Expenditures</u>	
NYSUT	\$13,272
AFT	8,102
Taxes and Ins.	222
Meeting Expenses	801
Donations	442
Year End Party	500
Telephone	69
Travel	<u>40</u>
Total	\$23,448



- B. My condolences to Dale Greenstein and her family on the loss of her mother.
- C. Best wishes to all for a fun and Happy Thanksgiving. If you have any changes to your personal file (address, name, etc.), please email them to me at jfiola@lbeach.org.
- D. Union dues for 2014/2015 for full-time members will be \$954.76. The break-out is \$370 local, \$358 NYSUT, \$218.76 AFT dues and \$8 PTA. \$95.48 will be taken from your first check of the month and will show up under the column "MDED-03." We are determined to keep your dues as low as possible while still meeting our local obligations and making charitable contributions to the Long Beach community.

VI. Building Reports

A. West School

1. Thank you to all who participated in our "Spell and Tell" evening. Teacher prepared activities to support and stimulate literacy skills were fun and engaging for both our students and their parents.
2. Get well wishes to Edenia Aristy.
3. We continue to be excited about our "Denim for Dollar's fund raiser for West School families in need. This runs year-long.

4. Condolences to Dale Greenstein on the loss of her mother.
5. Happy Thanksgiving!

B. Lindell School

1. Congratulations to Billy Snow on the birth of his granddaughter Elizabeth Ann DeGrom and to Mary Conway on the birth of her grandson William James Madden.
2. Best Wishes for health and happiness to Eileen Fuentes on her retirement.
3. Our deepest sympathy to Barbara Russo and her family on the passing of her mother Pauline Puchalsky.
4. As in previous year, there are technical difficulties with report cards entries and retention of information.
5. Thank you to Seraphina D'Anna for skillfully substituting as our Social Worker.
6. Kudos to Seraphina for also coordinating our Red Ribbon Week.
7. Thank you to our PTA for our Red Ribbon Assembly.
8. Our condolences to Dale Greenstein on the loss of her mother.
9. Enjoy a happy and healthy Thanksgiving with your family.

C. East School

1. Congratulations to Jaclyn Eiger on the marriage of her daughter.
2. Congratulations to Christina Delsandro on her recent engagement.
3. A big thank you to the Molloy College nursing students for conducting a very impressive, hands on Health Fair for all of our students. The theme was a walk through the body. It was an unforgettable learning experience for all.
4. Teachers do not have the materials required for instruction related to the math modules. Materials were ordered, but not received in time to adhere to the pacing calendars. To keep on schedule, teachers have had to purchase supplies out of pocket.
5. We are very concerned about the difficulty in removing unpredictably dangerous/violent students from our classroom while awaiting needed therapeutic placement. Rights of these students are superseding those of the rest of students and staff. While waiting for evaluations, paperwork, mandatory meetings and hearings, staff resources are being stretched beyond normal limits. Student and staff safety is threatened. Disruption of services and normal routines for many students occurs. Students have been evacuated from classrooms to avoid witnessing behavioral outbursts but they do observe the onset and then must endure the aftermath of destruction of their work and classroom. It is unfair that students do not have a setting conducive to learning and that these incidents have the potential to create traumatic memories of school. We must work together to maintain safe classroom environments.
6. Condolences to Dale Greenstein on the loss of her mother.
7. Happy Thanksgiving!

D. Lido School

1. Students eagerly participated in various activities based on making healthy and positive life choices during Red Ribbon Week.
2. Thanks to Lido PTA for the Lido Halloween Habitat event which incorporated the Stranger Danger program. Students were also able to go pumpkin picking.
3. Students in Grades 3-5 were engaged in an important lesson on flag etiquette presented by guest veterans from the United States Marine Corps.
4. Condolences to Dale Greenstein and family on the loss of her mother.
5. Wishing all a happy and healthy Thanksgiving with family and friends!

E. Middle School

1. Condolences to Dale Greenstein and family on the loss of her mother.
2. Congratulations to Lauren and Sean Behan on the birth of their daughter Delaney Anne.
3. Congratulations to Team 7-1 and everyone who made the Field of Honor possible! All the buildings look great!
4. Team 7-2 was in a Newsday article for their pen pal project with children from Uganda

through a Peace Corp project.

5. Thank you to Wayne Hoffman for handling building concerns within a 24 hour period!
6. Blinds have been installed in our newly renovated classrooms in a timely fashion. Thank you!
7. After many years, a new HVAC system was installed in the orchestra room to preserve the stringed instruments. Thank you!
8. Have a happy and healthy Thanksgiving with your family and friends!

F. High School

1. Condolences to Dale Greenstein on the recent loss of her mother
2. Thank you to the PTA and all of the participants of the PTA Friends and Families Fashion Show. A good time was had by all and proceeds go to Morning Madness.
3. Congratulations to Sean Miller, Lauren Anderson, and Meghan Sculley and all of the TA's of the Life Skills Program for a successful Best Pals Halloween Dance.
4. Congratulations to Kristin Jones on her recent engagement.
5. Congratulations to student government on a successful Blood Drive.
6. We are disappointed by the limited availability of funds for professional conferences for staff members.
7. We have requested and are still waiting to be supplied with a list of those evaluators that who will be conducting APPR classroom evaluations for staff members.
8. We are concerned about the lack of a formal staff faculty meetings being held in order to provide a forum to discuss school wide issues.
9. The temperature of the building remains inconsistent. It is extremely warm in some areas while very cold in others.
10. We are greatly concerned about the state of technology in the building.
11. There is still great concern for the safety of students, staff and residents under the current traffic pattern.
12. We would like uniformity across subject disciplines regarding common planning. There is still some lack of clarity regarding the frequency of these meetings as well as the expectations of the work to be done in these meetings.
13. We would like to see the district rectify the Science AIS situation of combining students who are retaking the course and students who are enrolled for support being co-seated.
14. The lack of cleanliness in the building is still of great health concern.
15. We are greatly troubled by the state of the inclusion program at the high school. Many classes have large number of students in them as well as a high percentage of classified students. We believe that the class caps for these classes need to be re-examined in order to effectively meet the needs of the students.
16. Best wishes on a Happy Thanksgiving to all staff and their families.

VII. New Business

- A. Thank you to the association members who attended the rally in support of the need for a hospital in Long Beach.

VIII. Meeting dates

November

- 18 SRP Recognition Day
- 20 ED18, 4 PM Mineola
- 25 Board of Education, 7:30 PM MS Auditorium

December

- 1 Deadline to submit 2015 FLEX plan declarations
- 8 Executive Board, 4 PM Sutton Place restaurant
- 9 Board of Education. 7:30 PM East School Cafeteria
- 12 Deadline to submit Winter/Spring Study Money applications

May 2015

- 20 End of the Year Celebration, 4:30 PM Bridgeview



In attendance:

Pre-K - Liz Fichtelman
HALB - Gari Ann Harris
West - Mary Ann Colucci, Cheryl Fontenot
Lindell - Migdalia Schneider, Heather Puckhaber, Jane Quinton
East - Lori Montgomery, Barbara Lewy
Lido - Dorothy Lopez, Cheryl Carroll, Marilyn Pilo
Middle School - Patty Van Loon, John Anfossi, Jessica Vetter, Jenn Garrett
High School - Jonathan Bloom, Elena Frishman, Eric Heck, Perry Bodnar, Jay Spitz
Officers - Steve Freeman, Keith Harvey, Karen Bloom, Nora Bellsey, Jim Fiola,
Beth Prostick, Elleen Parks and Frank Volpe

Respectfully submitted by Nora Bellsey, Recording Secretary.



New York State Teachers' Retirement System

I. Thinking about retiring this year? If you will be eligible to start receiving Social Security benefits at the end of the school year, contact the Social Security Administration to determine what you need to do. If you will be age 65 or older when you retire; Medicare will become your primary health insurance on July 1. Action on your part is necessary to enroll if you are not currently receiving Social Security payments.

II. 2014 Fall Pre-retirement Planning Seminars

These day-long (8:30 AM-3 PM) seminars feature presentations and discussions on financial planning, Social Security, adjusting to retirement, legal considerations, and other retirement related topics. The seminars are open to active members age 45 and older. Spouses/companions are also invited to attend. There is no cost to attend but you must call NYSTRS at 1-800-348-7298 X6180 weekdays between 8:30 AM and 4:15 PM to make a reservation and spaces fill up fast.

The remaining Long Island dates are:

Friday, Dec. 5 Courtyard by Marriott, Ronkonkoma

Saturday, Dec 6 Four Points by Sheraton, Plainview

A complete list of state-wide seminars is available online at

<http://nystrs.org/main/retirement-planning/preplan-seminars.htm>.

III. Video Consultations:

One-on-one video consultations enable members to meet with a NYSTRS representative to ask questions about specific situations and receive printed estimates of their retirement benefits via a live video hook-up. Consultations are available most Mondays-Fridays at the following locations:

Nassau BOCES
71 Clinton Road
Garden City

Suffolk BOCES
762 Deer Park Road
Dix Hills

Suffolk BOCES
15 Andrea Road
Holbrook

You now have two ways to book a video consultation:

Online using your MyNYSTRS account. After logging into your account, select the "My Tools" tab and then "Schedule Appointments." Or by calling NYSTRS at (800) 348-7298 X6100.

In-Service Opportunities

Long Beach Teacher Center
www.lbeachtc.org

The NYSUT Education and Learning Trust
(F2F and online) www.nysut.org.elt

SCOPE Education Services (F2F and online) www.scopeonline.us

Dellecave Education Institute (F2F)
www.dellecave.org

PBS TeacherLine (Online)
www.pbs.org/teacherline

Nassau TRACT (F2F)
www.mylearningplan.com

Nassau BOCES (F2F and online)
www.mylearningplan.com

C.I.T.E. (F2F)
www.citeonline.com

NYS Teacher Center Academy (Online)
www.rockteach.org

In-service TRS members with questions may call your teacher-members on the New York State Teachers' Retirement System Board of Directors or email united@nysutmail.org:

Paul Farfaglia, 315-431-4040;

Tim Southerton, 631-273-8822; or

*Karen Magee,
914-592-4411.*

