



Long Beach Classroom Teachers Association

239 Lido Blvd., Long Beach, New York 11561 • (516) 554-2830

President
Steve Freeman

Vice-President for Secondary Schools
Karen Bloom

Recording Secretary
Nora Bellsey

Executive Vice-President
Keith Harvey

Vice-President for Elementary Schools
Beth Prostick

Corresponding Secretary
Elleen Parks

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Treasurer
James Fiola

Executive Board Minutes

February 2, 2015

I. President's Report - Steve Freeman

A. Negotiations

I am pleased to report that after three years of often contentious and divisive negotiations an agreement has been reached with the Board of Education. On Monday, February 9 we will have a general membership meeting starting at 4 PM in the Middle School auditorium to review the agreement and answer any questions you may have. On Thursday, February 12 the polls will be open in the lobby of the Middle School auditorium from 3-5:30 PM to ratify the agreement. All active members are eligible to vote. No absentee ballots will be accepted. A copy of the Memorandum of Agreement is attached for your review.

B. Our Governor

Andrew Cuomo has made it abundantly clear that he plans to pursue drastic and damaging changes to public education during his second term in office. Some of the items on his education agenda include:

Revise APPR to increase the weight of the state assessments to 50% and eliminate the local component;

Impose a state-wide APPR; eliminating the collectively bargained aspects of the current APPR;

make two consecutive "Ineffective" evaluations presumptive evidence of incompetence, a firing offense;

increase the tenure probationary period from three to five consecutive years of APPR evaluations of "Effective" or "Highly effective";

impose merit pay;

create an education "investment" tax credit to divert public tax dollars to private and parochial schools;

increase the number of charter schools state-wide;

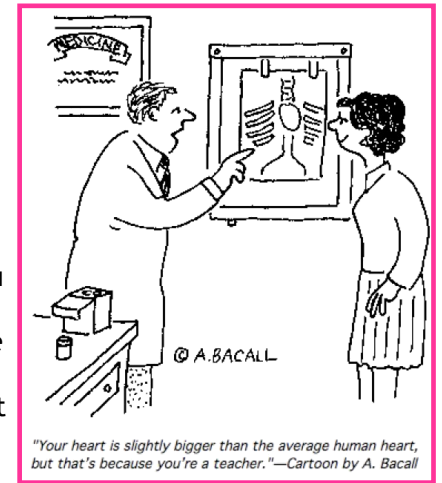
and a number of other ill-considered proposals designed to harm public education and enrich his hedge-fund cronies.

Needless to say NYSUT opposes the governor's agenda and is preparing to mobilize the membership and parent groups through the media and a series of community forums to be held around the state.

C. Congratulations to CTA Recording Secretary Nora Bellsey on her recently announced retirement. Congratulation too to LBSEA Past President Billy Snow on his upcoming retirement. They join an ever-growing list of retirees who will be recognized at this year's End of the Year Celebration on May 20 at the Bridgeview Yacht Club. Save the date!

D. Mandated Reporting of Suspected Child Abuse or Neglect

Teachers, guidance counselors and school nurses are mandated reporters. If you have reasonable cause to suspect child abuse or neglect you must be the person who contacts the New York State Child Abuse and Maltreatment Registry at 1-800-635-1522 to report the suspected abuse or neglect. After making the call you must then inform your building principal who is responsible for all subsequent administration necessitated by your report. The law further provides that school districts shall not take any retaliatory action against someone who makes a report and shall not impose any conditions, including prior notification or prior approval for someone to make a report.



- E. **Sexual Harassment**
Any employee who believes he/she has been a victim of harassment in school or at programs, activities and events under the control and supervision of the District, as well as any individual who is aware of and/or who has knowledge of, or witnesses any possible occurrence of harassment, should immediately report such alleged harassment; such report shall be directed to the District's designated Complaint Officers Dr. Kenneth Graham, Dr. Randie Berger or Michael DeVito through informal and/or formal complaint. Such complaints are recommended to be in writing, although verbal complaints will also be promptly investigated.
- F. **Deadlines and changes to our benefit plans that you should be aware of:**
2014 Flex Plan claims for expenses incurred from January 1, 2014 to March 15, 2015 must be received by Preferred Group Plans by March 31, 2015.
Claims for 2015 Flex Plan excess medical expenses can be submitted any time after January 1. You do not have to wait until sufficient funds have been withheld in order to seek reimbursement. Claims for 2015 Flex Plan child/elder care expenses however will not be paid until sufficient funds have been withheld from your pay checks.
Empire Plan claims for expenses incurred during 2014 must be received by United HealthCare by March 31, 2015.
Claims for dental work begun in 2014 must be received by Fitzharris Benefits Administrators within 12 months from the date the procedure(s) began.
- G. **"Second Chance" Retirement Incentive**
The district is offering those who declined to retire when first eligible a one-time payment of \$10,000 in return for an irrevocable letter of resignation effective June 30, 2015. Letters must be received by Dr. Berger c/o Lido School by February 13, 2015.
- H. **IRS Mileage Rates 2015**
The 2015 business travel is 57.5 cents a mile and the rate for medically-related travel is 23 cents per mile. Use the business travel rate for all district-related travel such as conferences and travel between building assignments and the medically-related travel rate when seeking reimbursement from your FLEX plan.
- I. **Change of Beneficiary forms**
It is important that you keep your district and TRS/ERS beneficiary forms up to date to ensure that your assets are distributed according to your wishes. Contact the HR department at X2112 for more information.
- J. **CTA Scholarships**
I am pleased to announce that the association will once again be awarding two \$1,000 scholarships to graduating seniors who are children of CTA members. Pat Fallon has graciously volunteered to continue as the chairperson of the Scholarship Committee. To be eligible for a CTA scholarship, the student must graduate from his/her high school in either January or June 2015. He/she may attend high school in any city or town. A parent must have been a dues-paying member of the CTA for at least three full years and currently paying dues unless on family or medical leave. Those interested and eligible may request an application from Pat, by either e-mail at pfallon@lbeach.org or by phone at 897-2062. The closing date for receipt of the completed application and all supporting documents, submitted in duplicate, is Friday, March 20. The evaluation of these applications will take place on Wednesday, March 25 immediately after school in the HS main office conference room. Please contact Pat if you are interested in helping evaluate the applications.
- K. **Summer Study Money**
Applications to participate in the Summer 2015 Study Money program must be received by the HR department c/o the Middle School by May 15. The application is available online at http://www.lbeach.org/Assets/Personnel_Forms/participation_groupa.pdf.
- L. **Coaching Pay Dates**

Winter I HS teams	Winter II
First half: 2/13	Second half: 2/13
Second half: 3/13	
- M. **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 Tuesday Feb.24th 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 February break. Please do not be afraid to ask for help if you need it. We (and many others) are here for you. Keep an eye out

Credit Swap

1.5 St. Johns	Ellen McElroy
1.5 Molloy	Jeanne O'Shea
3 C.W. Post	Betsabe Montoya
1 Hofstra	Mary Doheny

for an e-mail about a New Member party in March!

II. Executive Vice-President's Report - Keith Harvey

- A. School Board
Please consider attending a minimum of 2-3 Board of Education meetings each year. Look for the dates on the signup sheet in your faculty room
- B. APPR
Many teachers have voiced concerns with how they will be receiving their SLO Growth Rating because of inconsistency and lack of validity. I will be reviewing those issues with our members and administrators as needed. SLO's are for teachers whose classes are less than 51% ending in a state exam. If you are not receiving a State Provided Growth Score and you do not know what your SLO is, you should contact your director or principal ASAP
- C. Grievance Committee
Health Insurance Withdrawal -The district has agreed to reimburse all of the identified members with the difference between the reimbursements already received and the amount owed. We are currently waiting to receive a list of the members and the amounts they are owed.
Extra Teaching Assignments at the High School - The district has agreed to relieve all of the identified members of their duty responsibilities for the remainder of the year. In one case where that was not possible they have agreed to pay the individual 20% of 1/200 of his annual salary for each day he was assigned to a sixth period. This item should be on the next Board agenda.
Special Education Case Managers - The district agreed that teachers are not to become case managers of their students and that teachers should continue their professional responsibilities' the way they had prior to Superintendent's Conference Day.
- D. Constitution Committee
Thank you to Ms. Prostick, Ms. VanLoon and Dr. Garrett for volunteering to serve on the Constitution Committee. This is a reminder that the items will be reviewed and voted on at the general membership meeting on February 9.
- E. Health and Safety Committee
The February 3 meeting was canceled and no makeup date has been issued. When the date is issued 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.
- F. District Safety Team
The February 3 meeting was canceled and no makeup date has been issued. 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. Since the last Elementary Council meeting was cancelled we will meet on February 23, at 3:45 PM in Lido School. I would like all elementary reps to attend if possible.
- B. You can contact me at bprostick@gmail.com.
- C. Enjoy your winter break.

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

- A. APPR targets are now being shared and are not consistent across departments. In addition, some of the targets were arbitrarily chosen without input from teachers. We expect that this will be discussed and rectified. I will follow up with Dr. Graham since he assured us that the directors would be consistent with their APPR targets.
- B. The traffic pattern at the high school continues to be a safety concern, especially for students walking or on bikes. We sincerely hope that administration reconsiders this pattern.
- C. 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, there are many students roaming the building after school.
- D. We are still awaiting solutions for the many inclusion classes at the high school that are extremely large as well as having very high numbers of special education students. We hope that administration will help to rectify the situation and ensure that this does not happen again.
- E. We have an extreme lack of technology at the high school. It is very difficult to get a computer

lab, as there are only two for the entire building. There are only a few laptop carts as well, so integrating technology is extremely challenging.

V. Treasurer's Report - Jim Fiola

A. January Financial Results

Revenues

Union dues	\$6,515
Vending Machine	123
Retirees Dues	<u>117</u>
Total	\$36,755

Expenditures

NYSUT	\$13,219
AFT	8,359
Payroll-related items	806
Training	358
Meeting Expenses	129
Donations	450
Office Phone	69
Travel	<u>35</u>
Total	\$23,425



Assemblyman Todd Kaminsky standing in support of the Alliance for Quality Education

- B. Wow, we are already in the second half of the year! Enjoy the upcoming February break. If you have any changes to your personal file (address, name, etc.), please e-mail them to me at jfiola@lbeach.org.
- C. 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." (The 2014 union dues for tax purposes are \$944.36.) 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 those who volunteered to run interactive parent/student workshops at our Writing Wizards Night! The evening focused on ways to stimulate written expression.
2. Thank you to Rich, Fawas, Travis and Louie for making sure the walkways around West School were safe!
3. Condolences to Yasmeen Valentin and family on the loss of her mother-in-law.
4. Condolences to Nicole McGahan and family on the loss of her grandfather.
5. Condolences to Anne LaPenna and family on the loss of her mother.

B. Lindell School

1. While we have received some materials, we are concerned about several classes within multiple grades that still need necessary resources for the effective and efficient implementation of the math modules.
2. At the elementary level, sufficient warning is needed if after school clubs are cancelled due to weather. Bus assignments and parent pick up require more oversight at the elementary level.
3. Congratulations to Migdalia Schneider on the birth of her granddaughter Madison Schneider and to Iris Resnick on the birth of her granddaughter Reese Resnick.
4. A big thank you to our custodial staff for their ongoing efforts in making our walkways clear and safe.
5. Kudos to Lindell PTA on a most impressive PARP program and awards celebration.

C. East School

1. Concern still remains with timely placement of students with special needs who display disruptive and violent behaviors. Students remain in school causing a severe drain on already strained building support staff. Actual and potential aggressive acts against staff and students are a real concern.
2. Thank you to our custodial staff with all of their tremendous effort and hard work in keeping our sidewalks safe to walk on in this snowy and icy season.

D. Lido School

1. Kudos to Lido PTA for the implementation of the PARP program. Many students enjoyed participating in this reading initiative with their parents at home. Students were eager to have parents and special guests read during the PARP weeks.
2. Students were engaged in the Lido PTA Laser Light Show Assembly!
3. Third, Fourth, and Fifth Grade students went with their teachers to the exciting Hofstra University Career Day event. They had a lot of fun!!
4. All are strongly encouraged to attend the LBCTA General Membership Meeting on Monday, February 9 at 4 PM in the Middle School Auditorium.
5. Contract voting will take place on Thursday, February 12 from 3-5:30 PM in the lobby of the Middle School Auditorium. Please make every effort to go vote!!

E. Middle School

1. Welcome back to John Emmons.
2. Thank you to Wayne Hoffman and the guys for doing such a great job on the snow clean-up.
3. During inclement weather situations, it would be appreciated if e-mails and robo calls came in a more timely fashion not just to us but for families of our students as well.
4. While the protocol for school closings and delays was appreciated; we would have liked to receive it earlier in the season.
5. The teachers in the 200s hallway are happy to have their shades!

F. High School

1. Congratulations to the Sunshine Committee on a successful Snowflake.
2. We are concerned about a lack of uniformity between departments regarding computation of the 20% of teachers APPR scores measuring student growth. Some directors are basing student growth on passing the regents exam regardless of their pre-test scores. We believe that this score should be based solely on student growth not passing an exit exam. In addition, many departments are still waiting to learn about their SLO results and their expected growth measures for students
3. We are still waiting for building administration to properly outfit our faculty room.
4. The temperature of the building remains inconsistent. It is extremely warm in some areas while very cold in others.
5. We are still greatly concerned about the state of technology in the building. There is serious lack of access to computers and a need for tablet integration into our classrooms.
6. There is still great concern for the safety of students, staff and residents under the current traffic pattern.
7. 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.
8. The lack of cleanliness in the building is still of great health concern.
9. We are 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. Class offerings in the co taught classes restrict students from striving for an advanced regents diploma or choosing classes that meet educational levels and needs.
10. We are still waiting for the administration to respond to our survey results.

11. There is growing concern about students using social media to defame and defraud teachers.

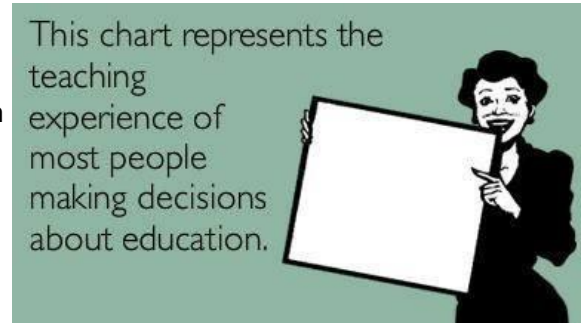
VII. Meeting dates

February

- 9 General Membership Meeting, 4 PM MS auditorium
- 10 Board of Education, 7:30 PM MS auditorium
- 12 Contract vote, 3-5:30 PM MS auditorium lobby
- 24 Board of Education, 7:30 PM MS auditorium

May 2015

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



Respectfully submitted by Nora Bellsey, Recording Secretary.



New York State Teachers' Retirement System

I. 2015 Winter/Spring 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.

Plainview	Wednesday, Feb. 18 Friday, March 20 Saturday, April 18 Saturday, May 2	Residence Inn 9 Gerhard Road Plainview, NY 11803
Riverhead	Friday, April 17	Hotel Indigo - East End 1830 West Main Street Riverhead, NY 11901
Ronkonkoma	Thursday, Feb. 19 Thursday, March 19 Friday, May 1	Courtyard by Marriott 5000 Express Drive South Ronkonkoma, NY 11779

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:

David Keefe (Retiree Representative), 516-741-1241;
Tim Southerton, 631-273-8822;
Paul Faraglia, 315-431-4040;
or Jolene DiBrango 585-267-3420.



- II. 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. Failure to register may lead to you being uninsured for two months or longer.

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 | Suffolk BOCES | Suffolk BOCES |
| 71 Clinton Road | 762 Deer Park Road | 15 Andrea Road |

Garden City Dix Hills 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.

The following is the Memorandum of Agreement for your consideration. A Contract Ratification vote will take place on Thursday, February 12, 2015 from 3-5:30 PM in the lobby of the Middle School Auditorium. All active members are eligible to vote. NO absentee ballots will be accepted.

MEMORANDUM OF AGREEMENT, dated this 29 of January 2015 by and between the negotiating representatives of the LONG BEACH CLASSROOM TEACHERS ASSOCIATION (hereinafter referred to as the ASSOCIATION) and the negotiating representatives of THE CITY SCHOOL DISTRICT OF THE CITY OF LONG BEACH (hereinafter the DISTRICT).

1. General:

The labor agreement between the parties for the period of July 1, 2008 - June 30, 2012 expired on June 30, 2012. The parties herewith agree that said agreement shall be modified effective as of July 1, 2012 to the extent set forth herein, as a result of their collective bargaining for a successor agreement to said expired contract. Except for text changes to said agreement expressly set forth herein in italicized format and changes in language to said agreement made necessary by provisions of the following agreement not set forth in express contract language, the provisions of said contract shall remain unchanged.

2. Contingencies:

- A. This agreement is subject to formal ratification by the Board of Education of the DISTRICT and the membership of the ASSOCIATION. Such ratification shall occur on or before March 1, 2015. If either party fails to ratify or fails to act on or before March 1, 2015, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement.
- B. The parties agree to incorporate this memorandum of agreement into a more formal written agreement. Subsequent to the execution and ratification of this agreement, it is understood that it will be necessary for the parties to agree upon formal contract language incorporating the specific understandings set forth herein.

3. Terms:

- A. Duration: The parties' labor contract shall be effective commencing July 1, 2012 through June 30, 2015.
- B. Compensation

1. Salaries:

2012/2013: Increment only. In addition, unit members who did not receive a monetary step increment shall receive a one-time payment of \$400 which shall not be included in base salary.

2013/2014: Increment plus 1% on the salary schedule.

2014/2015: Increment plus 1% on the salary schedule.

2. Stipends:

The stipends reflected in Articles XI, XV, XXVI, XXI, XXII, XXIII, XXIV, XXV and XXVIII of the contract shall be adjusted as follows:

2012/2013: 0%

2013/2014: Increased by 1%

2014/2015: Increased by 1%

C. Vision Coverage:

Article XXVIII, paragraph E of the contract shall be amended to reflect \$400 of coverage every two years effective July 1, 2014.

D. Elementary Extra Help

Article XV paragraph B of the contract shall be amended by adding paragraph 14, which shall read as follows:

Each elementary teacher, with the exception of those on split assignment with a secondary school, shall provide six uninterrupted 30 minutes duty-free extra help and/or enrichment sessions per year. The Assistant Superintendent for Curriculum & Instruction or his/her designee will develop a calendar of available sessions no later than September 15th of each school year. Teachers will choose session dates no later than October 1st of each school year. A final schedule will be produced by the Principal no later than October 15th of each year. Teachers shall be available immediately before or after the school day. The maximum number of students per session will be 15 and be from the teacher's grade level or subject area. Teachers will have access to pertinent health information as well as IEPs for students attending their sessions. Teachers will maintain records of the names of the students who have availed themselves of this assistance.

E. Weekly Updates – Elementary Level

Article XV of the contract shall be amended by adding paragraph 15, which shall read as follows:

Teachers at a grade level will collaboratively inform the Principal of upcoming lesson topics, learning expectations, assessments and activities weekly through digital means for mathematics, reading and writing. Special area teachers will provide upcoming lesson topics, learning expectations, assessments and activities weekly through digital means for their subject areas.

F. District Sick Bank

1. All members are eligible to participate in a district sick bank administered by the Long Beach Classroom Teachers Association. Application to use district sick bank days must be made to the Association's President.
2. All members will be able to voluntarily contribute up to 12 days per year to the district sick bank. Such days will be removed from the member's personal sick bank and will not be eligible for the annual turn-in of sick days provision. Application to contribute days from a member's sick bank must be made to the Association's President.
3. Any member who has exhausted his/her personal sick bank may apply for the use of days from the district sick bank. Such days may only be used for absences for personal or family illness.
4. Pregnancy will not be considered an illness unless a physician certifies that the member is unable to come to work.
5. Absences that are as a result of an injury covered by Workers Compensation are not eligible.
6. Days will be granted on a first-come, first-served basis in increments of up to 20 days per application. In the event more applications are received than days available, priority will be given to the member who has not previously received days from the district sick bank. In no event will a member be eligible to receive more than 200 days from the district sick bank cumulatively.
7. Should a member's application for use of days from the district sick bank be denied, the member may appeal the denial in writing to Superintendent of Schools. The decision of the Superintendent will be binding.
8. No member will be required to pay back days that are received from the district sick bank.
9. Should a member receive days from the district sick bank which are not used,

the days will revert back to the district sick bank.

10. The District will maintain attendance records of the use of the district sick bank. Upon request the district will provide the Association's President with the current number of sick days in a member's personal sick day bank.

G. Withdrawal or Change in Health Insurance Coverage

Article XXVII, paragraph A. shall be amended to read as follows:

- A. Withdrawal or Change in Coverage Status Option: Members hired prior to July 1, 2009 who change their coverage status from family to individual shall receive an annual payment of \$3,800. Members hired prior to July 1, 2009 who withdraw from individual coverage shall receive an annual payment of \$3,155. Any unit members hired with an effective date of July 1, 2009, and thereafter who change their coverage status from family to individual shall receive an annual payment of \$2,000. Any unit member hired with an effective date of July 1, 2009, and thereafter, who withdraws from individual coverage shall receive an annual payment of \$2,000.