



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

September 29, 2014

I. President's Report - Steve Freeman

- A. At its September 9 meeting the Board of Education voted to replace the demolished administration building with a modular structure. The building will be elevated by about 5½' to mitigate damage from future storms. It is expected to be ready for occupancy by September 2015. The entire cost of the building will be paid by FEMA. The district is also progressing with the rehabilitation of classrooms in the 100's hall of the MS which were destroyed by Super Storm Sandy. Rather than just replicate what was there before the storm; the district intends to construct state of the art science rooms in this area. This project too will be paid for with FEMA funds. No completion date has been announced.
- B. Monday meetings
All faculty and department meetings must be scheduled for Monday and cannot be longer than one hour in length and begin no later than 10 minutes after dismissal. Should your building hold its faculty meetings before school then you are not required to attend a department meeting after school. Please report any meeting requests scheduled for days other than Mondays or meetings which are scheduled to begin later than 10 minutes after dismissal.
- C. Parent-Teacher Conferences/ Back to School Nights
Association members are required to attend three, three hour Parent-Teacher or Back to School Nights per year. With the ever-growing number of members who are split between buildings; how to cover multiple night activities is a growing concern. Given that one of the district's demands during contract negotiations has been to increase the number of nights members are required to attend; any attempts by administrators to "encourage" members to voluntarily attend more than three nights should be rebuffed. Agreeing to violate the current CBA makes it harder for us to negotiate a fair successor agreement.
- D. Special Election Committee - Patricia Van Loon
Karen Bloom is the only person from whom I received a letter of intent to run for Vice-President for Secondary Schools. She subsequently submitted the required 35 signatures supporting her candidacy. Therefore the election is uncontested. Exec. VP Keith Harvey made a motion to suspend the Constitutional requirement of holding the election through mail-in ballots and to authorize President Freeman to cast a single ballot for Karen Bloom. The motion was seconded by Nora Bellsey and passed unanimously. President Freeman cast his ballot for Karen Bloom and she was declared the winner. Karen will serve as Vice-President for Secondary Schools for the balance of the 2013-15 term.
- E. An Apple for a ...
iPhone are being distributed to all district administrators to replace their Blackberry devices. Given that the reason given for elimination of the technical liaisons was financial; we wonder how the district was able to afford the purchase of 45 of these pricy hi-tech devices and whether they are needed in an era when most administrators already carry their own smartphones?
- F. District Committees
Dr. Graham has informed me that several committees are in need of new members. I understand that serving on district committees is often a thankless task as it seems as though your thoughts and opinions are not heard. However, non-participation ensures that decisions are made without any input from those who are most affected by the outcomes of those decisions. If interested and available please contact me a.s.a.p. at lbcta@aol.com.



Curriculum Committee (Chaired by Dr. Graham) - The committee will focus on homework, STEM, Instructional Technology (including 1:1 initiatives) and Using assessment to inform instruction. The meeting dates are 10/15, 11/12, 12/10, 1/14, 2/11, 3/11, 4/15, 5/13 & 6/10.

RTI/AIS Committee (Chaired by Kim Ligouri) - The committee will discuss implementation concerns with RTI and revision to the district's AIS plan. Secondary representation is needed. The meeting dates are 10/21, 11/18, 12/16, 1/20, 2/10, 3/24, 4/21, 5/19 & 6/2.

Professional Development/ Supt. Conf. Day Committee (Chaired by Dr. Graham) - The Superintendent's Conference Day Committee is now a sub-committee of the PDP. This will allow the work of both committees to be reflected in the work of the other. The fall meetings will be dedicated to the planning of Superintendent's Conference Day, the winter will be devoted to reflecting on the day and revisiting our PDP and the spring will be devoted to the planning of the next Superintendent's Conference Day. The meeting dates are 10/28, 12/2, 3/31, 4/28, 5/26 and 6/16.

Social and Emotional Learning Committee (Chaired by Dr. Graham) - The committee will be devoted to the introduction of the SEL competencies - implementation of the competencies at each building, the sharing of best practices and the evaluate of implementation of SEL. The meeting dates are 10/27, 11/25, 1/27, 2/13, 3/13, 4/14, 5/12 and 6/9.

Committees meet from 4-5 PM. Professional development hours for those holding Professional Certification are awarded for committee participation.

G. Proposed Changes to ELL Regulations

Last year the association filed a complaint with the U.S. Department of Education - Civil Rights Division alleging that the district was engaged in a pattern of discrimination against ELLs and their parents. That case is ongoing. However, the Board of Regents is expected to adopt sweeping changes to Part 154 regarding ELLs at its October 20 meeting. Many of the proposed changes positively address the concerns we raised in the complaint.

The proposals which will have the greatest impact on teachers include:

A requirement that districts offer bi-lingual classes if there are 20 or more ELLs at the same grade level district-wide who speak the same home language.

The creation of separate certification and tenure areas for bilingual and ESL teachers.

A requirement that 15% of the 175 hours of PD required for all teachers holding Professional Certification must be specific to the needs of ELLs, language acquisition and cultural competency and 50% of the 175 hours of PD for all Bilingual and ESL teachers holding Professional Certification must be specific to the needs of ELLs, language acquisition and cultural competency.

A slideshow outlining all of the proposed changes can be found here:

www.scribd.com/document_downloads/239870493?extension=pdf&from=embed&source=embed

H. GCN (Global Compliance) Training

It is the opinion of the NYSUT legal department that while the district is mandated to offer the training; members must be given release time and a district-provided computer to complete the online components. You are not required to do this on your own time or on your personal devices.

I. Conference Procedures

If you plan on attending a conference or training outside of the district; pay close attention to the procedures the business office has put into place or you may not be fully reimbursed for your expenses. When completing your conference request on MLP be sure to accurately estimate your expenses as the district will not reimburse you more than the amount approved on MLP. School Board policy allots \$20 for breakfast, \$20 for lunch and \$40 for dinner plus tax and tip of 15 to 18%. For one day conferences the only meal which will normally be reimbursed is lunch. Travel is reimbursed at 56 cents a mile round trip plus parking and tolls or the actual cost of public transportation. Once your request is approved; you must ask your school secretary to encumber the funds by creating a purchase order for the amounts indicated on your MLP request. If you need a purchase order for the registration or hotel fees, you must also ask your school secretary to create it. If you go out to eat separate checks should be obtained whenever possible. If this is not an option then you must make a copy of the check and write the reason a copy was submitted on it. When you return from the conference you must mark it complete on MLP and if applicable receipts along with a MapQuest-type printout to verify your mileage. You will then sign the PO which the secretary created. Reimbursements are paid via a district check. Contractually the maximum amount that will be approved if you initiate a conference request is \$500. Any expenses in excess of \$500 will not be reimbursed. Your principal or director may offer you less than \$500 as long as the same amount is offered to all members who attend the same conference. If the

district initiates the conference request then the \$500 limit does not apply. In both cases it is up to you to decide if you want to attend a conference and take on the financial burden of the unreimbursed portion of the costs. In no event should your principal or director tell you that you may attend a conference, but that you won't be reimbursed for transportation or meals.

J. Emergency Coverages

If you are asked to cover the same class in excess of eight days you should be paid at a rate of 20% of 1/200th of your salary per period beginning on the ninth day. Keep accurate records and check with your school secretary to ensure that you are properly paid.

K. Coaching Pay Dates

HS teams

MS teams

Second half: October 24

Second half: October 24

H. 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.

I. New Members - Jim Fiola and Alison Kataulka

There was a social gathering at the Ale House in Point Lookout on Sept 12. We would like to thank the 48 people who joined us. Hopefully you had a chance to speak with the buddies, mentors, building reps, union officers and fellow new teachers. We will have another one in the spring and hope that even more people can join us. If you have any questions, please email Jim Fiola or Alison Katulka at jfiola@lbeach.org or akatulka@lbeach.org.

Alison and I attended the first mentor meeting to speak to the new members about any issues or concerns they had and will make each monthly meeting. The next meeting is Tuesday, Oct. 21 at 3:45 PM in the East School library. All new members are encouraged to attend even if they have a union buddy and not a mentor. I hope your first month here at Long Beach was a good one. Please do not be afraid to ask for help if you need it. We (and many others) are here for you.

J. Teachers Center - Dr. John Marr

The Teacher Center continues to offer classes on MLP. If you are interested in running a 10 hour class or heading a collegial circle please contact the teacher center at lbtc@lbeach.org. We have secured iPads for use by teachers and ongoing professional development. We continue to post information on PD opportunities on our website www.lbeachtc.org.

II. Chief Negotiator's Report - Steve Freeman

A. After five years of negotiating the Long Beach Schools Employees Association (Group C) has ratified a new contract. The terms include:

Duration - July 1, 2010-June 30, 2015

Wages - 10-11 inc.+ 2% off schedule

11-12 inc. only

12-13 inc.+ 2% off schedule

13-14 inc.+1%

14-15 inc.+1%

Health Insurance - Contribution rate increases from 11% to 15% on 1/1/15.

Executive Vice-President's Report - Keith Harvey

A. Board of Education meetings

Please consider attending 2-3 Board of Education meetings this year.

B. Mustaches for Kids

Once again a group of Long Beach teachers will be participating in the "Mustaches for Kids" charity event. The mission of the charity is to grow mustaches for the purpose of raising awareness and funds for the Memorial Sloan-Kettering Cancer Center's Pediatric Unit. If you are interested in participating in this worthwhile charity event please contact me. To date the Long Island chapter, which is based in Long Beach, has raised almost \$400,000 to provide free cancer treatments for children of families in need.

C. Constitution Committee

The committee will be meeting to review our constitution and consider possible amendments. If you are interested in volunteering for this committee please e-mail me your request. Meetings

will be from 4-5 PM. Once I have received everyone's request we will set the dates for the committee meetings.

D. APPR

Last year we notified the district that they had missed the October 1 deadline to provide every teacher with an LBSD Annual Professional Performance Summary (Appendix A) which identifies the components which will be used to arrive at a composite score at the conclusion of the school year. It appears that it will miss that deadline again this year.

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 ultimately the district's responsibility to complete the SLO. However, I would advise you to take an active role in the process. At this point you should have determined the means for your baseline and evidence of the SLO. If you choose not to participate in the creation of the SLO one will be imposed.

E. Biometric Signatures/Timepiece

The District and the Association have signed an MOU which states "The use of Biometric signatures/Timepiece shall be used to indicate that a unit member has arrived for work and shall not be used to keep track of the time he/she enters or leaves District building(s). The attendance information gathered through Timepiece will be used in the same manner as the previously used sign-in sheets and Finance Manager Attendance module." If you find that this is not how the data is being used in your building please let me know. Some buildings are still using paper attendance but the district hopes to be done with this practice by mid-October.

F. Grievance Committee

Elementary Newsletters - The arbitrator has issued the decision as follows "Consistent with the Opinion herein, the District violated the parties' collective bargaining agreement, specifically Article XV, Section B by requiring elementary school teachers to create a weekly newsletter. The District shall cease and desist from this requirement unless and until it negotiates and reaches agreement with Association regarding such assignments."

NIKE Health and Safety - The intercoms and locks on the front door were supposed to be installed by the end of June. However we are still waiting for a revised timeline.

Lido School locked storage -It appears that at least 12 teachers still do not have locked storage at Lido.

Health Insurance Withdrawal - Under the terms and conditions of our previous contract settlement we agreed to change from a 50% withdrawal sell-back rate to a flat rate. Sometime shortly after the settlement the district unilaterally decided 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 members who sold back their health insurance. This grievance was denied at Stage II and has been filed with the Board of Education at Stage III.

Extra Teaching Assignments at LBHS - There has been a complaint that approximately 12 HS teachers were unilaterally assigned an additional class and are not being compensated as per the CBA. We have contacted the Superintendent regarding this issue and look forward to settling this issue without a grievance.

G. Health and Safety Committee

I will be serving as the association's representative to the committee this year. The first meeting date is October 7 at 11 AM, in the Lido multipurpose room. Association members are encouraged to attend. If you have any health or safety issues that you are unable to resolve at the building level please e-mail me.

H. District Safety Team

I will be serving as the association's representative to the team this year. The first meeting date is October 7 at 11:00 AM in the Lido multipurpose room. If you have any safety issues that you are unable to resolve at the building level please e-mail me.



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

A. We are no longer required to create a weekly newsletter. I would like to thank all the teachers who volunteered their time to give testimony. I would also like to thank Exec. VP Keith Harvey for his dedication to resolving this issue.

B. I met with Dr. Graham to discuss the document for Power School attendance so that all schools

will take attendance in the same manner. We had all received a “How To” document but he said he will create clearer instructions regarding the periods and the time frame of each.

- C. Hopefully by now everyone has seen the new report card format. Please note it is still being finalized.
- D. Elementary Council meetings will be determined at a later date.
- E. 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. We had our first Secondary Council meeting where we discussed discipline. We would like to see more consistency between the MS and HS with regard to discipline. It seems that infractions are not handled in the same manner leading to much confusion for both students and staff. Perhaps a comprehensive district-wide policy should be considered.
- B. The MS faculty is looking forward to the start of the Discipline Committee and the input that they will be able to provide. We are hopeful that all areas are included in the composition of the committee.
- C. The HS would like to consider forming a committee of this nature to address the many needs of our student population. Additionally we would really like a clear cut discipline policy to be followed, as any changes will require Board approval before being implemented.
- D. We are extremely happy that common planning time has been built into our schedules. However it would be even more useful if we could actually use this time to plan for classes. Teachers on teams have multiple meetings during the week which takes away from their ability to plan with their subject area teachers. Additionally meetings with curriculum directors often become “department meetings” rather than “planning meetings”. We hope that our administrators will realize the value of planning with our colleagues and permit the time to be spent more productively.
- E. We are still having technology issues. The computer labs need to be monitored more closely in order to deal with the many issues that arise on a daily basis. We also need more computer labs, laptop carts and iPads in order to more effectively integrate technology into our lessons.
- F. We are still awaiting clarification on APPR targets and procedures for the current school year. Dr. Graham has assured me that he will oversee the curriculum directors to ensure that there is consistency among the departments.
- G. We are hopeful that the district will remedy the situation with the science teachers who are teaching more than the required teaching load in a given semester. We are also optimistic that they will take some of the suggestions offered for next year, so we can avoid this situation in the future.
- H. The traffic pattern at the HS is still a major problem. Having buses exit in the direction that students, parents and teachers are entering is extremely dangerous and causes major back-ups. This delay becomes a problem for students and teachers who have a first period class as it can take up to 20 minutes to get from Lido Blvd. to the HS entrance. We hope that this issue will be revisited in order to rectify the many problems that are being caused by this traffic pattern.
- I. Reminder: The Breast Cancer Awareness walk will be held at Jones Beach on October 19. Please consider joining us! Students can receive 5 hours of community service for attending this event. Please consider announcing this to your classes, especially at the High school where students are always looking for opportunities to receive community service! If you are unable to attend please consider making a donation. You can make your checks payable to the “American Cancer Society”. Give your donations to a building rep or interoffice them to me c/o LBHS. Thank you in advance for your anticipated participation.
- J. The next Secondary Council Meeting will be held on Monday, 10/27 at 4 PM in the HS main office conference room. The first Publicity Committee will be held on Monday, 10/6 at 4 PM also in the high school main office Conference room.

V. Treasurer’s Report - Jim Fiola

- A. As the month still has a couple of more days the September Financial results will be published in our October 20 minutes.
- B. I hope your school year is off to a good start. If you have any changes to your personal file (address, name, etc.), please email them to me at jfiola@lbeach.org.
- C. Union dues for 2014-15 for full-time members will be \$937.36. The break-out is \$370 local, \$346 NYSUT, \$213.36 AFT dues and \$8 PTA. \$93.74 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 our West School family including our fabulous PTA for making Wild West Night a great success!
2. PARP Kick off assembly was well received. Thank you again to our PTA for supporting our efforts in challenging our students.
3. Wonderful to see the great attendance at West School Back To School Night!
4. Thank you to Kim Liguori for the RTI and AIS presentation at our faculty meeting. Looking forward to her return.
5. Congratulations to Arlyne Skolnik on the birth of her newest grandchild Ezra.
6. Congratulations to Laura Borawski on the birth of Peyton Lacey.
7. Congratulations to Heather Fisher for completing the Hamptons 26 mile marathon and raising cancer research funds.
8. Speedy recovery to Celeste Bartels.
9. Condolences to Virginia Kavanagh on the sudden loss of her brother in law Shawn Kavanagh.

B. Lindell School

1. Teachers are excited about the Raz-Kids program that was recommended for use in our classrooms. After enrolling students within classrooms, notifying parents and individualizing programs, we anxiously await tech support (e.g. headphones and microphones) to allow important components of this program, and confirmation of yearlong enrollment.
2. We are F-A-M-I-L-Y! Thank you Carol Cintorino & SEL Committee for guiding our school in our social-emotional development.
3. Thank you PTA for a fabulous Family Fun Night.
4. Thank you to Keith Harvey and Beth Prostick for the successful resolution of our arbitration.
5. Ever busy Carol Cintorino directed our Lindell Puppeteers in a fantastic Habits of the Heart launching presentation.
6. Congratulations to Deb Arden Bernardino and family on the birth of Sebastian Anthony.

C. East School

1. Kudos to our staff for another successful Back to School Night. We had a fabulous turnout.
2. A special thank you to Keith Harvey and Beth Prostick for working hard to settle the Elementary Newsletter grievance.

D. Lido School

1. Condolences to the family of Geri Rosenzweig on their loss. She was an active and supportive PTA parent. She will be missed.
2. We had a successful Bully Prevention Week with our theme being “It’s Cool to Care.” Students participated at a parade displaying posters reflecting the Six Pillars of Character.
3. Thank you to Keith Harvey and Beth Prostick for their guidance and resolution with the newsletter arbitration.
4. We had a successful Back to School Night with many parents in attendance.
5. Welcome back to Christine Toppi from her maternity leave.



6. Most of the classrooms have received keys for locked storage. However there are still some rooms awaiting locked storage.

E. Pre-K

1. Thank you to our PTA for a wonderful back to school night.
2. Get well wishes are extended to Kathy Walsh.
3. Get well wishes are extended to Terry Mazzeo.
4. Thank you to Keith and Beth for their hard work regarding elementary newsletters.

Credit Swap

- 1.5 Hofstra - Sue Presberg
- 1.5 Hofstra - Liz Sherlock
- 1.5 St. Johns - Ellen McElroy
- 1.5 Molloy - Jeanne O'Shea
- 1.5 Molloy - Christine Graham
- 3 C.W. Post - Betsabe Montoya

F. Middle School

1. Get well wishes to Camilla Gamboa.
2. We are looking forward to our windows and screens being repaired.
3. Our building discipline committee will resume meeting in October.
4. We are excited that fans for the classrooms have been ordered. We look forward to their installation.
5. Please consider attending Board of Education meetings with a colleague.

G. High School

1. Condolences to Tara Roesch on the sudden loss of her Brother Shawn Kavanagh.
2. Congratulations to John Graziano on his recent marriage to his wife Janice.
3. We would like to see the district rectify the unbalanced semester teaching loads of several teachers in the science department.
4. We are greatly concerned about the lack of access to technology. We would like to see the district incorporate new technology throughout the building to improve teaching and learning.
5. There is still great concern for the safety of students, staff and residents with regard to the current traffic pattern.
6. Although the district did hold a meeting after school on Wednesday, 9/24 to provide information regarding disturbances on social media which occurred throughout the day we were still greatly disappointed by the lack of information shared with the faculty during the course of the school day regarding this potentially dangerous situation.
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. There is still some confusion regarding the implementation of the discipline policy. This is of particular concern to new staff members. We look forward to Mr. Stroud providing clear guidelines and procedures regarding disciplinary situations.

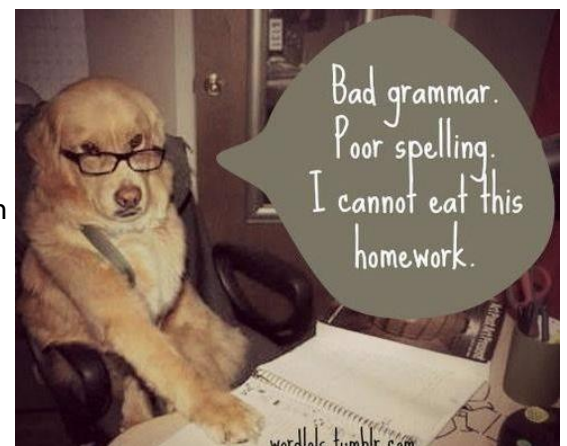
VII. Meeting dates

October

- 6 Public Relations, 4 PM HS main office
- 14 Board of Education, 7:30 PM **West School**
- 18 Wall of Fame Induction Ceremony, 10 AM LBHS
- 19 Making Strides Against Breast Cancer, Jones Beach
- 20 Executive Board, 4 PM MS Library
- 24-26 NYSUT Leadership Training, Gurney's Inn
- 28 Board of Education, 7:30 PM MS Auditorium

In attendance:

Pre-K - Liz Fichtelman, Ann Marie Scandole
HALB - Gari Ann Harris
West - Mary Ann Colucci, Cheryle Ann Fontenot
Lindell - Jane Quinton, Migdalia Schneider, Heather Puckhaber
East - Lori Montgomery, Barbara Lewy



Lido - Marilyn Pilo, Cheryl Carroll

Middle School - Patty Van Loon, Jessica Vetter, Jenn Garrett, Jill Cherlin

High School - Amy Powers, Jonathan Bloom, Adriane Glassberg

Officers - Steve Freeman, Keith Harvey, Karen Bloom, Nora Bellsey, Jim Fiola, Beth Prostick, Elleen Parks and Frank Volpe and Dale Greenstein

Respectfully submitted by Nora Bellsey, Recording Secretary.



New York State Teachers' Retirement System

I. 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 Long Island dates are:

Thursday, Nov. 13 Melville Marriott, Melville
Friday, Nov. 14 Courtyard by Marriott, Ronkonkoma
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>.

II. 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.

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 Faraglia, 315-431-4040;
Tim Southerton, 631-273-8822; or
Karen Magee,
914-592-4411.

