



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

January 12, 2015

I. President's Report - Steve Freeman

A. Happy new year to all. Working together we can make 2015 the year teachers take back education.

B. Negotiations

On December 15 the two teams met and a tentative agreement was reached. At that time it was agreed that the district would create a memorandum of agreement which we would review before announcing a settlement. To date I have not received that document. Over the course of the three years of negotiating we experienced an appalling lack of leadership on the part of the superintendent; leading to confusion and increased anxiety and animosity. We recommend that in subsequent negotiations the Board of Education employs a Chief Negotiator rather than relying on the personal agendas and whims of multiple spokespersons.

C. A Tale of Two Tech Scandals

School Zone Speed Cameras	Timepiece Biometric Scanners
County Executive Ed Mangano recommends that the county enter into an agreement with American Traffic Solutions to install speed cameras in school zones.	Executive Director of Human Resources Randie Berger recommends the purchase of <i>Timepiece</i> software and scanners at a cost of hundreds of thousands of dollars.
Claims the cameras will increase the safety of students on their way to and from school.	Claims that <i>Timepiece</i> will pay for itself by reducing the number of clerks needed.
Cameras go live on September 2, 2014.	Scanners go live on September 2, 2014.
Immediately deluged with complaints from angry constituents who receive almost 500,000 tickets in the first three months of operation. Investigations find that very few, if any accidents were reported in most school zones prior to the installation of the cameras; refuting the contention that the safety of students was the reason for installing the cameras.	Immediately finds that <i>Timepiece</i> does not read the current employee data and that hundreds of clerical hours will be needed to manually enter all of the employees into the <i>Timepiece</i> database. Concurrently the business office reports that the <i>Timepiece</i> data does not interface with the district's payroll software and cannot be used.
Plans to invest \$8.5 mil to install signage and flashing lights to indicate when the cameras are active.	Invests in additional scanners and installation at a cost of tens of thousands of dollars to accommodate the unanticipated demands as each faculty arrives for work simultaneously.
County legislators fear that the public backlash to the outrageous number of tickets being issued will jeopardize their re-elections next November.	School secretaries report that the scanners often do not work and the data cannot be trusted to certify attendance.
To reduce the number of complaints; the hours of operation are reduced.	To reduce errors the faculty is told to sign in; as well as scan in.
Legislators vote to end the use of the cameras on December 16, 2014 and pay an early termination fee of \$2.5 mil.	Faculty is told to stop using the scanners on December 8, 2014 and sign in as they did before the scanners were installed.
Lack of due diligence leads to the foolish waste of taxpayers' funds.	Lack of due diligence leads to the foolish waste of taxpayers' funds.

D. First Eligible Retirement Incentive

If you are considering retiring next June under the terms of our first eligible retirement incentive; you must submit your irrevocable letter of resignation (effective June 30, 2015) to Dr. Berger c/o Lido School 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 weekdays from 8-11 AM at X2175.

E. "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 January 31, 2015.

F. NYSUT Membership Cards

All members will shortly be receiving a mailing from NYSUT containing a new membership card as well as information about member benefits.

G. 2015 Empire Rates

Health insurance rates have risen on average by 4.5% in 2015:

Family \$21,706.32. Individual \$9,660.60.

If you take family coverage your cost will increase annually by \$170.40 on a pre-tax basis.

If you take individual coverage your cost will increase annually by \$60.31 on a pre-tax basis.

H. Young Adult Medical Insurance Eligibility at a Glance

The Affordable Care Act brings with it several changes to your child's health insurance. Please refer to the table below or call Laurie Sarro at X2095 if you have any questions. It is incumbent upon you to notify Ms Sarro prior to your child's 26th and 30th birthday.

Dependent Characteristic	Up to Age 26 under ACA	Young Adult Option	COBRA (up to 36 months)
Age			
Up to age 26	X	X	X
Up to age 30		X	X
Child's Marital Status			
Married	X		
Single	X	X	X
Relationship			
Biological Child	X	X	X
Adopted Child	X	X	X
Step Child	X	X	X
Other Eligible Dependent	X	X	X
NY State Residency Required			
Yes		X	
No	X		X
Parent's NYSHIP Eligibility Status			
Yes	X	X	
No			X
Cost	No additional cost to employee	Full cost of premiums paid by employee	Full cost of premiums paid by employee

I. FICA 2015

The wage base is increasing from \$117,000 in 2014 to \$118,500 in 2015. This represents an annual increase of \$93 in payroll taxes.

J. IRS Mileage Rates 2015

The IRS works in mysterious ways. The 2015 business travel rate has increased from 56 cents to 57.5 cents a mile but the medically-related travel rate has dropped from 23.5 to 23 cents a mile. Use the 57.5 cents per mile rate for all district-related travel such as conferences and travel between building assignments and the 23 cents per mile rate when seeking reimbursement from your FLEX plan.

K. Coaching Pay Dates

Winter I

HS teams

Second half: 2/13

MS teams

Second half: 1/16

Winter II

First half: 2/13

Second half: 3/13

- L. Flex Plan 2015
December 1, 2014 was the deadline to submit your 2015 Flex Plan election form. At this point in time changes to your 2015 election(s) may only be made in the event of: changes in legal marital status, changes in the number of dependents, cases where the dependent satisfies or ceases to satisfy the requirements for eligibility, changes in employment status or for the purpose of adoption assistance. Please keep in mind that the district's IRS Section 125 "Flex Plan" has been amended to include a two and a half month grace period. This means that you will have until March 15, 2016 to spend the funds in your 2015 account.
- M. 2014 Toy Drive
Thanks to your generosity the 2014 Toy Drive was a huge success. Kudos to Barbara Hirsch, Stephanie Meyer and Lynda D'Alessio for their hard work and dedication in coordinating the collection and distribution of the toys.
- N. 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 Tuesday Jan.20th 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 two weeks of togetherness with your family and friends. Happy New Year! 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 for an e-mail about a new member party in March!
- O. Teacher Center - Dr. John Marr Director
The center is looking for individuals who are interested in running collegial circles. In addition to receiving credit, the coordinator of the circle will receive a \$200 stipend for time spent completing the paperwork. If you are interested please contact the center at LBTC@lbeach.org.

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

- A. Board of Education
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
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. SLO's are for teachers whose classes are less than 51% ending in a state exam. Many teachers have voiced a concern 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.
- 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.
Extra Teaching Assignments at the HS - 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.
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. Van Loon and Dr. Garrett for volunteering to serve on the committee. We are presenting our recommendations to the Executive Board for its approval. Once approved a general membership meeting will be scheduled and a vote of the member will be taken. The proposed changes to our constitution and by-laws will be attached to the Executive Board minutes for you to review.
- E. Health and Safety Committee
The last meeting was on Thursday, January 8, the following items were addressed:
 - There was an update on the construction and most buildings are still at the punch list stage.
 - The manufacturers identified the defect with windows at West, Lindell, and East and agreed to fix them.

- The ducts and thermostats in the middle area of West school have been installed and the occupants of those rooms will be able to control the heat and AC by plus and minus 4 degrees.
- The Middle School's 100 hallway and new administration building are projected to be completed for the opening of school in September.
- The East School Nurse's office bathroom is not handicap accessible but it meets code.
- A contained security station at the High School building's main entrance is going to be further explored. The district is currently getting quotes and reviewing the logistics.
- A follow-up to the 2012-13 School Climate Survey by NSCC.
- The East school handicap lift and High School traffic pattern were not discussed.

The next meeting will be on February 3, at 11:00 AM in the Lido Multipurpose room. 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 last meeting was on Thursday, January 8 and the next meeting will be on February 3. 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. We would still like more elementary representation on our publicity committee. We are working on publicizing all the wonderful things we do for our community. If you are interested please contact Karen Bloom.
- B. I would like to thank everyone who donated a new toy to our Annual Toy Drive.
- C. Elementary Council meeting will be held on January 26 at 3:45 PM at Lido School.
- D. 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. APPR targets are now being shared, and do not seem to be 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 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 make sure that this does not happen again next year.
- 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.
- F. The next Secondary Council Meeting will be held on Monday 1/26 at 4 PM in the high school guidance conference room.

V. Treasurer's Report - Jim Fiola

A. December Financial Results

<u>Revenues</u>	
Union dues	\$36,339
Arbitration Reimb	1,000
Retirees Dues	18
Total	\$37,357

<u>Expenditures</u>	
NYSUT	\$13,219
AFT	8,359
Officer & Rep stipends	23,368
Payroll related items	446



2014 LBCTA/LBSEA Toy Drive

Meeting Expenses	1,956
Public Relations	466
Office Supplies	192
Donations	100
Telephone	69
Travel	15
Total	\$48,190

- B. Happy New Year! I hope your year is off to a great 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 2014/2015 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. Congratulations to Ginny Kavanagh on the marriage of her daughter Tricia to Anthony Giordano.
2. Thank you to our very generous West School Staff for supporting the many holiday fund Raisers.
3. Our Principal's Challenge that encouraged and rewarded independent reading was a great success. Teacher volunteers and PTA supports "stirred up a recipe" for a memorable assembly!

B. Lindell School

1. Welcome back one and all. We wish you a healthy and successful New Year.
2. Congratulations to Dr. Caitlin Fuentes. We are all impressed by your great accomplishment.
3. Congratulations to Sara and Jeff Mayo on the birth of their daughter Lindsay Madison.
4. Welcome to Dr. Jen Pullara as our Literacy Coach. We wish you success as you blaze this new trail!
5. Kudos to Lindell PTA for arranging the wonderful PARP Assembly: Fly Guy and Other Stories.

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

C. East School

1. Congratulations to Jenn Maggio on the birth of her baby girl.
2. Congratulations to Katie Duguay on the birth of her baby boy.
3. We want to wish Jennifer Pullara good luck in her new position of Literacy Coach for Lido and Lindell Schools. Her presence at East School will be missed.
4. We want to welcome Shari Steier to our staff.
5. Kudos to Caitlin Fuentes on receiving her doctorate degree.
6. Happy and Healthy New Year to all!!

Credit Swap

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

D. Lido School

1. Kudos to Mr. Frey, Mr. Marks, Ms. Policastro and to the third, fourth and fifth grade students for presenting a festive and entertaining Winter Concert.
2. Congratulations to Caitlin Fuentes and Shelly Cepeda for achieving their doctoral degrees.
3. We welcome Jennifer Pullara to Lido and look forward to working with her as our Literacy Coach.

4. Best Wishes to all for a happy and healthy New Year!

E. Middle School

1. Under the direction of Liz Altbacker, Michele Bennett, Dave Lobenstein and Doug Renoud, our winter concerts were fabulous!
2. Congratulations to Rob and Jennifer Maggio on the birth of their third daughter Jordynn!
3. Best of luck to Shari Steier on her move to East School. She will be missed!
4. Congratulations to Sandra Ruiz on her engagement to Mike Hnis.
5. Congratulations to Jill Cherlin on her daughter's engagement to Michael Fras.

F. High School

1. Condolences to Rachel Koegel and her family on the loss of her father.
2. Congratulations to David Prince on his recent marriage.
3. Congratulations to John Towers on the birth of his daughter.
4. 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 the 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
5. We are still waiting for building administration to properly outfit our faculty room.
6. The temperature of the building remains inconsistent. It is extremely warm in some areas while very cold in others.
7. We are concerned about the implementation of the district hat, headphone and cell phone usage policies. We would like the see the building administration work to reinforce these policies.
8. 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.
9. There is still great concern for the safety of students, staff and residents under the current traffic pattern.
10. 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.
11. The lack of cleanliness in the building is still of great health concern.
12. 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.
13. Best wishes to all staff and their families for a Happy and Healthy New Year.

VII. Meeting dates

January

- 13 Board of Education, 7:30 PM MS Auditorium
- 15 ED18, 4:30 PM Mineola
- 27 Board of Education, 7:30 PM MS Auditorium

February

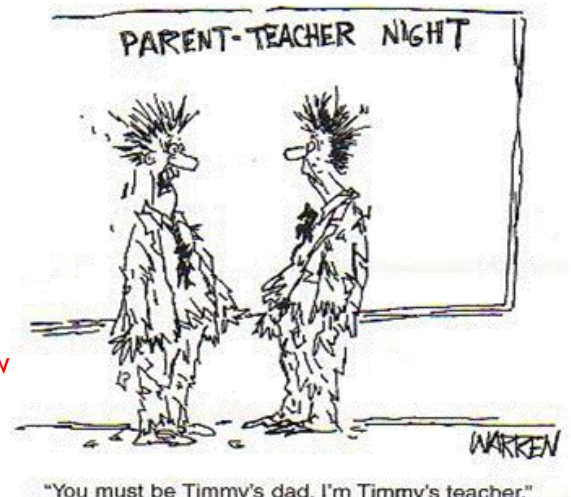
- 9 Executive Board, 4 PM MS Library

May 2015

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

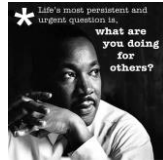
In attendance:

HALB - Gari Ann Harris
Pre-K- Liz Fichtelman



West - Mary Ann Colucci, Cheryleann Fontenot
 Lindell - Jane Quinton, Heather Puckhaber
 East - Barbara Lewy, Lori Montgomery
 Lido - Marilyn Pilo
 Middle School - Patty Van Loon, John Anfossi, Jill Cherlin, Jenn Garrett
 High School - Amy Powers, Jonathan Bloom, Jay Spitz, Adraine Glassberg, Perry Bodnar
 Officers - Steve Freeman, Keith Harvey, Karen Bloom, Nora Bellsey, Jim Fiola, Beth Prostick, Elleen Parks, Frank Volpe, Dale Greenstein

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

- 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:

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 Farfaglia, 315-431-4040;
 or Jolene DiBrango 585-267-3420.



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.

LBCTA Constitution Committee - Report

1/12/14

Members

Jen Garrett, Keith Harvey, Beth Prostick, Patricia Van Loon

Meeting Dates

10/6/14, 11/13/14, 12/11/14

Key

Constitution and By-Law language

Language to remove

Language to be added

Constitution

- A. **Article IV- Officers**, Delete second sentence of **D.** and add "Such officers will serve for the remainder of the term."

Section 4. Succession

- A. If the office of President becomes vacant, any unexpired term shall be filled by the Executive Vice President.
- B. If the office of Executive Vice President becomes vacant, any unexpired term shall be filled within 30 days by the Executive Board who shall select one of the area level Vice Presidents to fill the vacancy.
- C. If both the offices of the President and Executive Vice President become vacant contemporaneously, the Executive Board shall within 30 days elect a President and Executive Vice President pro tem from the area level Vice Presidents until the vacancies are filled by a special election held pursuant to Article VI, Section 6.
- D. The Executive Board shall fill the vacant Vice Presidential positions from their membership. ~~They shall serve pro tem until the vacancies are filled by a special election held pursuant to Article VI, Section 6.~~ **Such officers will serve for the remainder of the term.**
- E. The President with the approval of the Executive Board shall recommend a replacement for Secretary or Treasurer if a vacancy occurs. **Such officers will serve for the remainder of the term.**

- B. **Article V- Duties of Officers**, Add the responsibility of chairing The Social Committee.

Section 6. Corresponding Secretary

- A. **Duties**
The Corresponding Secretary shall
1. Carry on all correspondence pertaining to the business of the LBCTA.
 2. Report monthly to the Executive Board on the nature of all LBCTA

correspondence.

3. Maintain an official file of all correspondence.
4. **Serve as the chairperson of The Social Committee**
5. Perform such additional duties as the President may direct.

C. **Article VI- Election of Officers and Delegates**, Add to A., “The President may cast a single vote for an uncontested election.”

Section 3. Elections

- A. The Election of Officers shall be conducted by U.S. mail. An official ballot will be sent to the last known address of each active member postmarked by May 1. The completed ballots must be returned to the Chairperson of the Board of Elections by U.S. mail postmarked by May 15. **The President may cast a single vote for an uncontested election.**
- B. If ballots cannot be mailed the election of officers shall be held on the second Tuesday in May at one central location selected by the Board of Elections. The polls shall be open from ten minutes after the earliest school closing until 2 hours past the last school closing.....

D. **Article VIII- Building Representatives**, Move D. to **Article X**, Section 2. B.

Section 1. General

- A. The active membership in the LBCTA in each public school building in the District shall elect one Building Representative for each twenty members, with fractions thereof being counted as one, and an equal number of Alternates. Each building shall have at least one Representative and one Alternate.
- B. In those buildings with more than three Representatives elected, the Representative receiving the largest number of votes shall be designated Senior Building Representative. The remaining positions shall be filled in the order of the highest number of votes received and there shall be no run-off election.
- C. If the member with the largest number of votes is not able to serve as Senior Building Representative, the Building Representative with the next highest number of votes will be appointed. (6/10)
- D. ~~Candidates' names will be placed in random order on the ballots by the Vice-President in charge of the election. (6/10)~~

ARTICLE X

ELECTION OF BUILDING REPRESENTATIVES

Section 2. Procedure

- A. The Chairperson shall establish the procedure for the nominations and election of Building Representatives and Alternates.

B. Candidates' names will be placed in random order on the ballots by the Vice-President in charge of the election.

- E. **Article VIII- Building Representatives**, Delete the first line of **B.**, "In those buildings with more than three Representatives elected," to allow for Senior Building representatives in all buildings.

Section 1. General

- A. The active membership in the LBCTA in each public school building in the District shall elect one Building Representative for each twenty members, with fractions thereof being counted as one, and an equal number of Alternates. Each building shall have at least one Representative and one Alternate.
- B. ~~In those buildings with more than three Representatives elected,~~ The Representative receiving the largest number of votes shall be designated Senior Building Representative. The remaining positions shall be filled in the order of the highest number of votes received and there shall be no run-off election.
- C. If the member with the largest number of votes is not able to serve as Senior Building Representative, the Building Representative with the next highest number of votes will be appointed.
- D. Candidates' names will be placed in random order on the ballots by the Vice-President in charge of the election.

- F. **Article VIII- Building Representatives**, Change 60% to 50% and add, "In addition, no person shall serve as a Building Representative for more than one building."

Section 3. Qualifications

- A. No person shall be a Building Representative or Alternate unless he or she has been an active member of the LBCTA for at least one year-prior to election. No person shall be a building representative or alternate for a building in which he/she serves less than ~~60%~~ 50% of his/her teaching responsibilities. **In addition, no person shall serve as a Building Representative for more than one building.**

By-Laws

- A. **Article II- Expenditures**, Increase the President's expenditure

Section 2. Additional Expenditures

A. **Definition**

Those expenses not contained within the regular operating expenditures of the LBCTA shall be called additional expenditures.

- B. The President may spend up to ~~\$300~~ **\$1,000** without approval of the Executive Board.

B. **Article III- Honoraria**, Change the Corresponding Secretary's honoraria to reflect the new responsibilities and to match the rates of the Political Action Coordinator, New Members Coordinator, and Webmaster's yearly honorarium.

Section 1. The Officers of the LBCTA shall receive the following honoraria for services rendered per year.

G Corresponding Secretary.....	\$3,500.00 (6/11)	\$3,987.95
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