

Long Beach Classroom Teachers Association

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

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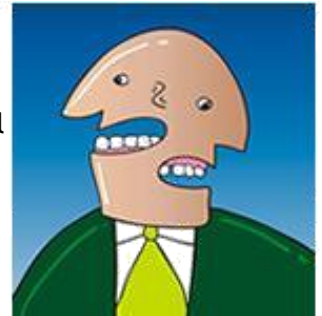
Executive Board Minutes

October 20, 2014

I. President's Report - Steve Freeman

A. A Self-fulfilling Prophecy?

At the September 23 meeting of the Board of Education district COO Michael DeVito presented his Multi-Year Financial Plan. As expected it was a tale of gloom and doom; projecting an almost \$3mil deficit for the 2016-17 school year. Yet his words had a hollow ring when it was he who crafted three consecutive operating budgets which called for 0% increases in the tax rate. One does not have to be a professor of economics to know that a deficit results from increased spending with no corresponding increase in revenue.



B. Attendance at Board of Education Meetings

We are asking every association member to attend at least one Board of Education meeting this year. Your reps have posted sign-up sheets. Upcoming Board meetings are scheduled for October 28 (MS), November 25 (MS) and December 9 (East). The meetings start at 7:30 PM and usually last for about two hours.

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 will be 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. With regard to salaries; keep in mind that we are still in negotiations. Therefore the 2011-12 salary schedule still applies.

E. Flex Plan 2015

The Affordable Care Act limits flexible spending account contributions for excess medical expenses to \$2,550 per year. Child/Elder care spending limits continue to be \$5,000 per year. Forms and more information will be sent to you via an e-mail from Laurie Sarro on November 3. In 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. Services for English Language Learners

The Board of Regents has adopted sweeping changes to Part 154 of the Commissioner's Regulations with regard to ELLs, effective October 1, 2014. We are currently researching the impact of these changes on the membership including the mandate that beginning in September 2015 the district must offer bi-lingual classes if there are 20 or more ELLs at the same grade level district-wide who speak the same home language. Such teachers must be certified in Bi-lingual Education and a new tenure area created. **A NYSUT created fact sheet explaining the changes is attached.**

G. Field Trip Costs

As per the Board of Education's Field Trips policy every student has the right to attend a field trip no matter the student's ability to pay. Therefore it is the district's responsibility to ensure that funds are available for those in need. Should you be asked to "donate" or be required to pay for students to attend please contact me a.s.a.p.



- H. Coaching Pay Dates

HS teams	MS teams
Second half: October 24	Second half: October 24
- I. Winter/Spring Study Money

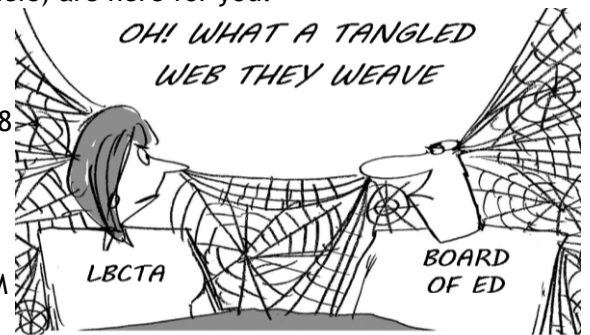
Applications to participate in Winter/Spring Study Money program must be received by the HR department by December 12. Members with permanent or professional certification may apply for up to \$1,750 in study money per semester. The application is available online at http://www.lbeach.org/Assets/Personnel_Forms/participation_groupa.pdf.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

If you have any questions, please e-mail 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, Nov.18 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. We hope your first quarter is off to a great start. 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. Exec VP Harvey and I met with Supt Weiss on October 8 to discuss the status of negotiations which abruptly broke down on June 18. It was decided that we should make one more attempt at a settlement before requesting the assistance of a Super-Conciliator. We will be meeting with the district on October 30 at 4 PM in the MS Library.



- B. Flashback to 1982

In 1982 the association and the district had reached an impasse in negotiations. The association presented evidence to the fact finder that the district ended the previous year with a surplus of almost \$3 mil or 11% of the then current budget. For the past 32 years it has never been a shortage of funds which has precluded fair contract settlements. Rather it is an institutionalized unwillingness; independent of who serves on the Board or leads the district. Changing that culture is the key to our long-term financial well-being.
- B. Related settlements

Since negotiations began in 2012 the District COO Michael DeVito's mantra has been "no money on the salary schedules and no raises in excess of the tax cap." At its October 14 meeting the Board of Education approved raises for district administrators and unaffiliated employees which are not only on schedule but also pierce the cap:

 - District COO Michael DeVito - 2%
 - Assistant Supt. Dr. Kenneth Graham - 1.75%
 - Executive Director of HR Dr. Randi Berger - 1.75%
 - Director of Facilities and Operations Steve Lahey - 1.75%
 - Director of Food Services Steve Kamlet - 1.75%

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. I have provided each building with a signup sheet for your faculty room.
- B. Mustaches for Kids

Thank you to Middle School Sunshine for organizing two "Denim Friday" events and to the Middle School family for donating nearly \$100. This money will go directly to Memorial Sloan-Kettering Cancer Center's Pediatric Unit to provide free cancer treatments for children of families in need. This past week's event was a Halloween inspired day of crafts and pumpkin decorating for the children of Long Beach. This upcoming week a small group of mustache growers will be bringing that same excitement and activity to the children at Sloan-Kettering. If you would like to contribute to the worthwhile cause checks can be made out to "MSK". For more information on the Long Island Chapter of Mustaches for Kids please visit www.m4kli.com.



- C. Constitution Committee
Thank you to Ms. Prostick, Ms. Van Loon and Dr. Garrett for volunteering to serve on the 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 by Friday, October 24. The first meeting will be held on Thursday, November 6 at 4:00 PM in room 213 of the Middle School.
- D. 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 ultimately the district's 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.
- E. Biometric Signatures/Timepiece
Although the secondary schools are no longer using paper sign-in sheets it was once again presented that the elementary schools are still using paper sign-in sheets and some have no intention of switching to Timepiece alone.
- F. Grievance Committee
NIKE Health and Safety - The intercoms and key fob locks on the front door have been installed and minor calibrating is required to finalize the installation. If they are not already operational, they will be shortly.
Lido School Locked Storage -All classrooms have locked storage.
Health Insurance Withdrawal - Thank you to Trustees Mininski and Vrona for taking the time to hear this Stage III grievance. 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 unilaterally decided that they wanted to keep some of the old language and create multiple flat rates. As a result the rate of \$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.
Extra Teaching Assignments at the High School- There has been a complaint that approximately 12 high school teachers were unilaterally assigned an additional class and are not being compensated for the extra class. We are discussing a possible solution with Superintendent and look forward to resolving this without a grievance being filed.
- G. Health and Safety Committee
The last meeting was canceled and rescheduled for November 6 at 11:30 AM in the Lido Elementary School 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.
- H. District Safety Team
The last meeting was canceled and rescheduled for November 6 at 11:30 AM in the Lido Elementary School- Multipurpose Room. If you have any health or 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. Unfortunately, our new report cards will not be ready for the first trimester marking period. We will be using the same report cards as last year for the first trimester.
- B. We would like more elementary representation on our publicity committee. If you are interested please contact Karen Bloom. Our next meeting is November 10.
- C. Elementary Council meeting will be on November 3 at 3:45 PM at Lido.
- 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. We are still having difficulty defining common planning time at the high school. There is very limited time for teachers to meet to plan for their respective courses. It is extremely difficult to accomplish this when some directors are taking our common planning times to have meetings about departmental issues that could easily be discussed at department meetings. This problem is compounded for those teachers on a team who need to meet 3 days a week with their teams. The other two days are being taken by our directors.

- B. There are a number of inclusion classes, especially in 9th grade, that have very high numbers of special education students. Some have 12 students with IEP's. This does not even include those students with 504s or other behavioral issues. This does not provide for an environment that is conducive to learning, and makes it next to impossible to meet the needs of all students in the rooms.
- C. Although we clarified the types of AIS last year and shared this information with the new Director, of STEM; Dr. Lovrich has created a situation in which we have two completely different classes being taught simultaneous in one classroom. One group of students are there for support and the other group are there for Regents Prep. Dr. Newman is trying to rectify the situation so that the disparate needs of these students can be met.
- D. We are still having technology issues at the HS. 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.
- E. We are still awaiting clarification on the APPR targets and procedures for this school year. Dr. Graham has assured me that he will more closely oversee the curriculum directors to ensure that there is more consistency among the departments.
- F. We are hopeful that the district will remedy the situation with the science teachers in the high school who are teaching more than the required teaching load in a given semester. We are also optimistic that the district will implement some of the suggestions offered for next year so we can avoid this situation in the future.
- G. The traffic pattern at the high school is still a major problem. Having buses exit the direction that students, parents and teachers are entering is extremely dangerous and causes a major back-up. 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 high school entrance. We hope that this will be revisited in order to rectify the many problems that are being caused by this pattern.
- H. Thank you to everyone who participated in the Breast Cancer Walk at Jones Beach. A special thank you to the Girls Varsity Cheerleading Team who raised over \$400! Thanks to all of you who have contributed! There's still time to donate! Please send your donations to me, Karen Bloom, at the high school.
- I. Best wishes to T.J. Burke on his new position.
- J. Kudos to all teachers, administrators, staff and students on an extremely successful homecoming pep rally and carnival.
- K. Congratulations to Frank Volpe on being inducted to the Wall of Fame.
- L. Condolences to Jay Spitz on the passing of his father in-law.
- M. Please join Team CTA at the hospital rally on Sunday October 26 at 2 PM in Kennedy Plaza to show our support for the Long Beach community.
- N. The next Secondary Council Meeting will be held on Monday October 27 at 4 PM in the high school guidance conference room. The next Publicity Committee will be held on Monday, November 10 at 4 PM also in the high school guidance conference room.

V. Treasurer's Report - Jim Fiola

A. September Financial Results

<u>Revenues</u>	
Union dues	\$36,088
Retiree dues	297
Vending Machine	255
Ad insert	100
Total	\$36,740
<u>Expenditures</u>	
NYSUT	\$13,272
AFT	8,102
Stipends	23,046
Taxes and Ins.	581
PTA Dues	3,088
Arbitrations	4,500
Meeting Expenses	784
Office Supplies	55
Donations	350



Telephone	138
Training	1,375
Travel	<u>89</u>
Total	\$55,380

- B. Wow, we are almost at the first quarter! I hope that your year is off to a great start. If you have any changes to your personal file (address, name, etc.), please e-mail them to me at jfiola@lbeach.org. 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. We are concerned with the recent decision to place literacy coaches in only 2 of the 4 elementary schools even though the district continues to stress academic consistency.
2. The report card committee, which included many teacher representatives met several times last year and completed its work in June. We are disappointed that the new report cards will not be ready for use this first marking period. We anticipate that this will cause confusion for parents and teachers.
3. We are excited about our Denim for Dollars fundraising for West School families in need. This runs year-long. Each staff member contributes \$2 to wear denim on Fridays.
4. Congratulations to Kelly Mooney on the birth of Daniel Ignatious.
5. Condolences to Claudine Clark on the loss of her father in law.
6. Condolences to Julie Feldman on the loss of her grandmother.

B. Lindell School

1. We are happy to hear that Raz-Kids will continue for the rest of the year. Students and teachers are enjoying the program.
2. Congratulations to Karen Sauter on the birth of her granddaughter Finley.
3. Congratulations to Kelly Mooney on the birth of her son Daniel.

C. East School

1. Condolences to Kevin Walsh and family on the passing of his mother Catherine Walsh, a recently retired Pre-K TA.
2. The vast majority of the new windows, including the emergency evacuation windows, cannot be opened without custodial assistance. Mr. Gomez and Mr. Lahey are currently working to resolve the issue.
3. An update timeline is needed for the completion of the long-delayed elevator. We currently have two students in need of assistance due to crutches and a wheelchair. The lift in the gymnasium is also out of service and under contract to be replaced by the same contractors as the elevator. This situation is keeping East School out of compliance with ADA regulations.
4. The health office lavatory cannot accommodate students' wheelchairs making it impossible for the nurse to assist these students with their toileting needs without leaving the health office. Bringing the lavatory in the Health Office into ADA compliance was discussed several years ago but never approved. This situation should be revisited.

D. Lido School

1. Condolences to Sue Gamez on the loss of her father.
2. Condolences to the family of Catherine Walsh.
3. We are thankful to have locked storage in all of our classrooms.
4. Thank you to the PTA for organizing the Fire Prevention Presentation for grades K-2.
5. We are happy to have the Reading A-Z and Razz Kid subscription for the 2014- 2015 school year.

6. Best wishes to T.J. Burke as he moves on to his new position in New Hyde Park School District. He will be missed by students and staff.

E. Pre-K

1. Condolences to the family of Kathy Walsh. She was a kind, gentle and caring person. She will be greatly missed.
2. Congratulations to Aileen Monahan on her reassignment to West School. She worked diligently at Pre-K for over 10 years and will be greatly missed.

F. Middle School

1. Congratulations to Grace Riemenschneider on the birth of her granddaughter Mia.
2. The Long Beach Latino Civic Association honored Educator of the Year Cristina Camacho and John Anfossi who received the Youth Leadership Award at their annual gala.
3. We are waiting for our screens to be repaired.
4. The MS family donated an additional \$87 to Making Strides Against Breast Cancer through the donations of bracelets and pins by Dr. Natali.
5. Please consider attending school board meetings with a colleague.

G. High School

1. Condolences to Jay Spitz on the loss of his father in law.
2. Congratulations to Frank Volpe on his recent induction into the LBHS Wall of Fame.
3. Congratulations to Dan Vaeth on his recent marriage to his wife Elizabeth.
4. Best wishes to T.J. Burke in his new position in New Hyde Park.
5. Kudos to Marino Bragino III, Justin Marks, Nora Bellsey, the marching band and the high school varsity cheerleaders on their recent performance at the Newsday Marching Band festival.
6. Thank you to Dr. Newman, Dr. Morand, the homecoming committee, and high school clubs and club advisors for a very successful pep rally and carnival.
7. Kudos to Brian Petschauer, Diane Maier, Sean Miller, Megan Sculley and Lauren Anderson and all of the participants in the Bay Bucket Challenge Fundraiser for MS student Robert Browne.
8. We would like to see the district rectify the unbalanced semester teaching loads of several teachers in the science department.
9. 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.
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 on Blackheath Road.
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 are greatly troubled by the state of the inclusion program at the high school. Many classes have a large enrollments with 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.

VII. Meeting dates

October

- 24-26 NYSUT Leadership Training, Gurney's Inn
- 27 Secondary Council, HS Guidance 4 PM
- 28 Board of Education, 7:30 PM MS Auditorium
- 30 Negotiations, 4 PM MS Lib

November

- 3 Elementary Council, 3:45 PM Lido
- 4 Supt. Conf. Day
- 6 District Health & Safety Committee, 11:30 AM Lido

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

- 10 Public Relations Committee, 4 PM HS Guidance
- 17 Exec. Bd., 4 PM MS Lib
- 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
- Lindell - Migdalia Schneider, Heather Puckhaber
- East - Lori Montgomery, Barbara Lewy
- Lido - Marilyn Pilo
- Middle School - Patty Van Loon, Jessica Vetter, Jenn Garrett, Jill Cherlin
- High School - Amy Powers, Jonathan Bloom, Elena Frishman, Perry Bodnar, Adriane Glassberg
- 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.

- 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



HAPPY HALLOWEEN



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@nysutmall.org:

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

