

LINDEN EDUCATION ASSOCIATION
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Representative Council Minutes
September 19, 2002

- I. Call to Order at 3:40 PM** The following buildings were represented: Schools # 1, 2, 4A, 5, 6, 8, 9, 10, McManus, Soehl, LHS, Academy, Field House, Special Subject Teachers, Special Services, and the Administration Bldg.
- A. Introduction of Officers and Building Reps:** All officers, chairpersons and reps introduced themselves to Rep Council.
- B. Introduction of Buddies:** The following attended as buddies; Laura Stewart (#9), Kathleen Starling (Soehl), Doreen Franko (#10), Donna Williams(#2), Sue Blazowsky (#8), and Andrea Managan (#8). Laura Stewart (#9) and Rep Pam Boright (#10) won UCEA Cookbooks.
- C. AR Responsibilities:** Each building Rep has received a binder that contains an AR Handbook, Constitution and Bylaws of Association and copies of contracts for Teacher/Secretary/Paraprofessional Unit and Custodian/Maintenance Unit. Reps were reminded that their responsibilities are many, such as meetings with their members on an as needed basis, an advocate for each and every member's rights, and encourage **ACTIVE** participation in the association.
- D. Announcements:** The following items were distributed to council:
1. LEA Directory
 2. LEA Building Reps List
 3. LEA Posting Captains
 4. PRIDE Program
 5. LEA Calendar of Events – to be posted in building teacher's room
 6. New Employee Folder
 7. Professional Development Guide
 8. OXFORD Claim Dispute Work Session – 9/26/02 – Board Office/Conference Rm-2-4PM
 9. "How To Resolve Health Insurance Problems" INFO/Form
- II. Approval of Minutes:** A motion was made by Sue Coren to accept the June 13, 2002 minutes. Ann Marie Yodlowsky second the motion which was passed by council.
- III. Correspondence:** Please send all correspondence to Betty Ogureck at Soehl 486-0550 or 486-7799. Email address (bettyo47@yahoo.com) The following notes were received: a thank you from Mary Naiman for her retirement gifts; a thank you from student Theodore Tyburczy for the Mary Kay Wanchik Memorial Scholarship; a thank you note from Joan Regit for her retirement gifts; a thank you from student Pilar Saladores for the Thomas Seely Agency Scholarship; a thank you note from Fran Klunder for her retirement gifts and a letter of thanks from Irene Modrak from LINC'S in appreciation of our efforts in the spring Walk-A-Thon. The following notes were sent: Mary Naiman, (#8), death of mother; Tracie Chapman, (Soehl), death of uncle; Jack Bryne, (Soehl), death of grandmother; Joe Marretta, (Soehl), birth of daughter; Eleanor Welch, (#4), death of brother; Lisa Howlett, (#1), birth of son; Jen Malone, (#1), engagement; Hannalore Joback, (#9), death of mother; Mary Taranto, (#9), death of father; Diane Serson, (HS), new grandparent; Michele Hegedus, (LAST), engagement of daughter; Sara Sloane, (McM), engagement; Rich Sullivan, (McM), recuperating from accident; Gerry Sangiovanni Attard, (McM), marriage; Caroline Samuelson, (HS), death of mother; Rich Kaplan, (HS), death of mother-in-law; Susan Giordano Kane, (HS), marriage; Sarah Smith, (HS), death of grandmother; Craig Taylor, (HS), motorcycle accident; Kenneth Bunn, (LAST), birth of daughter; Maria Gallo, (#8), marriage; Michele Hegedus, (LAST), death of aunt; Juanita O'Neal, (LAST), death of brothers; Sylvia Smith, (Soehl), death of aunt; Charlene Todd, (#5), death of brother; Sue DiBiagio, (#5), death of cousin; Ernest Rebelo, (#9), surgery; Carol Parker, (#9), surgery; Josue Contreras, (Soehl), injury, Kathy Kruper, (Soehl), death of mother; Miriam Merced, (Soehl), death of aunt.

IV. Treasurer's Report: *Sally Stevens*

A. Current Balances

Checking:	\$7503.62	Luncheon:	\$ 765.00
Philanthropic:	\$ 17,113.78	Money Market:	\$3269.87

B. Budget: The Budget will be presented in October

V. Standing Committees:

A. Negotiations:

1. **OPEN: Teachers/Secretaries/Paraprofessionals:** This position is currently open and the Association will post the position in October. Applicants shall complete an application and make themselves available for all training workshops provided by LEA/NJEA. Persons applying should have the computer skills necessary to generate the necessary documents. Dennis will present to executive council his recommendation. Until the selection process is completed, Dennis will chair this committee.

2. **Dennis Grieco: Custodian/Maintenance:** Once the Teacher/Secretary/Para Chairperson has been approved, this position will be posted and filled as per the process stated above.

B. Membership: Betty Ogureck – All reps were asked to update NJEA membership lists, despite NJEA's ability to update the information we provide. New member lists will be provided for each building. Reps are asked to enroll all new members as soon as possible. As of 10/15/02, employees not enrolled become Agency Fee payers. Please send completed membership lists and membership applications to Betty at Soehl.

C. Legislative/UCEA: Nanci Garafola-Tyndall – Washington National Rep will be available to explain change over to Prudential.

D. Grievances: Dennis Grieco – #1-02/03 – a Level I grievance was filed on behalf of the Custodial/Maintenance members as a result of the BOE's inability to distribute clothing allotments as per the negotiated agreement. In addition, foul weather gear has not been issued, forcing the movement of this grievance to Level II.

Unresolved grievances from last year:

1. Paraprofessionals – this issue has been filed with PERC as a grievance as well as an Unfair Labor Practice (ULP). Full-time and Part-time paraprofessionals have been rehired as part time aides, however, the Association has taken the position that this position is just a new name for a group of employees represented by the LEA. Furthermore, the Association and the BOE negotiated in good faith and the BOE is renegeing on its agreement with the Association.

2. The change in health insurance carriers has raised several problems and will go to arbitration. At issue are: greater than or equal to in all aspects, the Oxford Network, and the number of hours one can work before the BOE is required to provide health benefits. Both Association units will be combined together as one grievance for arbitration purposes.

3. The Association has filed with the Commissioner of Education on behalf of an employee who was docked his final paycheck and is having his certification withheld as a result of his suspension/discipline without just cause.

E. Philanthropic: Virginia Milan – Members were thanked for their hard work. During the last school year and reminded that a Thanksgiving Raffle will be distributed in October.

F. Superintendent's Liaison: Nancy Gavan – requests for agenda items have been distributed. The committee will be selected shortly from the list of individuals that have volunteered with a liaison meeting with the superintendent scheduled for the end of October.

G. LEA Luncheon: The Academy/Media Department will host this year's luncheon.

H. Scholarships: Margaret Novalany – A motion was made by Sue Coren to add an 8th LEA scholarship, due to the fact that a past scholarship awarded was not used. It was second by Tony Lehner and passed by Council. A discussion was held concerning the length of time given to a recipient to retrieve the scholarship. Tony Lehner made a motion giving a time of 2 years, second by Guy Puliso. Motion did not pass. Pam Boright made a final motion that the expiration period be 1 year, second by Margaret Novalany. Motion passed.

I. LPDC: Joann Bolduc - In-service on 10/22/02 will be a half day and the district has requirements planned for that day. The March 28, 2003 day will have choices for employees. With the resignation of Dave Hancock, an opening exists on the LPDC committee. Anyone interested please contact Dennis. In addition, NJEA has hired full/part-

time employees for the Professional Development (PD) division, some of these individuals have been requested for the march, 2003 in-service. As of 12/16/02, the state of New Jersey will no longer pay the stipend to mentors participating in Linden's mentoring program.

J. Holiday Party Committee: Anthony Lehner – This years party is scheduled for 12/3/02 at the WESTWOOD. The per cost price has yet to be determined.

K. WebMaster: *Sally Stevens* – check out the association's website at www.lindenedassn.org.

VI. OLD BUSINESS

A. New Member Workshop – The Association sponsored a New Members Workshop. Participants enjoyed presentations from Delta Dental, Oxford, Benerx, NJEA and Washington National.

B. Student Planners – At this time 360 additional planners have been ordered to meet the needs of the districts expanding student population. Approximately \$18,000 has been spent on this year's planners with the Association proving \$12,500 as part of its PRIDE in Education program. Next year NJEA has approved \$12,000 for student planners for 2003/04 school year.

C. "How To Resolve A Health Insurance Problem" - This document has been redistributed to the members. The Association requests that any member having a problem follow the procedure provided as well as complete the information form and return to the LEA's offices.

D. Washington National/ Prudential Disability Insurance Transition. – On 10/9/02 there will be a workshop with Bob Dumas to guide members from Washington National coverage to Prudential Disability Insurance.

VII. NEW BUSINESS

A. Report from Board Meeting – no report

B. LEA sponsored workshops – Listed in Upcoming Calendar of Events

C. Office Computers – two (2) Dell computers have been purchased and installed in the Association offices at a cost of \$2800.

D. Inclusions/Paras – the association is investigating the use of paraprofessionals as in-class support/inclusion teachers in lieu of certificated staff.

E. BOE Elections – Documentation of past election will be used to send "HELLO" letters to members residing in Linden who failed to vote in last year's BOE/Budget elections.

F. Duty Period as Inclusion Teacher – in one school the principal has scheduled the use of certificated personnel to act as inclusion/in class support teachers during their duty period. This change in the terms and conditions of employment extending pupil contact time must be negotiated. The Association will discuss the issue with the superintendent with hopes of resolving the issue without having to take legal action.

Meeting Adjourned at 5:35 PM

Respectfully Submitted,

Elizabeth A. Ogureck