CALL TO ORDER: 4:02 P.M.

APPROVAL OF MINUTES: B. Watson  D. Stabler 2nd  Approved

CORRESPONDENCE: None

PRESIDENT’S REPORT/DISCUSSION:

- Negotiations:
  - Executive and negotiations team disappointed in results of vote/believed it was a good contract. ½ of our membership disapproved. We heard you and we will go back to the table.
  - Issue of transparency – memo and salary guide were available Monday for Thursday meeting. Reps were to distribute as they saw fit. No mention of NOT copying or emailing to members. Chris has sent them via email in the past as UHS head building rep
  - Memo language – written on paper and signed by BOE and Negotiations team. This is a binding/legal document. It was transcribed for clarity. We cannot change language after good faith/verbal agreements between BOE and UTEA (this is a violation of negotiations.) It caused great concern. Perhaps the biggest reason MOA not ratified
  - Dental – After MOA was written and signed BOE shared with UTEA Dental will remain the same, for the life of the contract, due to renewal dates. MOA could not be changed and became a cause of concern to membership. Same held true for flex time.
  - Process seemed to be rushed – We waited long for BOE to get back to us, especially regarding dental. Salary guide also took too much time. Membership asking for contract completion since December. Once we were confirmed in February and we wanted process to be completed as written in the Constitution and By-laws guidelines.
  - Negotiations points- Raise one of the best in the county. BOE proposed raising co-pays several times and we said no. UTEA said yes to change for new hires. According to Constitution and By-laws, we do the best for current members.
  - Challenges – 1.) BOE could change their negotiations team. Some things could still be on the table, off the table or possibly new items brought to the table. 2.) BOE budget – they are one million dollars short. Going above the 2% cap for a vote raising taxes strong possibility. There could possibly be staff cuts. They worked with the money they had before – they may not be in a position to make us the same offer. 3.) This may take a while, but we will go back and present to membership another MOA that will hopefully satisfy the majority.

- Budget: C. Capodice to nominate committee to present proposed budget in March for vote, by Rep Council, in April. Budget Committee – D. Alvear, D. D’Elia, J. Frazier
Constitution and By-laws: We have been noticing items that need to be looked at for possible change. We will discuss a plan to form a committee to review.

UTEA apparel: Many thanks to C. Birstler, Battle Hill, for her hard work. Please coordinate, with building reps, to take apparel back to your school. Also, please coordinate any non-payments.

TREASURER’S REPORT: As submitted

AT LARGE REPORTS:

- Pre-K to 5: None
- 6-8: None
- 9-12: As submitted with discussion regarding PARCC. Thanks to A. Shannon for helping out with administration. UHS PARCC training was poorly done. Intent to do computer hands on with 50 people and only 20 computers.

COMMITTEE REPORTS:

- Communications: Send to M. Riley for inclusion on website.
- Good and Welfare: Please send correspondence to K. Nunes at Jefferson School.
- Government Relations: Saveourschoolsnewjersey.com – PARCC. Legislative bill A4190 (to prevent the use of PARCC scores to be used as evaluation from 2015-2018) goes to vote Monday. Please contact legislators and get them to do something. Information on how to do this is on NJEA.gov.
- Grievance: As submitted
- Membership: UTEA Overnight reimbursement has been received. There are applications on S. Ciaglia’s desk for over 2 months. She doesn’t know who they are. Please make sure you help her get them done. She has sent a list to head reps regarding this matter. Also, please send names and school to her when you are asking for an application so she knows who to expect one from.
- Negotiations: Results: Where do we go from here? Team met, on Monday, 2/16/15 for a plan of action. G. Huk met with them. Best thing to do was to come up with the survey to see what people objected to and what the big issues were. An email blast was sent out with a copy of the survey. Copies were also distributed to members. A very nice number of the surveys were returned. There is a scheduled meeting for Friday – 2/20/15 to go through the surveys to see the main concerns. The team is hoping that most of the items were those that were not clearly written in Memorandum of Agreement. Once this is done, team will contact G. Huk who will, in turn, contact B. Clark who will, in turn, contact BOE. Team is hoping to do this with just a clean-up of the language in the Memorandum of Agreement. Rep Council will then have to accept the proposal – there will then be a ratification meeting for the entire membership and then the people at the meeting will decide whether it goes to the membership for a vote. Question: Had the membership said no would we still be doing this? This has never happened before. There was a substantial flaw in the Constitution and Bylaw that was discovered by membership for consideration for revision. We don’t have to start from scratch. Original MOA is no longer valid.
Team is just going to use the old Memorandum of Agreement as a template. **Concern:** Do we have to use G. Huk? Union is assigned to him. He is the best. He will fight for what you want and need. **Concern:** Part of the issue was G. Huk’s attitude. It has been brought to his attention. **Concern:** There was no reason for him to talk to members the way that he did. **Question:** What is the new time frame? Team is unsure. **Concern:** 4 copies of Memorandum of Agreement and Salary guide were given to each building. Some were told not to copy and distribute. People would have liked to have this in their hands to dissect. Remedy: When it is time to share, it will be on our website njutea.com, email blasted and shared with buildings. **Question:** Is it the intent to use the surveys to fix the Memorandum of Agreement? The negotiations team will do a diligent job to give our membership what they want and what is good for the membership.

- **Pride/Publicity:** As submitted. Fall reimbursement has been received
- **Social:** Half-way to Summer Party was a huge success.

**SPECIAL COMMITTEES:**

- **Elections:** Committee - Dave Gigante, Frank Palumbo, and Tom Mott
  - **NEA Representatives Assembly** – (6) Nominees are as follows: Diego Alvear, John Zurka, James Frazier, Patricia Frazier, Ann Margaret Shannon, Terron Singletary, Bernadette Watson, Nancy Lucas-Miller, Jean Salvatore. There are nine candidates for 6 positions. A vote will be needed in March. Please send Bios to Dave Gigante before Friday – February 27, 2015. Also, self-nominate on NJEA.gov.
  - **UCEA Representative Council** – (9) Nominees are as follows: Nicole Tartaglia, Cathy Sharp, Carlos Esquivel, Patricia Frazier, Christopher Capodice, Bernadette Watson, Peter Leone, Heidi Millan. There are 8 candidates for 9 positions. There is no vote necessary. However, we still have one position open. *(UCEA Executive Committee: James Frazier – vice-president, Ann Margaret Shannon – NJEA, John Zurka – Delegate Assembly and NJEA/NEA Activities Committee, Richard D’Avanzo – Congressional Contact, Diego Alvear – Congressional Contact, Nancy Lucas-Miller – Government Relations, Terron Singetary – SOQI)*

**OLD BUSINESS:** None

**NEW BUSINESS:**

- Motion to form a committee to revise Constitution and By-laws by D. Stabler T. Kneidl 2nd (Retracted) New motion – President can appoint a special committee to look into revising Constitution and By-laws by A. Shannon T. Kneidl 2nd Approved.
- Invite UTEA to participate in Union County St. Patrick’s Day Parade, on Saturday – March 14, 2015. Line up behind Café Z – 12:15 P.M. for 1:00 P.M. Parade. Luncheon provided by UCEA at Café Z. Family and friends are invited.

**ADJOURNMENT:** 5:00 P.M.
ATTENDANCE:


COMMITTEE CHAIRS: S. Ciaglia