

Byram Hills Teachers Association  
Meeting of Executive Council  
October 9, 2007

Attendance: D. Bruskewicz, J.Black, B. DiMartino, M.Delamonico, L. Bastone, A. Ancona, M. Roberts, S. Tyrrell, P. Cerreta, L. Jones, B. Larue, M. Chunev, C. Beck, D.Glim, R. Drake, S. Davies, A. Lovelace, J. Toscano, J. Rowell, K. Russell, R. Singh

The agenda of October 9<sup>th</sup> was accepted.

Michele Delamonico went over the details of the treasurer's reports for June through September. The fund balance of \$48,000 is a comfortable amount to carry forward into a negotiation year next year.

Minutes of the September 11<sup>th</sup> meeting were accepted as amended.

President D. Bruskewicz reported:

Harry Wilson, NYSUT labor relation specialist, will conduct training for BHTA representatives from 5 to 7:30 after today's meeting and after the meeting on November 13<sup>th</sup>.

D. Bruskewicz and Harry will develop a training course for perspective candidates for the position of president of BHTA. The course will include sitting in on various meetings with D. Bruskewicz, such as the superintendent meeting, BOE and President's Council.

Vote-Cope has been supported by over 70% of the BHTA staff, with an average contribution of over \$28. Jane Black suggested that VP's contact past contributors that have not yet given this year. David asked for a list of past contributors and will organize the contacts.

Bob DiMartino reported that 20 to 25 walkers have registered for the Cancer Walk on October 21. He will deliver the T-shirts to each school when they arrive.

Bob asked for updates on faculty news from each building for the Newsletter.

D. Bruskewicz and J. Black met with Superintendents and with Dick Laselle, mostly to address payroll issues. There were carry-over problems concerning the 403b contributions taken from several faculty members' balloon check in June and there were new problems from the first payroll of 2007-2008 school year. Bruskewicz and Black report excellent progress and cooperation. There will be a letter from Dick Laselle to the entire faculty in the next check, along with an income verification notice. In the future, this notice will be issued on August 20<sup>th</sup> to be distributed to the faculty during the opening exercises. For the present time, and for the next six months, the payroll department has promised to issue a supplemental check to an aggrieved faculty member immediately if they are notified within 24 hours of an error and the error is \$100 or more. They wish to build confidence in their department. They have set a goal for accuracy, efficiency and responsiveness, and will utilize surveys to monitor the perception of their department by the staff. David suggests that BHTA spend a few minutes at the first faculty meeting addressing "how to read your paycheck."

Lane change was another topic discussed, involving both the payroll and personnel departments. Documentation for lane change should be received at DO by August 1<sup>st</sup> to assure the faculty member that their September salary will accurately reflect their new status. If the documentation is received after August 1<sup>st</sup>, the adjustment may take until September 30<sup>th</sup>, but will be retroactive to the first check. Summer curriculum work will also be paid by the second paycheck. The auditors have set protocol involving a careful review of all lane change documentation before any salary adjustments can be approved. Since the process involves two departments, David suggests that early notification and clear paper work will expedite the change. Jim Alloy will continue in personnel and Kate Robbins will return on a part-time basis with her improved health. Welcome back, Kate.

Jackie Taylor confirmed that development of Eboards by individual faculty or departments will continue to be completely voluntary. BHTA will be sure to address new faculty in late August to be sure that they are clear about appropriate expectations for them, and can distinguish what is required from what is suggested.

David introduced Michael Chuney who will replace Laura Jones as a representative of the high school. Michael ran in the June election and was just behind Laura in votes. Laura continues to be BHTA representative to the Teachers Center.

Executive session of the Council followed.  
Meeting was adjourned at 5:15.

Respectfully submitted,  
Loretta Bastone

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