

March 2011

Middletown Township Education Association News & Views

2011-2013 Officers Declared Elected

At the March 2, 2011 meeting of the Representative Council, the Council invoked Roberts Rules of Order to declare the unopposed candidates for office elected. The terms for the following officers are two (2) years, beginning May 1, 2011 through April 30, 2013. Congratulations to all, and thank you for your willingness to take on the responsibility of representing the members of the Middletown Township Education Association!

President	Linda Guyer
1st Vice President/Grievance	John Cholette
2nd Vice President	Debby Mrykalo
Treasurer	Gail Ritter
Secretary	Gerry Moore
H.S. Representative	Ray McLoughlin
M.S. Representative	Mary Ellen Connelly
Elementary Representative	Mary Ellen Cotter

NEA/RA Delegates:

Ray McLoughlin
Pat Pellegrini
Patty Giordano
Justine Ling

NEA/RA Alternate:

Rich Decker

ESP Executive Representative

The only position that is to be voted on is the ESP Executive Representative. Voters must be a member of the MTEA/ESP staff and will vote for one person. The ballot box for each school will be placed out on April 7th for the official vote and brought to Rep Council for the final vote. The following ESP members are running for the position of ESP Executive Representative.

ESP Executive Representative Nominees:

Mary Miceli

As the current ESP Executive member for the past six years, I have represented all of the secretaries in a manner that is always professional and courteous.

My past experience has allowed me to get to know each and every one of you and address your concerns to the MTEA Executive board. I have the experience of being part of the Negotiations Team for the past two negotiated contracts and for making sure the ESP concerns are addressed.

I have attended meetings with State Mediators, Board Attorneys and Board of Education members when issues arise for the ESP unit. I have attended all Representative Council meetings and Executive meetings, always voicing any ESP concerns. It is important to look at each situation and concern fairly; I have never had any personal agendas.

While we are in the midst of negotiations, continuity with the Executive Board will make my position even more of a vital role in the future meetings. I have been involved since the inception of negotiations, not only for our contract that will expire in June, but also our future contract. It is an honor to represent the ESP Staff and know that your vote will allow me to continue to do my job in the best interest of the ESP Staff. Thank you.

Roseann Nardini

I would like to introduce myself as one of the nominees for the Secretarial Representative position for the MTEA Executive Board.

For the past 14 years I have been an elementary principal's secretary, currently at the Port Monmouth School, and I have had the pleasure of working as a substitute secretary in the high schools, middle schools and central office before that. I presently serve as a Building Representative at Port Monmouth School and regularly attend Representative Council meetings and Board of Education meetings.

I believe my experience in the district has given me a sincere understanding of our secretarial issues district wide, and I am confident that I can represent all secretaries in our pursuit of a fair contract during the current negotiations process. Thank you.

Settlement of PERC Unfair Labor Practice Charge Filed By The MTEA

On January 24, 2011, ESP Executive Representative, Mary Miceli; and MTEA President, Linda Guyer; met with our attorney, Sandy Oxfeld; BOE attorney, Chris Parton; and a PERC hearing officer to discuss the Unfair Labor Practice issues of combining job responsibilities. **PERC is clear that it is within the administrative prerogative of the District to add, delete and/or change job duties and responsibilities.** After testimony from both Mary and Linda about how this is negatively affecting our ESP members, PERC allowed our attorney to draft a letter outlining the agreement, which had to be agreeable to both sides. After many changes to specific language (on both sides), have been authorized to release the letter below to the ESP members. The letter outlines what the Board of Education can and cannot legally expect, and it allows ESP members to show this letter to any administrator who attempts to pressure them to work beyond the normal workday.

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The Middletown Township Education Association on or about September 16, 2010 filed an Unfair Labor Practice with the Public Employment Relations Commission concerning the action of the Board of Education (due to recent financial constraints) in combining and/or altering the job titles of certain secretaries. Specifically I am referring to:

Representatives of the Board and the Association met with an Assistant to the Deputy Director of Unfair Practices at PERC on Monday, January 24, 2011 and with the help of Ms. Todd (from PERC) we were able to achieve a resolution which I believe is both fair and very beneficial to the affected secretarial staff. This settlement may also have district-wide implication in the event similar issues arise in the future.

- PERC is clear that it is within the administrative prerogative of the District to add, delete and/or change job duties and responsibilities. (If the change in job duties warrants an upgrade in one's group status that will be dealt with on a case by case basis; however simply doing more or additional work of the same kind does not merit review.)

- It was reported that with the increased workload many secretaries were either taking work home at night, working through their lunch period, working through their free/break period, or all of the above. This is not to be tolerated in the future.

- All secretaries are expected to continue to work diligently during their regularly assigned work day. However, if work cannot get done during your contractual work day, you are not required to undertake work at home or during contractual lunch or break periods.

- Further, although your supervisors have the authority to ensure that you are working diligently during your contract day, no supervisor may direct or encourage a secretary to perform any work outside of her/his regularly assigned work hours. **YOU ARE AUTHORIZED TO SHOW THIS MEMO TO ANY SUPERVISOR WHO ATTEMPTS DIRECTLY OR INDIRECTLY TO CIRCUMVENT THIS PROHIBITION.**

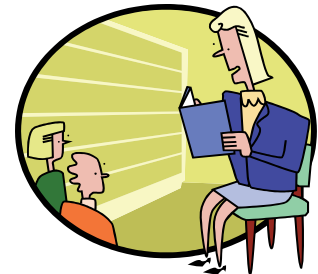
- If a secretary is subject to two separate supervisors and there is an issue of what material must get out first, the two supervisors must prioritize and then so advise the secretary.

- The District recognizes that it may not be possible, despite the continued diligent work effort being put forward by the secretarial staff, to have all of the secretarial work completed as timely as previously. This is due to the reduction in the number of secretaries.

No secretary who is working diligently and relies on this memo need fear retaliation of any sort. Remember, the PERC Act prohibits the school district from enacting or permitting any retaliation. **Nor shall there be any reference in any affected secretary's evaluation based upon her/him not meeting a deadline or workload expectation, provided that the secretary is working diligently throughout the contractual day.**

Read Across America

Debby Mrykalo, 2nd VP/Pride secured NJEA grant money for the MTEA to sponsor *Read Across America*. We received 64 books from *The Cat and the Hat* series, and they were divided among the elementary schools in the district. Debby asked that the books be read by parents, grandparents, and community members to the children in their classroom setting. The books will then be donated to the school libraries.



Workshop Rescheduled

The MTEA Responsive Intervention workshop has been rescheduled for March 22 at Jacques Reception Center.

Autism Workshop

Autism, a workshop for Professional staff will be presented April 6, 2011 at Jacques Reception Center. A flyer has been emailed to staff.

Register to Vote in the School Board Elections

Are you registered to vote in your community? School Board Elections are right around the corner, but there is still time to register! You can download the application sent to you by the MTEA through your school email. Just fill out the application, fold and mail. It is already conveniently self-addressed and stamped for you.

Don't delay--Registration 21 days prior to election.