



Grievances

Numerous grievance filings have been made during the current school year. A grievance heard at the Superintendent's Level October 27 concerning the appointment of a school's director of guidance as a member of the Administration.

The union has taken the position that guidance director position has been in the bargaining unit for more than twenty years and that the school cannot move the position out of the unit to administration.

Another grievance heard at the Superintendent's Level November 19 concerns changes to the lunch provided by a school in accordance with the contractual provision.

The school changed companies providing cafeteria services and restricted the lunch options available to teachers.

Both grievances are now scheduled for arbitration hearings. American Arbitration Association arbitrators will hear the cases June 28 [PVI Administrator grievance] and July 21 [CCHS lunch grievance].

cont'd on p. 4

Teacher/Administrator Meetings

At the delegates' meeting February 24 it was noted that several meetings were called by administrators with teachers without union representation.

Teachers were apparently unaware that meetings with administrators which could have disciplinary implications are covered by contractual language.

Teachers called to such meetings must be advised in writing of the nature of the meeting and must sign a form to attend such a meeting

cont'd on p. 2

Barbara Jeanne Lehmann [1951-2010]: Holy Spirit High School

Twenty-six year Holy Spirit High School teacher and CTU member Barbara Lehmann died last December following six months of treatments for cancer.

During the 2002 negotiations, Barbara had the distinction of being the bargaining unit's "average" salaried teacher.

She enjoyed the tongue-in-cheek attention from union negotiators, who noted that, while average in salary, she was certainly well above average in dedication to her students and the work of the union.

Following are two tributes given by Barbara's friends and fellow teachers.

by Carol Patrick

In the early morning hours of Friday, December 3, 2010, Holy Spirit High School lost a dedicated math teacher and true friend when Barbara Lehmann passed away after a courageous battle with cancer.

Barbara, a North Jersey transplant who resided in Brigantine, started teaching at Holy Spirit in 1984. Over the years she also served as Sacristan, Senior Class Advisor, Awards Night organizer, and moderator of both the Yearbook and Spirit

cont'd on p. 2

Barbara Jeanne Lehmann

Outreach.

She made the mysteries of geometry, trigonometry, and calculus less mysterious for her students, both in the classroom and during after school help sessions.

Barbara had many other diverse interests: playing the piano for enjoyment, knitting, Spanish, math contests and puzzles for her students, and electronics.

She was committed to the Catholic Church, to CTU, and especially to Holy Spirit.

She was always ready to have fun with her friends.

Her "family" misses Barbara very much.

by Sue Beakley & Marilyn Russo

On December 3, 2010 Holy Spirit High School lost a dedicated math teacher and true friend when Barbara Lehmann passed away after a courageous battle with cancer.

The affection for Miss Lehmann was freely returned for she looked upon the Holy Spirit community as her family.

She was a selfless, very talented educator who always

made herself available to both students and faculty. She tutored students, rewarded them with pencils, remembered their birthdays, brought in cookies for holidays and made baby blankets for teachers expecting babies.

Her service to the school itself was significant as well.

She served for years in different capacities as Yearbook and Spirit Outreach moderators, Sacristan, Awards Night coordinator and Senior Class Advisor.

Miss Lehmann enjoyed math in many ways.

She was a member of the National Council of Teachers of Mathematics and attended mathematics workshops throughout her career.

Outside the classroom, she had many diverse interests - reading assorted authors, playing the piano, knitting and crocheting, maintaining an interest in Spanish, involving her students in math contests and puzzles, and dabbling in technology.

She was committed to her faith and especially to Holy Spirit.

Miss Lehmann will be greatly missed by the entire Holy Spirit community.

Meetings [from p. 1]

without union representation.

Article XXI.B. reads:

No employee may be asked to attend a meeting of a disciplinary nature with the school or diocesan administration without the opportunity of having a representative of the Union present. Such an employee shall be advised in writing of the nature of the meeting if it will, or may, lead to disciplinary action against him/her.

The "Disciplinary Meeting Form" to be given to teachers called to such a meeting is found on page 31 of the printed contract. The form indicates that employees must sign to attend the meeting without union representation.

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Reilly Scholarship Applicants

Congratulations to the 2011 CTU applicants for the NACST John J. Reilly Memorial Scholarship:

Lexi Misiewicz,
daughter of
Judith Misiewicz [SHHS]

and

Michael Rossi,
son of
MaryKay Rossi [PVI].

In addition to any award from NACST, each student will receive a one-time grant of \$750 next September to begin college studies.

Executive Board Elections

PVI member MaryKay Rossi is serving as the Nominations/Election Officer for the 2011 CTU Executive Board elections.

Members in good standing may run for any of the 7 Board positions.

Members wishing to run for a position on the Board are to contact MaryKay by email at ctunj@ctunj.com by May 7, 2011.

Elections will take place at the annual General Membership meeting in June.

Insurance Meeting

CTU officers Bill Blumenstein and Chris Ehrmann met February 22, 2011 with Superintendent Mary Boyle and diocesan Human Resource Director John Raftery.

The purpose of the meeting was to discuss the possibility of participation in any diocesan High Deductible Health-Savings-Account qualifying insurance plan which the diocese might offer.

The meeting was held as a follow-up to the most recent negotiations. As of September 1, 2011, employees in the Big Unit schools and Sacred Heart High School will be required to pay 5% of the premiums for basic health care [WCHS teachers began paying 3% of health care premiums on September 1, 2010].

Raftery informed the union that the diocese is currently investigating insurance options for all diocesan employees, in anticipation of increased premium costs for the upcoming benefit year.

The union pushed for inclusion of the HD HSA qualifying option in the diocesan considerations.

As of the beginning of April, the diocese had not yet developed its insurance program for the upcoming benefit year, which begins September 1, 2011 for teachers, and July 1 for other diocesan employees.

The open enrollment period for teachers will be set after the insurance plans are finalized.

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Shawn Dugan, SHHS

Tim O'Brien, WCHS

Grievances [from p. 1]

Upcoming Contractual Dates

April 13
1st notification of nonrenewal of
nontenured teachers

May 15
dept. head appts.
[2 year terms]

May 20
final notification of nonrenewal of
nontenured teachers

June 5
tentative rosters

A third grievance concerning denial of a stipend for extra services performed by a Guidance Counselor was heard at the Principal's Level October 29.

For more than thirty-five years the guidance counselor had been performing duties not performed by other counselors at the school and receiving compensation for the extra duties.

A Superintendent's Level hearing was held December 16.

Following the Superintendent's ruling against the counselor's position, the guidance counselor decided not to move the decision to arbitration.

Grievances were filed by nine teachers at one school following performance evaluation letters from the Principal indicating that teachers would receive "unsatisfactory" ratings on summative evaluations or "nonrenewal" [for tenured teachers] for "serious neglect of duty."

The letters indicated that teachers were being evaluated for not having complied with administrative directives regarding items such as professional development programs, assessment policies/profiles, use of technology, and, submission of lesson plans.

CTU contends that the "nonrenewal" of tenured teachers is not an option under the contract and that the contractual provision of "serious neglect of duty" has been misapplied.

In addition, the union contends that an "unsatisfactory" evaluation of teacher performance indicated by the letters is not based on the supervision guidelines developed and agreed to by the union and schools.

Principal Level hearings on these grievances have not yet been scheduled.

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