

APEA REPORTER

MESSAGE FROM THE PRESIDENT

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APEA

2005-2007 Executive Council

Mr. John P. Napolitani Sr.
President, Bradley

Mr. Peter A. Vetrano
Vice President, Bradley

Mrs. Cordelia L. Golden
Treasurer, Bangs

Mr. Paul Murphy
Recording Secretary, APHS

Mr. Sean Hamilton
Corresponding Secretary,
Bradley

Mr. Joseph Calhoun
At Large, Bangs

Mr. John Kostecki
At Large, Maintenance

Ms. Regina Jagoo
At Large, TMS

It's almost over!!! This has been an extremely productive year for the Executive Committee. From reforming every committee, to creating a quarterly newsletter, and to finally establishing an official APEA Website, asburyparkea.net, this Executive Committee has continued to move forward.

To start off, we remained steadfast in our promise to reform every committee within the APEA. This was our most important promise that was made complete before the end of last year. We have continued to add members to each committee to improve its productivity. This will get more members of the APEA interested and involved with our Association.

Our quarterly newsletter has been an extremely successful way to communicate with all our members in a very positive

way. We have continued to produce this newsletter in a very professional manner so that every member is afforded the opportunity to be apprised of all information that is being disseminated. It is also available on our website for viewing.

And our most important accomplishment is our new website. We are most proud of the fact that Pat Errico, from Thurgood Marshall has stepped up to the plate to assist with this mammoth task. [Asburyparkea.net](http://asburyparkea.net) will be an excellent way to keep all our members up to date with every issue that affects them. From our social events, to legislative, to grievances, to Pride events, this site has it all. You can jump on the site and chat with friends, give input, and help us make this Association better.

With that being said, I am asking everyone to assist me with making the APEA the best that it can

be. I look forward to your input on our website to see what we can improve, what we are doing right, and of course, what we are doing wrong - to correct it.

As you know, this was my first year as President, and it was a complete learning experience. I look forward to your input so that I can continue to improve our Association. This has been an extremely challenging year for all Executive Committee Members, especially myself. I look forward to making this next year even better with all your input and concerns. Have a very restful, safe and enjoyable summer. With your help, we can make our Association the best in Monmouth County.

Sincerely,

John P. Napolitani Sr.
APEA President

If you missed our announcement back in April, the APEA has improved our communications. We have successfully created a brand new website. This could not have been made possible without the assistance of Pat Errico from Thurgood Marshall School.

asburyparkea.net

A new way to keep everyone informed. Check it out!!!



APEA Members from Bradley, Bangs Ave. and Thurgood Marshall volunteering their time at the annual Math Fair held at Bradley Elementary School on Tuesday Evening, May 16, 2006. Great job well done!!!

APEA Reporter Staff

Mrs. Karma Williams -Davis
Publisher

Mrs. Amanda Napolitani
Co-Publisher

Mrs. Pamela Rouse
Editor

Mr. Sean Hamilton
Co-Editor

Contributing Publishers:

John Napolitani
Sue Hayes-Stasio
Lynn Librizzi
APEA Negotiating Team
Pat Errico

**“Let us
never nego-
tiate out of
fear, but let
us never
fear to ne-
gotiate”**

- John F. Kennedy

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

This school year has been extremely busy. This is a general overview of the types of grievances that we have encountered without breaching confidentiality. These are some of the issues that you can try to avoid while employed in the school district. They are separated in two categories:

1. Violations made by the membership

- A. Absenteeism, ie: working only three days a week, taking off Friday's creating a pattern, etc.
- B. Coming to work late regularly, not calling out when absent, not showing up for workshops, etc.
- C. Job performance: lesson plans turned in late or not at all, not doing what is required by administration, insubordination, ie: not covering classes when assigned, unattended students, not doing grades, not reporting child abuse, not keeping contact with parents, not following testing procedures.

2. Violations made by the Administration

- A. Letters of reprimand before calling you in to discuss the problem or having a word or two with you
- B. Being reprimanded in public, especially in front of the students and your peers
- C. Administrators that constantly sit in your room everyday (not actually a violation, but read on)
 - 1) It can be deemed as a hostile working environment
 - 2) Not consistent with a need, unless they are preparing to call you in for every little infraction.
- D. Calling you in and you go in without a rep., causing them to deny parts of the conversation.
- E. Favoritism, using member against member, and unprofessional and rude behavior toward you.

If you receive letters to be placed in your personnel file without addressing them or without signing for the letter, you allow the administrator the power to have the last word and violate your right to a rebuttal. You should always request assistance from a Building Representative when you are in doubt.

As we end up the year, I want to thank those of you that have donated your time and energy to serving our Association and each and every member. I continue to learn more every day. I would have to sum this year up in just five words: "You can't make this up!" Have a very safe and restful summer.

NEGOTIATIONS UPDATE

We continue our negotiations every two weeks. Unfortunately, due to the budget situation, we were unable to meet in March. We have been aggressively negotiating all the issues that were brought forth to us from our Negotiations Survey that was conducted late last spring. These are just some of the proposals we have brought to the Board in negotiations:

1. Strengthening some of our existing contract language such as our grievance procedure.
2. We have proposed monetary increases for all extracurricular/stipend related activities.
3. An increased rate of pay for unused sick days at retirement.
4. Maintaining our current healthcare package without any employee contributions.
5. Increased number of personal days for 12 month employees.

The Board has also had several issues brought forth to our committee:

1. Increased length of school day for the purpose of non pupil contact time.
2. Increased amount of after school meetings and the length of time.
3. Increased school year with more in-service days to accommodate PD requirements.
4. Adding mandatory participation to after school activities.
5. Mandatory Back to School Night requirement for all schools.

These are just a few of the main points that we have been discussing. There have been numerous other issues that have been proposed by both sides and have either been agreed to or tabled. We are committed to looking in to every aspect of our contract and making the necessary corrections and additions that have been overlooked for so long. Although we cannot correct all the deficiencies of the past, we remain steadfast that we will do our best to correct some of the issues for the entire APEA for the future. We will keep every one up to date as we have more information from our next negotiations meeting.

Notes from the President

- I would like to thank every Rep. and Committee Chair for this past year. You have all worked extremely hard to make this Association the best that it can be.
- A special thank you to Lynn Librizzi and the Social Committee for putting together 4 great events for the end of the year. Our social events have been the best!!!
- Congratulations to all our retirees this school year. You deserve the best in all your endeavors in the future.
- Another special thank you to Sue Hayes-Stasio, our PR&R Chair. She has done an outstanding job handling all our grievances this past year. We look forward to her continuing this for many, many years to come.
- We are accepting requests for APEA Building Representatives for the 2006-2007 school year. Please make this request to either a Building Rep. or an Executive Committee Member.
- Don't forget about our annual APEA Retirement Dinner to be held at the Renaissance in Ocean Township on Wed., June 7, 2006. We will be honoring Karl Crudup, Bonnie Cohen, Emma Murray, Allan Ogaard, Kathy Ahl, Dianne Smith, and Phalia Kendle this night.
- Our Committee Chair people are looking for additional members to help them during the next school year.

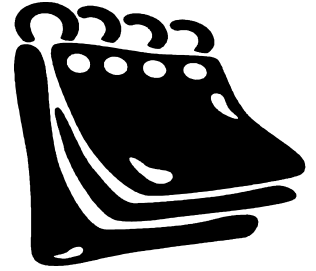
To contact the APEA President, you can call the APEA Office at: (732) 776-6888

You can fax correspondence to: (732) 531-4171

Or write:
APEA

601 Bangs Ave. Ste. 708
Asbury Park, N.J.
07712

WHAT'S HAPPENING??????????



- **Tuesday, June 6, 2006** - Negotiations Meeting with the BOE in Central Office at 1:00pm.
- **Wednesday, June 7, 2006** - Annual APEA Retirement Dinner to be held at The Renaissance in Ocean Township between 5:30 and 10:30pm.
- **Monday, June 12, 2006** - Tentative APEA General Membership Meeting. (Place and time TBA)
- **Tuesday, June 13, 2006** - Rep. Council Meeting @5:30pm in Ste. 708.
- **Wednesday, June 14, 2006** - End of the Year Celebration to be held at the Tiki Bar (Southside of the Convention Hall) 3:00pm - ?
- **Thursday, June 15, 2006** - Last day of school!!!
- **Friday, June 16, 2006** - Arbitration Hearing in Central Office @ 1:00pm.
- **Tuesday, June 27, 2006** - Arbitration Hearing in Central Office @ 1:00pm
- **Tuesday, July 4, 2006** - 4th of July Celebration in Asbury Park
- **Saturday thru Friday, August 5 - 11, 2006** - NJEA Summer Leadership Conference and training held in the East Brunswick Hilton. (3 Sessions)
- **September 2006** - New Membership Orientation Luncheon (TBA)

APEA STANDING COMMITTEES & CHAIR PEOPLE

| <u>Committee</u> | <u>Chairperson</u> | <u>Location</u> |
|------------------|------------------------|-----------------|
| Grievance | Sue Hayes - Stasio | Bangs Ave. |
| Social | Lynn Librizzi | Middle School |
| Communications | Karma Williams - Davis | Bangs Ave. |
| Legislative | Tracy Caproni | Middle School |
| Pride | Jennifer Hamilton | Bradley |
| Election | Vinnie Stasio, Jr. | High School |
| Benefits | Marilyn Daye - Burke | ITC |
| Membership | Gena Massey | Board |

2005- 2007 APEA BUILDING REPRESENTATIVES

| | | | |
|-------------------|----------------|-------------------|--------------|
| Doug Cobb | Bradley School | Edwin Robinson | A.P.H.S. |
| Maureen Casey | Bradley School | Tony Mallory | A.P.H.S. |
| Victory Durden | Thurgood Annex | Anthony Mason | A.P.H.S. |
| Pedro Morales | A.P.M.S. | Don Cleaves | ALC |
| Judy Daly | A.P.M.S. | Shawnika Anderson | ALC |
| Judy Young | A.P.M.S. | Steve Brill | ITC |
| John Venino | Bangs Ave. | Bobby Hansen | Maintenance |
| Sue Hayes-Stasio | Bangs Ave. | Mary Leone | AMS |
| Gail Fallon | Bangs Ave. | Donna Puryear | TMS |
| Joann Dunst | A.P.H.S. | Gena Massey | Board Office |
| Michael Zajac | A.P.H.S. | Lynn Librizzi | A.P.M.S. |
| Toni Furlong | A.P.H.S. | Deborah Burns | AMS |
| Vinnie Stasio Jr. | A.P.H.S. | Leon Calhoun | TMS |
| Gwen Millions | A.P.M.S. | | |

APEA MEMBERS' HAPPENINGS!



Scenes from our annual Support Staff Breakfast held at the Sheraton in Eatontown on Sat. May 20, 2006.

- Congratulations to Helene Intintola on her first grandchild, Nicolas: Bradley Staff
- Congratulations to Wanda Smith, Community Award from the Girls Scouts: APMS
- Congratulations to Karma Williams-Davis, Zakia Delorbe, and Juan Torres for graduating with their Master's in Administration and Supervision: Bangs Ave. Staff Members
- Congratulations to Nancy Estrada on her new baby girl: Bradley Staff
- Condolences to Angel Kames who lost his mother in January: Middle School Staff
- Condolences to Jan Green who lost her sister earlier this year: Middle School Staff
- Congratulations to all our APEA District Retirees who have finally decided to take that long awaited break. Best of luck in your retirement and have lots of fun!!!
- Congratulations to John Venino on your new baby girl. Enjoy the basket: Bangs Ave.
- Lynn Johnson, here comes the stork: Bradley Staff
- Gerry Karol has been out sick: Bangs Ave.
- Welcome Back Debbie Fitzgerald: Bradley Staff
- Welcome back Pam Parker: Bradley Staff
- Congratulations to every "Teacher of the Year."
- Condolences to Ron Gambrell who lost his mom: BES



From Births to Weddings to Graduations to Retirements or the passing of a loved one, we want to know what's up with our members!

Please make sure that you contact Mandy Napolitani at Bradley Elementary to get into "Members' Happenings." The only way we can get you in is if we are given the information from a Building Representative or secretary.

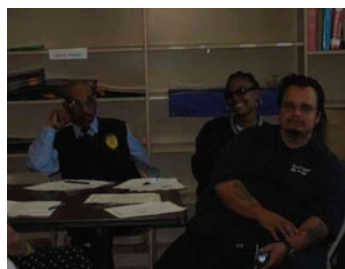
TRY TO ATTEND OUR BOARD OF EDUCATION MEETINGS

| <u>Work Session</u> | <u>7:00 P.M.</u> | <u>Regular Meeting</u> | <u>7:00 P.M.</u> |
|--------------------------|------------------|------------------------|------------------|
| <u>Date (Monday)</u> | <u>Location</u> | <u>Date (Thursday)</u> | <u>Location</u> |
| June 12, 2006 | Bradley | June 15, 2006 | Bradley |
| July 17, 2006 | Bradley | July 20, 2006 | Bradley |
| August 14, 2006 | Bradley | August 17, 2006 | Bradley |
| September 11, 2006 | Bradley | September 14, 2006 | Bradley |
| October 16, 2006 | Bradley | October 19, 2006 | Bradley |
| November 13, 2006 | Bradley | November 16, 2006 | Bradley |
| December 11, 2006 | Bradley | December 14, 2006 | Bradley |
| January 16, 2007 (Tues.) | Bradley | January 18, 2007 | Bradley |
| February 12, 2007 | Bradley | February 15, 2007 | Bradley |
| March 12, 2007 | Bradley | March 15, 2007 | Bradley |

MORE APEA MEMBERS VOLUNTEERING IN ACTION!!!



Cleaning the Asbury Park Beach with Clean Ocean Action on Sat., Apr. 29.



Just some of our APEA Building Representatives at our monthly meeting that was held at Bangs Ave. Elementary School on May 15, 2006.

