

APEA REPORTER

A MESSAGE FROM PRESIDENT NAPOLITANI

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2007-2009 Exec. Committee

Mr. John P. Napolitani Sr.
President, Bradley

Mr. Peter A. Vetrano
Vice President, Bradley

Mr. Sean Hamilton
Treasurer, Bradley

Mr. Paul Murphy
Corresponding Secretary, APHS

Mrs. Gena Proctor
Recording Secretary, Board Office

Mr. John Kostecki
At Large, Maintenance

Ms. Regina Jagoo
At Large, TMS

Ms. Annette Rios
At Large, APIS

APEA

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It's hard to believe we are half way done with another school year. The APEA Leadership has been extremely busy in all aspects of the Association. We are pleased to announce that many grievances and arbitrations have been settled, we negotiated a separation agreement, and we are being proactive with preparing for our next round of negotiations with the Board of Education.

Our grievances and arbitrations have been handled in the most expeditiously manner by Susan Hayes-Stasio, PR&R Chair. We are pleased to announce that one such grievance that started in 1996 and wound up in arbitration, with a win for the APEA in 2000, has finally been rectified and settled. We still have approximately three arbitration dates pending which we are confident that a ruling will be in our favor.

For the first time ever, the Association leadership was successful in negotiating an early separation agreement for any teaching staff member that has attained 15 years or more of service with the Asbury Park Board of Education. As an incentive, there is a one time payment of \$25,000 that will be paid out over a period of up to three years. There is also a payment for any unused sick days at the contractual agreement of \$60.00 per day.

With our contract set to expire next June 2009, we are preparing to create a negotiating committee to prepare a package to present to the Board early next Fall. It is our hope that we can settle these negotiations before our contract expires. We are confident that this can be accomplished with the proper planning in place. We have already sent out request notifications for anyone who is interested in sitting on the Negotiating Committee.

And finally, I am saddened to announce that our past APEA President, Glenn Koll, has passed away after a courageous battle with cancer.

Glenn served our Association as a Building Representative for many years before being elected president of the APEA in March 2001. Glenn retired from the Asbury Park School District in June 2005. Glenn's career started in Asbury Park in 1971 and continued for the next 34 years in the Asbury Park High School. Anyone who knew Glenn will agree that he will be sorely missed.

In Solidarity,

John P. Napolitani, Sr.
APEA President



Past APEA President Glenn Koll, right, seen with APEA President John Napolitani, and immediate past APEA President, Karl Crudup, at Glenn's retirement dinner held in June 2005 at the Officers Club in Fort Monmouth.

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**“Cherish all
your happy
moments;
they make a
fine cushion
for old age”.**

Booth Tarkinton

NEGOTIATIONS COMMITTEE MEMBERS WANTED

Our contract with the Board of Education still has approximately 18 months left. The APEA Executive Committee would like to be prepared to begin negotiations in the fall. To do this, we must create a negotiations package to present to the Board. Therefore, we have created the makeup of the Negotiations Committee. This committee will be responsible to survey the members and prepare a proposed package to be negotiated with the Board of Education by the Negotiating Team in all areas of member welfare and general working conditions. The committee will be formed as follows:

A total of nine (9) teachers: One representative from each building (APHS, APIS, TMS, BES, AMS) for a total of five (5), one (1) person from the nurses, one (1) person from guidance, one (1) person from the CST, and one (1) person from the facilitators/coaches. We need representatives from the following areas of support staff: one (1) custodian, one (1) maintenance, one (1) paraprofessional, two (2) secretaries (board office and individual buildings), one (1) security guard, one (1) cafeteria worker, one (1) representative from the ITC and one (1) representative from the athletic coaches.

If you are in a unit that is not mentioned, please forward your name, number, and position to the APEA President so that we make sure you are part of the survey. Thank you for your interest. Deadline to apply is Feb. 15.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Our list of grievances are finally dwindling. We started the year off with over 20 grievances and arbitrations. One such case which was opened in 1996 and ultimately went to arbitration in 2000, was finally closed at the January BOE meeting. This case went through 7 superintendents and 4 APEA presidents. Some other cases that have been settled are:

- **Overtime dispute for an ITC employee was resolved**
- **A dispute on sick day restoration in two cases was resolved**
- **Vacation days dispute was resolved**
- **Wrongful termination dispute and restoration of a position**

These are just a few of the items that have been settled. We just finished two arbitration hearings in January and February and are anxiously awaiting the results. Arbitration is the final step in any disagreement that an Association member has with the Administration. If it can't be resolved by our PR&R Chairperson, than we agree to move it to this step. The parties involved will be notified as soon as we hear. For those of you that are not aware of the grievance procedure, please refer to the Association handbook on pages 4 and 5 which is Article III. Our Association contract booklet has all the information that you need if you have any questions.

Notes from the President

- The APEA Philanthropic Committee is still looking for volunteers to join and assist with the planning of this committee. Please contact Melanie Risden at the APHS if you are interested.
- Tracy Caprioni is looking for anyone interested in joining the committee he chairs, the Legislative Committee. If you are interested, please contact him at the APIS.
- The APEA is still looking for anyone interested in chairing the Communications Committee. If you are interested in keeping our members informed via the newsletter and the website, than this committee is perfect for you. Please contact me at Bradley if you have any interest.
- I want to thank all the members that have stepped up to take on new positions within the Association, such as Professional Development and Building Representatives.
- I also want to thank our existing Chair people, Lynn Librizzi and Sue Hayes-Stasio for all the hard work you have endured while working diligently on your committees. You are truly an asset to the APEA.

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

February 15, 2008 - APEA Executive and Rep. Council Meeting @ 4:00 and 5:00pm

February 21, 2008 - SLC Training for all members provided by NJEA. Details to be distributed

February 22, 2008 - APEA Happy Hour to be tentatively held at The Adriatic on Ocean Ave.

March 2008 - APEA Representative Council training in place of our regularly scheduled meeting. Details to follow to all Head Reps.

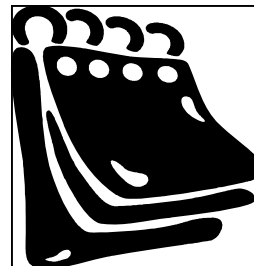
March 7-8, 2008 - MCEA Overnight in Atlantic City at the Hilton Hotel and Casino. Registration Deadline is February 15, 2008.

March 18, 2008 - Regularly scheduled Rep. Council Meeting to be replaced by Representative Training. Details to follow shortly.

March 21-24, 2008 - Easter Break.

April 11-20, 2008 - Spring Recess. Rest up and enjoy!!!

April 22, 2008 - Rep. Council and Executive Committee meeting



PROFESSIONAL DEVELOPMENT

The APEA has once again appointed four people to the Local Professional Development Committee (LPDC) to work in conjunction with the Central Office Administration in creating our Professional Development (PD) plan for the next school year. The following people will be charged with signing off on the plan:

- Linda Smolinski from the Asbury Park Intermediate School
- Kaydene Beyward from the Asbury Park High School
- Kimmy Taylor from Bradley Elementary School
- Kim Filoso from Thurgood Marshall Elementary School

As additional members from administration are added to this committee, the APEA will also appoint additional teachers as per the state guidelines of an LPDC. We were also successful in holding our first PD training in conjunction with NJEA with Pam Garwood as our trainer. The information was disseminated to all members of the individual building PD committees as well as any administrators that were present. We look forward to ongoing support from Pam and the NJEA in the future.

2007- 2009 APEA BUILDING REPRESENTATIVES

Doug Cobb	Bradley School	Tony Mallory	A.P.H.S.
Maureen Casey	Bradley School	Don Cleaves	A.P.H.S.
Pedro Morales	A.P.H.S.	Donna Puryear	T.M.S
Judy Daly	A.P.I.S.	Lynn Librizzi	A.P.I.S.
John Venino	A.P.H.S.	Deborah Burns	Bradley
Sue Hayes-Stasio	A.P.I.S.	Tracy Caprioni	A.P.I.S.
Michael Zajac	A.P.H.S.	Marlena Bryant-Tirrell	T.M.S.
Meg Watkins	Bradley	Casey Miles	A.M.S.



Some scenes from the annual APEA Holiday Gathering held at the BrickWall on Cookman Ave. in Asbury Park on December 14, 2007. Over 100 members of the APEA attended this event. Congratulations to the “new” Asbury Park Intermediate School for the best turnout. Lynn Librizzi did an excellent job with this event. Thank you!!!