

**Broward Teachers Union Executive  
Board Meeting Date June 8, 2016  
BTU Union Hall, Tamarac, FL**

**BOARD MEMBERS IN ATTENDANCE**

	Present	Absent		Present	Absent
S. Glickman, Esq. President	x		K. Jacobs-- -Reed FIRST VICE PRESIDENT	x	
H. Krantz Sec/Treasurer	x		V. Cruz FIRST VICE PRESIDENT	x	
B. Kemp FIRST VICE PRESIDENT	x		T. Kapela FIRST VICE PRESIDENT	X	
C. Fischer PRESIDENT Retirees	x				
K. Blanks	X		K. Minchew	X	
R. Boodhoo	X		S. Nunez	X	
A. Burgess	X		T. Preuss	X	
M. Decker	X		L. Ruido	X	
A. Fusco	X		R. Soffer	X	
M. Houck	X		C. Townley	X	
A. Jablonowitz	X		B. Thompson	X	
J. King		X	W. Vazquez	X	
D. Mahoney	x		G. Waller	x	
			B. Warren	x	

Absent

Proxy

J. King

K. Minchew

# **Broward Teachers Union Executive Board Meeting Date June 8, 2016 BTU Union Hall, Tamarac, FL**

## **Call to Order**

The regular monthly meeting of the Broward Teachers Union Executive Board was called to order on Wednesday, June 8, 2016, at 5:00 PM at the BTU Union Hall, the president being in the chair and the secretary-treasurer present.

## **Reading and Approval of the Minutes**

Minutes of the BTU Executive Board regular meeting held on May 18, 2016 in open session were approved as corrected. The minutes of the portion of the meeting of May 18<sup>th</sup> held in executive session were approved as distributed.

## **Special Order-Steward/ Member Concerns**

- What is asked of members in our contract?
- How was the rodent problem solved and what was its cost?
- The re-election at Norcross
- Is Sharon Glickman qualified to continue as president?

## **President's Report**

President Glickman reviewed:

- the process of the school problems and the Weathering Committee;
- the process at Eagle Ridge elementary school and having the principal removed;
- the process at Martin Luther King that did not resolve the situation due to the fact that the faculty did not speak up (fear of reciprocity was a factor in faculty not speaking up);
- the situation where the principal from Eagle Ridge elementary is going and how she is going to be monitored.
- qualifications of Mark Richards, general counsel for AFT, for becoming the lead negotiator for BTU.

President requested payment for one week of vacation pay for vacation not taken.

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**Matt Decker moved to approve one week of vacation at full pay of \$2,029 for the president of the BTU, Sharon Glickman.** The motion passed on a vote of 17 yes—0 no.

President Glickman presented recognition of service awards to the following board members whose terms expire at the end on June: Martha Houck, Gloria Waller and Virgil Cruz. A similar award was presented to the parliamentarian, Patricia McDougle, PRP.

**First Vice President's Report**

First Vice President Kalebra Jacobs-Reed reported on recruitment and informed the executive board that this year's membership will exceed last year's numbers.

**Financial Reports**

BTU accountant, Jennifer Reeves, CPA, reviewed the financial reports from July 2015 through April 2016.

Matt Decker, the point person in charge of the rodent removal, explained the cost and reviewed the procedures that were taken to alleviate the problem and to satisfy all outside parties.

Hal Krantz reported on the steward rebate process and gave an up-to-date cost of the total rebate of approximately \$49,000. It was also recommended that the process to determine steward rebates should be reviewed and made available by September 2016.

**Chief of Staff Report**

Brenda Emerson-Alford, the chief of staff, reviewed:

1. magistrates hearing and results;
2. the TSP contract and the fact that negotiations are currently at an impasse

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3. charter school update.

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**Internal Budget Committee Report**

**Hal Krantz, chairman of the Internal Budget Committee, moved the adoption of the fiscal year 2016- 2017 budget as proposed by the committee.** After questions and answers and debate, the budget was adopted by a vote of 22 yes -- 0 no.

**Constitution, Bylaws and Standing Rules Committee Report**

The following proposed amendment which had been referred to the Constitution, Bylaws and Standing Rules Committee was taken up:

**Amend the BTU constitution Article 5, Section 1** to read as follows:

“Current employees represented by the BTU and employees by the school board of Broward County, Florida(SBBC) and Pembroke Pines Charter Schools(PPCS) and retirees are eligible for membership in good standing.

A member in good standing is an active employee or retiree who is:

- employed by the SBBC or PPCS, and
- A member of a bargaining unit represented by the BTU or a retired member belonging to the retiree chapter of the BTU”

Anna Fusco moved to postpone the amendment indefinitely which was adopted by a vote of 18 Yes – 3 No

Kalebra Jacobs-Reed, chairman on the committee, moved that the executive board recommend to the steward council the adoption of the following three amendments to the BTU Bylaws:

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Amendment #1: Amend Article II. Section 4. Paragraph C by substituting a new paragraph.

Current Wording

- C. Only members in good standing shall be eligible to vote. New members whose dues were received thirty (30) or more days prior to the nomination period shall be eligible to vote.

Wording of Paragraph to be substituted

- C. Members in good standing of the BTU, whose dues are received 30 or more days prior to the nomination, shall be eligible to vote for all offices related to that bargaining unit. Additionally members of the Retiree Chapter of the BTU shall be eligible to vote only for the offices of president, first vice president, secretary and treasurer.

Amendment #2: Amend Article IV. Section 3, Paragraph A by substitution of a new paragraph:

Current Wording:

- A. **Steward Duties.** The duties of the steward shall be to recruit new members and support the efforts of BTU; attend scheduled workshops and meetings; distribute official union information; conduct all worksite elections (unless a candidate); maintain a current union bulletin board; be alert to potential issues, problems and situations, encouraging the membership to become involved; act as a liaison between BTU leadership and the membership; organize members for action; disseminate accurate information; and handle informal and school-level grievances when designated by the BTU.

Wording of Paragraph to be substituted

- A. **Steward Duties:** develop and maintain a visible union presence, engage in recruit new hires and potential members, build and deepen relationships with current members, lead efforts to move members to activist an activists to leaders, and advocate for members and public education, and work to strengthen skills and knowledge as a leader and organizer.

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Amendment #3: Amend Article IV. Section 3, Paragraph B, by inserting the words: "For all units whose contract language allows for a designated steward," at the beginning of the paragraph.

If adopted, Paragraph B would read:

- A. **Designated Steward.** For all units whose contract language allows for a designated steward, the designated steward shall be the candidate in a steward election who receives the highest number of votes. Designated stewards shall serve as the primary point of contact for directed communications. Designated stewards may receive contractual benefits in accordance of their status. Designated stewards shall attend a minimum of one (1) steward training and a total of four (4) monthly meetings (steward council and/or area meetings) per fiscal year in order to retain their status.

A motion by Shelley Soffer to postpone the motion on the bylaw amendments to the July meeting was adopted by unanimous consent.

**New Business**

**Shelley Soffer moved to adopt the recommended new policies for US mail ballot timelines as recommended under the agreement reached with the settlement of a PERC agreement. (see agreement)** The motion passed on a vote of 22 Yes – 1 No.

**Kalebra Jacobs-Reed moved to discuss President Glickman's retirement and status as president of BTU.** The motion failed on a vote of 4 yes -- 16 no.

**Adjournment**

The meeting was adjourned by unanimous consent at 7:50 p.m.

/s/ Hal Krantz

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Secretary/Treasurer

Approved:

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(Initials / Date)