

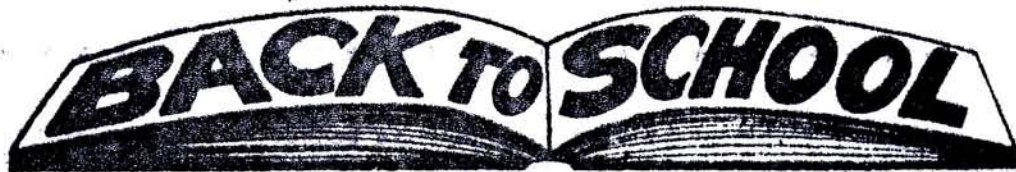
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BRENTWOOD TEACHERS ASSN.
LOCAL 2814
350 VANDERBILT MOTOR PKWY.
HAUPPAUGE, N.Y. 11787

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BRENTWOOD TEACHERS ASSOCIATION



SPECIAL

Mary Ruffino, Coordinator
Communications

August 24, 1976

Brentwood Teachers Association



LOCAL 2514

Affiliated with NYSUT,
AFT, AFL-CIO

380 VANDERBILT MOTOR PKWY
HAUPPAUGE, N.Y. 11787

273-4402 273-4408

Dear BTA Member:

The time left for vacation grows short for those of you who had the luxury of a vacation. All too soon Orientation will be here.

We return again to a very difficult year. New court decisions have altered some of the tenure interpretations which were created by the Baer decision. New tenure areas exist now which were not in existence in June. As soon as the school year is under way, I will call a Chief Delegates meeting to get the information out to each building.

Our "catch-up" salaries will be intact and we can expect that the "catch-up" will be substantial. However, the District can be expected to continue to seek ways to reduce expenditures at staff expense, wherever possible. We were able to come through to this point with salaries, sabbaticals, and other fringes as provided in the Contract, because the District knew that the teachers were together and would support the position of "contract integrity". A solid front which tells the Board and Central Administration that we are together and will remain together will be our best defense of the Contract.

After the beginning of the school year, we will begin to take the first steps to initiate our counseling service for our members. It may be a first for a teachers union in New York State. It is possible because of our membership in the Long Island Federation of Labor (AFL-CIO). The services and programs have been prepared by the FED; we plug into their network plus offer special counseling services within our local.

The Grievance machinery has been going round the summer. A summary of what has been happening will be delivered to you when school begins. Dot Zuckerman says that letters of "reprimand" which some principals put into personnel folders to keep the troops in line are illegal. More about this will be in the Grievance Newsletter.

Changes in communications will soon be evident. Mary Ruffino, of Ross Building, has been in charge since the summer began. Look for lots of materials to be coming out with important information.

This coming school year will also see us start the process of thinking ahead to the following year for negotiations. We have the year to consider the package and the needs of all our members. Developments in this area begin during the second half of the year.

I now have the seniority lists for the District. Our perseverance has finally paid off.

We are planning, in addition to our welcome back party, an open house to which each member is invited to see the new office and to meet everyone after a summer's absence. This will be a splendid follow up to our successful retirement dinner last spring.

New cards for the upgraded dental plans have been sent through the mail to you. If you can hold off, delay filing for dental work until you have the new card. If you have had work done, we will be working out with the District some form of return to you where the compensation to members has been increased.

CONSUMER ALERT: Some members are receiving literature telling of a new teacher organization in Brentwood. Beware of bargain prices which exist, because that group cannot negotiate, handle grievances, or do anything to protect you and the contract as only your Union can do.

Enjoy what is left of the summer. We will be back soon enough.

In solidarity,

Jack Zuckerman
Jack Zuckerman, President

Reprinted below is the school calendar for 1976-77:
SC indicates SCHOOL CLOSED

September

- 7 - Orientation Day
- 8 - First day of School

October

- 4 - Yom Kippur - Schools Closed
- 11 - Columbus Day - SC

November

- 2 Election Day - SC
- 11 - Veterans Day - SC
- 25 - Thanksgiving Day - SC
- 26 - Thanksgiving Recess - SC

December

- 24-31 Christmas Recess - SC

1977

January

- 3 - Schools Reopen

February

- 21-25 Winter Recess-
Observation of Lincoln and
Washington's Birthdays - SC

- 28 - Schools Reopen

March

No closings

April

- 4-12 Spring Recess - SC
- 13 - School Reopens

May

- 30 - Memorial Day - SC

June

- 23 - Last day of School

TOTAL: 182 teacher work days.
One may be used for Conference,
plus one additional day for
orientation. There will be
make-up days for more than two
(2) emergency closings.

From Vice President, Les Black, is the following explanation of our next year's pay formula:

Our first paychecks in September will very likely not represent the full raise we will be receiving. Most of you are probably aware that our salary will be determined by the salary schedules of the other ten districts in the Town of Islip. It is indeed probable that all of these districts will not have settled their contracts by the opening of school. Therefore, it will be impossible to compute our exact salary before school opens.

We do have a contingency plan, which will provide salary increases for us when school opens, and an adjustment when the other districts have settled.

At this time, seven of the ten districts have settled their contracts. Their increases on the maximum step, in their MA + 60 column will be added along with the 1975-76 figures for the three outstanding districts then \$573 will be subtracted from this figure. This will insure everyone a raise, although not quite as much of an increase as they will ultimately receive.

When the other districts have settled, all ten will be added on their maximum MA + 60 step for 1976-77 and divided by ten. Once again, \$573 will be subtracted from the average giving Brentwood its exact figure at MA + 60, Step 16. All salaries will then be adjusted, with retroactive salary being paid to each of us.

Whether or not you fully comprehend the mathematics involved, the following points should clarify our position for September assuming all districts have not settled.

- A) We will receive an increase in wages.
- B) It will be less than our ultimate increase.
- C) As soon as all ten districts have settled, our salaries will be adjusted (upward).
- D) Retroactive salary will be forthcoming as quickly as possible.

You will be kept informed, and given more specifics when the school year opens. Hopefully, our Town of Islip neighbors will negotiate well and settle quickly.

FOLLOWING ARE OUR PAYROLL DATES FOR 1976-1977:

<u>September</u> 17	<u>December</u> 10 - two payments in one check 23	<u>February</u> 4 18	<u>May</u> 13 27
<u>October</u> 1 15 29	<u>January</u> 7 21	<u>March</u> 4 18	<u>June</u> 10 23- Five payments in one check.
<u>November</u> 12 24		<u>April</u> 1 15	

The Board of Education will resubmit its budget to the taxpayers on September 16th. It will be one proposition including the basic budgetary items, transportation, and the interscholastic athletic program.

Educational programs eliminated from that budget are: Drivers Education, Sr. H.S. Science "C" Track Labs and the Elementary Summer School Remedial Reading and Math Program. In the Guidance Dept. there will be only one (1) H.S. Counselor per 400 pupils and one (1) Jr. H.S. Counselor per 800 students. All Jr. H.S. Science, Art, Music, Home Ec., and Industrial Arts programs have also been drastically cut.