

**BOCES United Professionals  
Delegate Meeting Minutes  
March 2, 2010**

Cindy Baker opened the meeting with a moment of silence in **memory of Kevin Tinney**, long time Union Delegate from Mental Health, who died last weekend.

Deidra Miller reported that a **donation from BUP in Kevin's memory** will be made to the Center for Youth Services.

David Gresens gave the following reminders on **evaluations**:

If members do not agree with an evaluation they have a right either to not sign or write a rebuttal.

Take it home and read it before you sign it.

Make and keep copies.

Signature does not indicate agreement, just receipt.

You can also ask for a revision.

This will all be codified next year with the finalization of APPR.

David Gresens brought up issues concerning **delegate roles** and member concerns.

BUP does not support a group of teachers going to a supervisor and asking for the removal of a teacher. If staff has documentation or corroborative evidence that places a fellow teacher's actions in an unbecoming manner, they would present that information to the appropriate administrator. There would be no group discussion of the member's merits and concurrent future employable status. It is then up to the administrator to take the appropriate course of action. Please remember the Union does not hire or fire teachers.

Also, you should carefully consider the role(s) you play if you choose to attend a meeting of this nature. We do not support members who have not sought us out for support.

Second, if you are attending the meeting as a teacher requesting the removal of this teacher, you cannot serve two-masters. That is you cannot be a union representative and also present detrimental evidence against a fellow employee. This has legal, moral, and ethical ramifications that conflict with the nature of the business the union conducts.

BUP is impartial, and will listen to all parties regarding members concerns. BUP will assist to the maximum extent practical the resolving of issues between members, including referrals to EAP, etc.

The Union does NOT take sides. As delegates, we need to be careful to fulfill the union role as a representative of the member. Do not be afraid to, if necessary; take a time out

- to bring a Union Delegate
- to bring a Union Officer

Delegate should take notes and give a copy to the member.

Admiral Lord asked Delegates and members to write to Albany **in support of funding of the Teacher Centers**. It is very easy through NYSUT's website:

[http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/contactelectedofficials\\_14500.htm](http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/contactelectedofficials_14500.htm)

Cindy reminded everyone that the **Karpinski scholarship application** deadline is fast approaching. It is for children and grandchildren of active union members (not retirees). Applications are available at [www.monroebup.org](http://www.monroebup.org)

**Next delegate meeting Tuesday, April 6<sup>th</sup>**

Respectfully submitted,

Admiral Lord  
Secretary