



Ms. Jacqui Greadington
EOEA President

E EA

Informer

PRESIDENT'S MESSAGE

RETRO PAY:

I have just been informed that retro-active pay for 2014-15, 2015-16 and 2016-January 2017 will be paid on January 30, 2017. Many of you have asked about calculating your health benefits deductions per Chapter 78. The charts for 2014, 2015, and 2016 will be placed on our website, eoeamembers.com. Remember, we are all on Tier 4.

In order to be proactive, you will need to know the type of coverage you have. You must also know your salary and the step you were on in the 2013-14 school year, or the step you were on if you were hired after August 31, 2014. Please do your own calculations first, and then call the EOEA office if you think there is a problem.

HELPING US HELP YOU:

When you have a problem with an administrator or believe that there has been a contract violation, you must meet with the administrator to inform them of the problem. You should also state how you would like the matter to be resolved during this meeting. You may have your union rep present during this meeting. If there is no response or no satisfactory resolution within 5 school days, you should then contact the EOEA. You must inform us of the date and the outcome of that initial meeting. The EOEA will then file a grievance on your behalf.

In matters regarding compensation, you must make a request to receive extra compensation according to the contract. You must complete the extra compensation form that is available at your school. Your administrator will either approve or deny your request in writing. If you are denied, please contact the EOEA and provide a copy of the form that was marked denied. The EOEA will then file a grievance for you to be paid.

ASSISTANCE WITH DISCIPLINE:

Once again, I am receiving numerous calls about teachers not receiving assistance when they have exhausted the appropriate disciplinary strategies. Some teachers have received less than effective evaluation ratings due to one student's behavior during the evaluation. In most of these cases teachers are not being provided with the in classroom support that they need. Some teachers have been without Teacher Assistants for extremely long periods of time. Please let us know if you should have a TA or other in class support that you have not been provided. You should make sure to respond to your evaluation if you are partially effective to not receiving this support or any other materials or resources that the district is responsible for providing.

Wishing all of you a joyous Holiday and a prosperous New Year. Thanks for all you do!!!!

HAPPY KWANZAA!
Merry Christmas
Happy Hanukkah
Happy Holidays
Feliz Navidad!

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC met on November 16, 2016 at 9 A.M. at the EOEA. After the meeting, the team completed a follow up of Patrick Healy Middle School. The building had some issues that could be resolved through school dudes. Some issues and new business that have been brought to the attention of the HSSC are as follows:

- **Process for Reporting to School Dudes**-Report the problem to the principal and the head custodian. There is a 3 day turn around for most non-emergent problems.
- **Wahlstrom** - Some rooms have been extremely hot. Mr. Lambkin reports that these issues have been resolved.
- **Tyson** - A Pre K classroom was extremely warm. Mr. Lambkin made some calls during the meeting to have this addressed.
- **Security guards** are an issue because it seems they cannot do the job and be friends with the students. Mr. Reed explained that the guards are encouraged to form relationships with students in order to share information to prevent problems before they happen. Security is trying to keep ahead of problems that could occur. This topic will be brought up in the administrators/security meetings. At these meetings they will discuss how to form these relationships.
- **Importance of School Safety Drills** - Dr. Harvest wants the importance of school safety drills stressed to the membership. These drills should be taken very seriously. PLEASE comply to the drills and ensure your students take them serious too

The next meeting of the HSSC will be December 15, 2016 at 10:30 AM. We will do a walk-through followed by a meeting at the Board at 1P.M. Continue to keep me informed of issues in your buildings.

Thanks for your anticipated cooperation.

SOCIAL By Jennifer Longo, Chairperson

The Social committee will be distributing gifts for American Education week shortly as a token of appreciation for all you do for your students.

We have planned a few events for the early part of 2017. Please be on the lookout for an email with specifics and ticket prices. All events will be open for members only on a first come first serve basis.

The committee would like to wish all of you a Happy Holiday Season!

NEGOTIATIONS

By Clarence Osborne, Chairperson

On Tuesday, November 29, 2016, members of the Negotiations Team (Jennifer Longo, Brian Rock, and Deborah Thurmond) along with Keith Hinton, proofread the changes to the new contract between the EOEA and the EO BOE. After the noted corrections were made, the final document was forwarded to the Board so the two sides can sign off and proceed with the printing of the new contract book.

As one might be aware, this has been a tedious and time-consuming process. However, printing estimates have been sought already. This will allow the printing of the contract to take place immediately after the two sides agree upon the new language.

An additional 'tidbit' of information. When you receive your **NJEA Review** magazine you will notice "**2016-17 Salary Surveys**" printed on the cover (lower left corner). Take time to peak at page 36 to see how EOEA's salary guides compare to other districts in Essex County. As you look at the salaries, also check the number of steps on the guides listed.

Continue to stand strong and united as the next round of bargaining is right around the corner!!!! A new Negotiations Chairperson is among you!

As the late James Brown's song lyrics read, "Get Up, Get into It, Get Involved." **YOU ARE THE EOEA!!!!**

Merry Christmas, Happy Kwanzaa, Happy Hanukkah and Happy New Year to all!!!!

P.R.I.D.E.

By Ericka Currie, Chairperson

-Our winter activities are up and ready to roll. I have sent out flyers for our Art contest due January 31, 2017. This year's artwork will be placed on bags for the community and will be distributed at our annual PRIDE in Education dinner in on Wednesday, May 24, 2017. We are looking for all schools to participate

- The Essex County Mall Expo flyers are also ready for distribution. Please sign up and demonstrate our District's Pride in Public Education. The Mall Expo this year is March 10-17, 2017. Forms are due by January 13, 2017. Submit to Ericka Fielding at L'Ouverture School.

Thanks for all you do.

JANUARY, 2017

10 - TUESDAY

- NJEA Online Pension Webinar - Sign in to register

14 - SATURDAY

- [NJEA MLK Human Rights Dinner/Celebration](#)

GRIEVANCE REPORT By Priscilla Burke, Chairperson**Present Grievances**

1. A grievance will be filed on behalf of a teacher who was recommended for appointment to an extracurricular activity and was removed in response to an unfounded complaint. Arbitration hearing was held; we are awaiting the results.
2. A hearing was held on behalf of a member who has complained that her administrator was continuously implying that certain students, who were inclusion or may need to be in inclusion, be looked at and addressed. There was also a concern that the Teacher's Assistant was not available for servicing students, and that they were being utilized for other tasks in the building. The hearing was held. The grievance was not sustained although there was a notation that the issue with the TA was a valid issue. It was moved to Level-IV
3. There are some concerns regarding the evaluation process/forms and indicators. Several members are grieving that their observations are not based on evidence but on opinion and misinformation. In these situations, teachers are saying they were not given post observations, and they have not had an opportunity to present their evidence that indicators are inaccurate, Administrative directives have been given which do not allow them the opportunity to be effective and that the evaluation process is being utilized in retaliation. Grievances are being filed for the following schools. There may be more to come:
 - a. Langston Hughes-A hearing was scheduled; however, it was cancelled due to Administrative absence. Moved to Level-III (Hearing scheduled week of 11/7/2016) A hearing was held, and there was a change made to the evaluation as a result of the grievance, however, the member is still not satisfied. We will move to the next Level.
 - b. Tyson Elementary- A hearing was held. The response to this grievance was not acceptable. It will move to Level-IV.
 - c. Banneker and Dept. of Special Ed -Included in an association complaint that a member's evaluation was improperly completed outside of the guidelines of the evaluation regulations. A hearing has been requested.
4. An instructional coach is grieving that her Evaluator of Record refused to discuss her concerns and review her evidence in a post observation, and that the observation was closed in Teachscape before she had the opportunity to complete her discussion and present the data that would support her claims. She also believes that her insistence on writing rebuttals has led to the creation of a hostile working environment. Uniserv.
5. The Association is investigating that an Administrator may have written an unfair observation for an Association Representative because he refused to give her information about the concerns of staff. The Association is moving forward to file an ULP (Unfair Labor Practice) against this Administrator. Hearing regarding the ULP is scheduled on October 5th. A hearing was held, a settlement was reached, however, the terms of the settlement may have already been violated. Moving to PERC is being considered. (Tyson Elementary) Legal

New Grievance

6. The Association is filing a grievance that the Administration informed a teacher of a change in his assignment on the day he returned to work, contrary to the contract language. (Violation of ArticleXIII-A.1, B) Administrator was out on FMLA but has recently returned. A new date for a Level II hearing has been requested. Hearing was held on 12/8/16. Awaiting a response. (STEM 9-12)
7. A member has been placed on probation, without any previous memos, poor performance issues and or recommendations for an adverse personnel action. The Association is grieving that this is a violation of Article V-D, XV-F.11, Past Practice and any NJSA-18A/Teach NJ Act that may apply. Hearing held at Level III. A request to have it heard at Level II was granted because the Supervisor is a 10-month employee and did not schedule due to the length of time which had passed since the grievance hearing was originally requested. (EOCHS) A hearing was held; we are awaiting a response.

Have a Wonderful Holiday and a Happy New Year!!!!!!

INSTRUCTION & TRAINING By Stephen Laird, Chairperson

Season's Greetings and Happy Holidays! As the winter break approaches, you are all probably breathing a big sigh of relief, and looking forward to a short, but well needed time away to spend with your families. Make sure you take the time to relax and reflect upon the previous months. You may want to take some time to reflect and assess your own performance at school this year.

Speaking of performance, is everybody satisfied with their evaluation? Did you have a pre and post conferences to discuss your evaluations? The EOE is compiling data, primarily to provide support for those partially effective and ineffective. We want to track whether or not there seems to be a downward trend with evaluation scores and whether or not the proper administrative procedures were followed. Please come forward and share your evaluation data. You can either give a copy to your building rep or come to the EOE office, obviously privacy will be taken very seriously. Your input is essential to getting accurate results!

Here are some PD success tips. Keep up with your PDP and update it when needed. Remember, it's a living document. A very easy professional development resource to use for hours is right on Frontline, check out the videos and assessments for Danielson. It's all right there. Keep an eye out for upcoming workshops in early February.

Have a wonderful, healthy, and safe holiday break.

GOVERNMENT RELATIONS

By Brian Rock, Chairperson

Secretary of Education.

In the past month, President-elect Trump has announced a number of his key cabinet picks, including Betsy DeVos, who he plans to appoint as the Secretary of Education. She is a billionaire businesswoman from Michigan and a longtime advocate of charter schools and vouchers. The NEA strongly opposes her as a nominee. Her nomination will go before the U.S. Senate for confirmation shortly after the inauguration, and thus far Senator Booker has firmly stated that he will take no public position on the nomination. The good news is that he isn't supporting her publicly, despite his own ties to charter schools and vouchers. The bad news is that he won't come out against her nomination publicly, either. Let's call Senator Booker's office ([202.224.3224](tel:202.224.3224)) and make sure he knows our position loud and clear.

Early Career Members Getting Politically Active.

In October, NJEA's Early Career Member Network hosted an event to discuss political involvement among early career members. A follow up event is planned for January 26 in Trenton. If you'd like to participate and connect with your politically aware peers from around the state, email Jim Boice (jboice@njea.org) to RSVP.

Legislative Updates.

In the past month, two education related bills were passed - one on pensions and one on student loans. The pension bill (S-2810) requires the state to make its pension payments at the end of each quarter instead of in one lump sum at the end of the fiscal year. It passed both houses of the legislature unanimously, and Gov. Christie is expected to sign it. While this is not as beneficial as the failed constitutional amendment, it is a win. NJEA has pushed for this change in the past and but it has been vetoed. Another bill was signed into law that reforms student loans issued by HESAA. Previously, a co-signer was still liable to pay off a loan if the student borrower died before it was paid off. The new law guarantees that these loans will be forgiven.

Regulatory Updates.

Earlier in the year, Gov. Christie proposed new, controversial regulations for charter schools. The NJEA strongly opposes these, and a number of members testified at the November board meeting in opposition to these proposed regulations. They are currently on hold and were left off of the December agenda for the State Board, but they will likely return for consideration in the new year. Governor Christie also announced his appointments and reappointments to the State Board of Education this week. Notably absent from the list was Board President Mark Biedron. This is likely an effort by Christie to reshape the Board in his last year in office and shore up support for his charter school regulations.

Visit our website: www.eoemembers.com

FAST By Carla Hinds, Chairperson

The FAST Committee is finally able to focus on the goals and objectives for this school year. Our Grant has been approved. We are ready to provide opportunities for parent workshops, community involvement and many other activities that enhance the lives of our families, communities and most of all our students. If you submitted events please contact me immediately, in that some of the events were not approved.

Keep in mind our Book Clubs, both Next Step and Savvy Sister, are held at STEM the last Wednesday in each month, unless otherwise posted.

As we approach the holiday season, I hope you will plan some time to relax and enjoy yourself. Happy Holidays!

MEMBERSHIP By Jill Rogers, Chairperson

My hard-working committee is diligently updating your information. Please notify your union representative or myself, if you have any questions regarding membership. Update your profile by visiting njea.org. After you have updated your profile, feel free to take advantage of one or more of the benefits that you receive through membership.

NJEA Member Benefits endeavors to enrich the lives of all its members and their families by offering programs designed to increase buying power and save money. Whether you are looking for insurance, big-ticket items, or special deals on hundreds of everyday purchases, you can find valuable consumer offers here.

Don't miss the **December Web Giveaway!** One lucky member will win \$200 travel credit toward a trip of \$1,500 or more from Trafalgar Guided Vacations.

NEA members get an extra 10% off over 230 worldwide guided vacations. Please call 1-800-380-1377 and provide promotional code **14NEA10** to learn more.

Have a safe and enjoyable holiday season.

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