



Ms. Jacqui Greadington
EOEA President

E EA Informer

PRESIDENT'S MESSAGE

NON-NEGOTIABLE, CONDUCTING ONESELF IN A PROFESSIONAL MANNER:

It has once again been reported that Dr. West is going into classrooms and proceeding to rip down materials that are on display. This is normally without even greeting the teacher or the students. His rationale seems to be that the date is not current. In some instances, had there been dialogue, the reason for the display would be explained. Some teachers maintain a "Wall of Fame" throughout the year. Students are proud to have their work on this display. When this happens, the teacher is demeaned in front of the class, and the students don't understand and are angered because their work has been destroyed.

East Orange teachers have always conducted themselves in a professional manner. There are several ways to deal with concerns that don't create chaos in the classroom and upset teachers and students. The only purpose for this behavior is to intimidate and foster an atmosphere of fear. All educators know that intimidation and fear are not effective educational tools. Indeed, teachers would be reprimanded if they behaved in such a manner.

The role of an educational leader is to set the tone for an educational environment that is conducive to teaching and learning; and not to show our students how to perfect the "Art of Bullying".

A GREAT LOSS:

I would like to thank the entire district for expressions of love and sympathy on the passing of our beloved Grievance Chair, Ms. Priscilla Burke. Her death was totally unexpected. Penny loved the Association, and she loved the members. She came into the office EVERY day to service members after teaching, often staying until 6:30 or 7:00 PM.

She was my confidante, colleague, and "Sistah Friend". Her loss is a major blow to the EOEA and to me personally. But, those of you who knew her know that she would want us to continue the good fight for justice for our members. And, THAT is exactly what we will do in her honor.

Dear members, thank you for bearing with us as the EOEA transitions her work to our new Grievance Chair, Ms. Dawn Nichol-Manning. She embodies that same spirit of justice.

MAY YOUR HOLIDAY SEASON BE FILLED WITH JOY, PEACE, LOVE AND MUCH NEEDED REST.

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EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

I recently had a meeting at the NJEA about Health and Safety issues throughout the state. If you feel there are issues that you want to know more about, the NJEA has a section on their website to better inform you, as members, of certain issues.

It's easy to visit the website!

Go to NJEA.org, click NJEA Health & Safety, click issues, then Health and Safety. You will find Articles, Publications, Resources and Partnerships.

The next meeting of the HSSC will be a on January 11, 2018-9:00 A.M. meeting at EOEA office followed by walk-through of EO Campus (A/B wing)

Continue to inform your Reps of issues, so they can tell me your concerns. I can continue to bring them forward to our team.

Have a great winter break and recharge your battery for the New Year!!!

Funding for 250,000 education jobs at risk if Congress eliminates state and local tax deduction

The Senate has approved along party lines a massive tax giveaway to the wealthiest and corporations paid for by students and working families. In addition to adding \$1.5 trillion to the national deficit, the Senate voted to partially repeal the individual mandate of the Affordable Care Act, which would leave 13 million Americans uninsured and result in drastic spikes in insurance premiums for millions more.

NEA President Lily Eskelsen García issued the following statement:

"Hypocrisy is at the heart of the tax bill approved by Senate Republicans. It reveals the ill-conceived and misguided priorities of Republican leaders in Washington... Now, by eliminating the state and local tax deduction, the Senate just voted to blow a hole in state and local revenue to support public education, potentially risking the jobs of hundreds of thousands of educators, exposing public school students to serious and potentially damaging consequences—ballooning class sizes and overcrowded classrooms that deprive students of one-on-one attention....It is outrageous to hand massive tax giveaways for the wealthy and corporate special interests paid for by students and working families..."

Take Action

Email your Members of Congress and tell them to VOTE NO on the GOP leadership's massive tax plan

Call your Members of Congress and tell them to VOTE NO on the GOP leadership's massive tax plan

[Excerpt from NJEA.org](http://www.njea.org)

NEGOTIATIONS

By Dawn Nichol-Manning and
Brian Rock, Co-Chairpersons



Update:

The request for information for the Negotiations Committee to review was made and submitted to the Board of Education.

The lawyer for the Board of Education seems to be "lost" on the process of negotiations.

We are waiting for the Board to send us over the data needed so that we are better equipped to arrange and submit our proposals.

We would like to thank everyone who submitted their surveys and participated in the Focus Groups.

We have reviewed your concerns which have been helpful in developing strategies for the proposal process.

Please be prepared to be of assistance as we work together to progressively move the negotiations process along.

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Greetings colleagues!



As the holidays approach, so does the middle of the school year, and with that, keeping track of your professional development plan.

Please remember to update your plan as you schedule future workshops. Your time is valuable.

Please check on PdExpress periodically as to maintain accurate records and remember to keep up with your SGO data as February quickly approaches. Attaining your SGO can make or break your evaluation.

Have a wonderful holiday break and remember to keep your eyes open for the future EOEA workshops.

GRIEVANCES

By Dawn Nichol-Manning, Chairperson

Pending Grievances

- I. A demand to bargain impact request has been submitted to Dr. Dana Walker regarding the increase in workload due to the Unified Lesson Plan format. Scheduling is pending.
- II. A hearing was held with Superintendent West regarding the arbitrary, capricious, and illegal decision to change negotiated stipends on the Extra Compensation guide.
- III. A meeting with the EOEA President and NJEA was scheduled for November 13th.
- IV. If you are a member who receives pay under the Extra Compensation guide (Article XX, page 44-48 in the red contract book), please contact EOEA immediately so that we may add you to this grievance.
- V. Level II - Jaliyah Fraser, Math Supervisor: Violation of contract language regarding staff meetings and pay for mandatory in-service. Due to an email error address error, Ms. Fraser did not receive Level II notification. Level II meeting was held, moving to Level III.
- VI. Level III. – Gordon Parks – Inaccurate evaluation leading to a CAP is being scheduled.
- VII. Level II – Tyson M/H – Compensation for combined class is being scheduled.
- VIII. Level III- STEM- Compensation for mandatory in-service is being scheduled.
- IX. Grievance was filed on behalf of member for harassment and a hostile working environment (Garvin). Hearing to be scheduled.
- X. Member was reprimanded by Administration and falsely accused of making negative comments against a student (L'Ouverture). Waiting for response.
- XI. Math Supervisor is using an evaluative tool for coaches to use on members within the same bargaining unit. Moved to Level II.

Reminders-

Please continue to submit information on how much time was required to write your lesson plans before, and how much time is required under the Unified Lesson Plan format.

You are the first line of defense when it comes to your rights. Please call or email the office if you feel your rights according to the law and/or contract has been infringed upon. To speak with me personally my office hours are Tuesday-Friday 3:45pm to 5:00pm.

GOVERNMENT RELATIONS

By Brian Rock, Chairperson

Update for December

It's lame duck season. The legislature is back in session, and Christie is still in office until Governor-elect Murphy is inaugurated on January 16.

Congressional Tax Bill.

In November, the House of Representatives passed a tax reform bill that would restructure the federal tax code and have negative implications for New Jersey and for public education. Early in December, the Senate passed a similar bill. They are expected to form a conference committee and report out a compromise bill in the next week or two.

The final details depend on that conference committee, but elements of the two bills include: eliminating the deduction for state and local taxes, eliminating or restricting the deduction for property taxes, change the educator tax credit, eliminate deductions for student loan interest, tax graduate students, and allow tax advantaged 529 savings plans to pay for private school. In short, it's bad.

Eleven of New Jersey's twelve Congressmen voted against it, and Reps. Josh Gottheimer and Leonard Lance are working on a bipartisan alternative. But we need to remind them to stand up for New Jersey and our students. Go to <http://edadvocacy.nea.org> and take a minute to e-mail and call your Congressperson.

Assembly Takes Action on Evaluations.

The Assembly took up a bill on teacher evaluations last week. It voted to approve A-336, which would exempt cooperating teachers from evaluations under certain circumstances. The bill now moves to the Senate where it awaits action.

State Board of Education.

Governor Christie is taking full advantage of his last weeks in office, and he appointed a slew of people to boards and commissions last week. Among these appointments were two to the State Board of Education. He appointed Elaine Bobrove to replace Edith Fulton, a former NJEA President who has served on the Board for some time. He also appointed Fatimah Burnam-Watkins, who runs the New Jersey branch of Teach for America. Christie is using the powers of his office to fill as many positions as he can with his people, and the State Senate under Sweeney's leadership is enabling him to do so.

Murphy's Transition.

Phil Murphy has assembled a large transition team to advise him on policy and help him select the members of his administration. NJEA President Marie Blistan and former Montclair EA President Gayl Shepard are serving on the Education committee. Congratulations, and we look forward to seeing the product of your work!

FAST By Carla Hinds, Chairperson

The FAST Committee has extended our reach to cover some of the areas beyond the school building, but; necessary to have a greater impact.

On January 28, 2018 at 4:00 p.m. at Mt. Olive Baptist Church in East Orange, we will co-host an event along with the Oranges-Maplewood NAACP entitled, "Speak up, Speak Out." The purpose of this event is to engage our local political leaders, district superintendents (6 districts), area sorority and fraternity leaders and parent groups in discussions about our schools and the education of those young people who attend them. We cannot work in a vacuum. All stakeholders have a part to play in this process and we must work together to have the greatest impact.

We are now in the process of reactivating our Savvy Sister Book Club. Look for more information to follow.

There are other events coming as well. Looking forward to your participation as we encourage others and empower even more to be active in our schools and community.

Enjoy your holiday break and take time for yourself!!!

SOCIAL

By Ellen Lund, Chairperson

Happy Holidays everyone!

I hope those of you who went to happy hour enjoyed it.

Your union rep will be giving you a very easy survey to complete. By completing the survey this will help us to plan activities that you are interested in.



So please take a few minutes of your time to give us your valuable opinions.

I hope everyone has a relaxing, and safe, holiday break.

Until next year...



Visit our website: www.eoemembers.com

MEMBERSHIP By Jill Rogers, Chairperson



NJEA Member Benefits ~

Are you planning a holiday trip? New Jersey Education Association members can now take advantage of discounts to popular theme parks and entertainment attractions in Florida, California and other locations nationwide!

Discounts are available for the Walt Disney World® Resort, Universal Orlando and more!

To take advantage of these savings, go to TicketsAtWork.com. You can order your tickets directly from this website or by calling **800-331-6483**. Tickets will be mailed to you before you leave for your trip!

Don't miss the **December Web Giveaway!** One lucky member will win a \$150 credit towards tax return preparation at H&R Block. Call 1-800-472-5625 or visit www.hrblock.com/hrb-offers/njea for details of the 2018 H&R Block discount for NJEA members. Visit the Web Giveaway page to enter.

Please call 1-800-380-1377 and provide promotional code **14NEA10** to learn more.

NEA Member Benefits

As we come to the end of the year, we reflect on all those we have lost, especially our beloved Priscilla "Penny" Burke. With that in mind, we thought it important to encourage our members to visit <https://neamb.com> to check on your beneficiaries. Once accessing the website, search for NEA Life Insurance. You will be able to update your profile there. I hope this information is helpful to all of you.

Blessings to you and yours during this holiday season.

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