



**Ms. Jacqui Greadington**  
EOEA President

# E EA Informer

## PRESIDENT'S MESSAGE

### THE STRUGGLE ISN'T OVER:

You should have received your retro-active pay by now. This marks the end of the last bargaining cycle, but the next cycle will begin before you know it. Although the contract may be settled, the hard work of enforcing and maintaining what it took nearly three years to attain, is just beginning. We must all look to organizing for the next round, knowing that it too, won't be easy.

I am especially looking for our early career educators to get involved in the process. As you know, it can be a lengthy process that does require time and commitment. The rewards, however, are great when you know you've done your best to achieve a fair and equitable contract.

When you received your retro checks, I am sure you noticed the deductions for Chapter 78. The team fought long and hard to freeze those deductions and/or to have them not impact upon the retro. You need to know that, courtesy of Governor Christie, Chapter 78 is free money for Boards of Education. This money is addicting and no BOE wants to give it up. NJEA continues to fight this battle, but need ALL members to be engaged to win the battle. Please respond to our calls to write/email/call legislators who support public education. It is a small thing to do that packs a mighty impact.

As we face the new era of President Trump administration, we must keep in mind the policies he has and will bring forward and the impact they will have upon our profession and our students. His deportation agenda is not limited to the Mexican border and Islam. Many of our Haitian, Caribbean, and African students and their families who are undocumented may be impacted as well. We must unite to protect these students. We must unite to protect the diminishment of IDEA and Special Education mandates from a Secretary of Education that has never been inside a public school. We must unite against a Supreme Court that will rule against our right to organize, represent and protect members' rights; a Court that would make all states Right to Work, thereby turning collective bargaining into collective begging; a Court that will rule against protecting Voting Rights, and maintain the mass incarceration of black and brown boys into a for-profit prison system.

As you can see, there are many battles ahead. These battles affect members and students as well. These battles will take place on the local, state (NJEA) and national (NEA) levels. I am proud to say that I represent the EOEA on all three of those levels.

UNITED, WE WILL BE ADVOCATES FOR OUR MEMBERS AND OUR CHILDREN.



## EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC met on January 11, 2017. After the meeting we did a walkthrough of Carver Elementary School. Due to the fact that East Orange does not own the building, repairs are limited. For example, the roof is in need of replacement. The follow up visit was February 8, 2017. The roof was patched and sealed to stop leaks!

Some issues and new business that has been brought to the attention of the HSSC are as follows:

### Whitney Houston-

An air test was conducted. The results are back and nothing was found. Mr. Lambkin explained that he had removed and replaced the tiles so it is clean in that room.

### EOCHS-

- Room C167 (Science Lab)-The ceiling was removed to repair the pipes. These pipes are being rerouted but the repairmen are waiting for another heavy rain to reassess. The cold rooms should be better now. The boiler was taken care of on January 10.
- Elevator-The repairs will commence on January 17. It is in such bad shape that it will practically need to be rebuilt. It is used for cargo but should only be used for people.
- Lastly, it was asked if the outside cameras are working. They are working. It was reported that the district has hired a personal security monitor because it is such a big school.

### STEM-

Lighting outside...The repairs have been made. Also, a timer was put on the exterior lights. The heat was due to a thermostat issue. It was hopefully resolved.

### Cochran-

The auditorium has had the seats replaced with chairs salvaged from the old Washington Academy School. The chairs were thoroughly cleaned and some were given new armrests. The carpet will be replaced over the summer.

### Healy-

The auditorium is scheduled for work after the winter. The aisles will be carpeted and the seating will be laminate. The job will take 6-8 weeks.

**\*\*\* Members please direct building concerns to your Rep and they will channel it to the head custodian, then me. Thanks for your anticipated cooperation. \*\*\***

## GOVERNMENT RELATIONS

By Brian Rock, Chairperson

Government Relations Update for February

### **East Orange Mayor's Election.**

Earlier this month, Mayor Lester Taylor held a press conference to announce that he would not be seeking a second term as mayor. In June, the primary election will determine who will be the Democratic nominee and likely the winner in November. The candidates are still shaking out, but one thing is clear. Come 2018 we will have a new Mayor in East Orange.

### **Members for Murphy.**

In October, NJEA's PAC Operating Committee endorsed Phil Murphy in the Democratic Primary for Governor. Members4Murphy is a member driven campaign to raise awareness about the candidate and collect signatures for his petition to be on the ballot in June. Learn more about Ambassador Murphy on NJEA's website - [njea.org/murphy](http://njea.org/murphy). Want to help? Talk to your rep or call the EOEA office to set up a 10-minute meeting in your building to help support Phil's campaign.

### **School Funding.**

Steve Sweeney has created a committee, the Senate Select Committee on School Funding Fairness, to hear testimony about whether and how to adjust school funding in New Jersey. Sweeney wants to help some underfunded districts - like Orange - by stealing money from other underfunded districts that receive "adjustment aid" - like East Orange. NJEA opposes this, and we have a very simple solution - fully fund the school funding formula and help all districts. A committee hearing to hear testimony was scheduled for February 9 in Newark, but it was postponed due to snow. Send an email to the committee aide, Allen Dupree ([adupree@njleg.org](mailto:adupree@njleg.org)), and let him know that the only appropriate solution to school funding is to fully fund the formula.

### **Secretary of Education.**

Betsy DeVos was confirmed as Secretary of Education last week. This is a disappointment, but consider this: two Republican Senators voted against her confirmation, and this was the first time in history that the Vice President had to vote to break a tie on a cabinet appointment. There was unprecedented activism and opposition to her confirmation. Let us take heart in these small victories and continue to stand up and fight.

**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. An arbitration hearing was held; we are awaiting the results.
2. A member without any previous memos, or poor performance has been placed on probation 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. The Level II response hearing indicates that the Human Resource Director will be putting a recommendation for the elimination of the probation before the Board on the basis that there were no memos, reprimands by the supervisor or administrator. The Board must be the agent to rescind, since that is where it was originally approved.
3. 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 because 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
4. 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, 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. It was moved to Level-III A hearing was held, there were changes 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. Banneker and Dept. of Special Ed -Both are included in an Association complaint that a member's evaluation was improperly completed outside of the guidelines of the evaluation regulations. A hearing was requested.
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. A hearing regarding the ULP was scheduled on October 5<sup>th</sup>. A settlement was reached, however the terms of the settlement may have already been violated, a reconsideration of moving to PERC is being considered. (Tyson Elementary) Legal- It is still pending.

**FYI**

\*\*\*\*\*The Association has a concern and many complaints about the starting times throughout the district during Staff Development days. The various starting times for different schools can cause some members to be in the district for up to an hour and a half longer than others. We are attempting to find a resolution to these concerns. \*\*\*\*\*

**NEGOTIATIONS**

By Clarence Osborne, Chairperson

Last month representatives from the EOEA and the EO BOE met to discuss language for a Sick Leave Bank. Although the EOEA thought the talks proved to be fruitful, the Board continued to request additional information. That information related to the Family Medical Leave Act (FMLA) as well as HIPPA regulations. Mr. Jim McGuire, NJEA Uniserv Representative, provided the Board with this information. Finally, after three weeks of the stalling, the Board responded.

The Association and the Board are still not in agreement on the cost of mail-order prescriptions. It appears as though the Board is attempting to impose a co-pay dollar amount instead of bargaining these costs. To address this, the Association may file an Unfair Labor Practice.

EOEA members should have received their retro-active payments on January 30<sup>th</sup>. If you have not received your payment contact the EOEA office.

**INSTRUCTION & TRAINING**

By Stephen Laird, Chairperson



Well, we've passed the halfway point in the school year and, hopefully, all is going as planned.

Remember, February is the month to take a close look at your SGO's and make adjustments according to your data. The data will tell you whether to raise or lower your initial goals, so you should do what's right for the students and you.

Keep going with your PD hours, make adjustments to your PIP, if needed.

As promised, there will be more EOEA workshops coming in March through May, but in the meantime, look at the ECEA website and calendar for the workshops offered by them.

**MEMBERSHIP** By Jill Rogers, Chairperson

Happy Valentine’s Day!

As you are gathering all your information to file your yearly taxes, please remember that our dues for 2016 was \$1,300.20. If you joined in September, 2016 you may deduct \$527.16. Additionally, if you are an eligible educator, you can deduct up to \$250 if you are filing alone and \$500 if you are filing jointly with your spouse who is also an educator, but not more than \$250 each. Qualified expenses include amount you paid or incurred for books, supplies, computer equipment, including related software and services as well as other equipment and supplementary materials that you use in the classroom.

**Member Benefits**

Check out the discounts that are being offered by T-Mobile, AT&T and Sprint. If you are in need of a new cellular phone, I urge you to take advantage of the discounts that are being offered by these carriers.

For these and many other discounts, visit [njea.org](http://njea.org).



**FAST** By Carla Hinds, Chairperson

The FAST Committee is preparing for our 13<sup>th</sup> Annual Keepers of the Dream Banquet. We are pleased to honor both the East Orange Police Department and Fire Department. This is a historic celebration in that East Orange has its first female Chief of Police. We are excited to offer an opportunity to celebrate those persons who each day place their lives in jeopardy to keep us safe. This event will be held at the Bella Italia Restaurant in Orange, New Jersey. If you would like to attend, please contact the EOE. Seats are limited.

If you have young ladies in middle to high school who you think would benefit from a mentoring program that will ultimately lead to a grand celebration at the conclusion, please consider our Young Ladies Rites of Passage. Contact either Karen Larkin at Costley, or Dawn Nichol-Manning at STEM for more details.

Book Clubs are moving forward and doing very well. We are always looking for others to join us. Both Male and female book clubs meet at STEM and more details can be obtained by contacting: Pedro Azcona at STEM and Anna Annunziata also at STEM.

The NAACP of the Oranges and Maplewood is presenting a workshop entitled: “The Parent to School Pipeline.” It will be held on February 18<sup>th</sup> at the First Baptist Church of South Orange on Valley Street. If you, parents or other community stakeholders are interested; [please use this link to Eventbrite to register](#).

**SOCIAL** By Jennifer Longo, Chairperson

The Social committee would like to remind everyone of the upcoming events:

- **Friday, March 10, 2017** is the Paint and Sip. cost is \$25 which includes all materials. Bring your own alcohol and snacks.
- **Friday, March 31st** is Spring Happy Hour at Calandra’s in Caldwell on Bloomfield Ave. Happy hour drink and food specials!
- **Saturday, April 1st** is the Oleta Adams concert at the South Orange Performing Arts Center at 8pm. tickets are \$31.40. You must provide your own transportation.
- **Friday, May 12** is the rescheduled date for the Amazing Escape Room. tickets are \$23.00. Times will be available by calling the EOE office.

**Thursday June 8** - Please spread the word that the EOE annual Retirement dinner will be held at the Hanover Manor on Thursday June 8 at 6pm. If you know anyone retiring, please have them call the office to make a reservation.

- Tickets for all events must be paid for at the EOE office between the hours of 9am to 5pm. The phone number is (973) 672-7331.

**Visit our website: [www.eoemembers.com](http://www.eoemembers.com)**

**P.R.I.D.E.** By Ericka Fielding, Chairperson

Hello everyone. Thanks for your essay submissions and good luck to our recipients.

Reminders:

- ✓ Art Contest -All submissions are due by February 24th.
- ✓ It’s that time for our Read Across America activities.
- ✓ Livingston Mall Expo starts March 9th thru 17th. Thank you all for your submissions.
- ✓ PRIDE in Education -Start thinking about a student, teacher and Parent for our PRIDE in Education recipient awards.

Thanks for supporting PRIDE in Education.

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