



Ms. Jacqui Greadington
EOEA President

E O E A Informer

PRESIDENT'S MESSAGE

During the EOEA monthly meeting with the Superintendent and his cabinet, several issues were addressed:

WHAT HAS TO BE WRITTEN ON THE BOARD?

By now you should have received a memo from Dr. Dana Walker outlining that the following three things must be written:

1. The “short number form” of the standards—including the letter for the Strand and the Number for the Indicator but not all of the words;
2. A 3-Part Objective
3. The Demonstration(s) of Learning (DOL).

Please let us know if you have any questions.

BUILDING TEMPERATURE STANDARDS: Extreme outside temperatures and faulty heating/cooling systems have taken a toll on students and members. We asked about the “bottom line” for building temperature standards. Mr. Demming stated that the temperature range is 68-73 degrees. Head custodians are in the buildings by 6:00 AM to ensure this temperature range. Additionally, once it is established that the temperature is unacceptable, the emergency plan to go to another school should be activated. The principal makes the decision and calls the receiving school about the plan to evacuate.

LESSON PLANS FOR TA’S: Some principals are asking that, in addition to their own lengthy lesson plans, teachers must write plans for their TA’s. It was clearly stated that it is acceptable for teachers to highlight the TA’s responsibilities within the lesson plans they have already written. Some teachers highlight the tasks or use an asterisk to indicate what the TA is to do. There is no need for a separate lesson plan for the TA. There are a few schools who are requesting this. Please let us know if this is being requested in your building.

COMMON PLANNING TIME: Every school should have Common Planning time. This is NOT to take place during your prep. We know that, although it may appear on the schedule, many schools are not providing the opportunity for Common Planning. Please let us know if your school does NOT provide time for Common Planning.

MANDATORY PICTURES FOR DISTRICT WEBSITE: Please be advised that you have a right to refuse to have your picture taken and/or posted on the district website. Please call the office immediately if you are being forced into this situation.

LESSON PLANS: The Unified Lesson Plan format will be reviewed in March, April and May. Hopefully, we can come to a format that is more user-friendly. Details regarding meetings will follow.

MEMBERS WITH 10 YEARS OR LESS: In the near future, you will receive information about the EOEA World Café for members with ten years or less. We are hoping to have an exciting engagement that will help us better serve our members, and encourage future involvement in leading our profession.



EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC did not meet for an inspection with Campus High School. We will, however, visit the high school as our first stop in the new school year.

Some building issues based on your e-mails were brought to the attention of the maintenance department and are either fixed or a work order was put in School Dudes.

Some new issues that have been brought to the attention of the HSSC are as follows:

STEM-

The gymnasium lights are very dim and little to no evening activities can happen. Mr. Lambkin informed me that the lift machine was ordered for rental and the lights will be fixed soon.

Truth-

There is an office that has been leaking for some time. An e-mail was sent on February 9, 2018 to the maintenance department. The tiles were replaced and the problem seems to be resolved.

The next meeting of the HSSC will be held on March 8, 2018 at 9:00 AM at the EOEa Office, followed by a walk-through of Langston Hughes Elementary School.

Continue to keep me informed with issues in your buildings.

Thanks for your anticipated cooperation.

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson



Greetings colleagues! We've surpassed the halfway point! There is an upcoming workshop on February 22, 4pm here at the EOEa office, Facilitating Student Learning. We hope to see you there.

On another note, please keep track of your out of district PD hours by reminding your administration to approve the hours. They must check periodically.

Finally, by the time you read this letter, you will still have time to change your SGOs, so don't forget.

Hope to see you at the workshop on Feb. 22nd. Check your email for another workshop coming up on March 8th, "Building Positive Home-School-Community Relationships". Hope to see you there as well. Call the EOEa office to register for both workshops.

NEGOTIATIONS

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



- The Negotiations Team met on January 10 and created a first draft of our proposals.
- The Team met again on February 7 to review those proposals and receive a briefing from NJEA's Research Department on our salary guides.
- The team will meet next on March 7, at which point NJEA's Research Department will brief us on changes made to Chapter 78 by other locals throughout the state.

We have reached out to the new East Orange School Board President, Ms. Terry Tucker, and we are awaiting dates to exchange proposals to begin bargaining.

Congratulations to EOEa President Jacqui Greadington and the NJEA Chair of the Human & Civil Rights Committee on the success of the 44th Annual Dr. Martin Luther King Jr. Human & Civil Rights Celebration.



Jackie Greadington with the keynote speaker Nikki Giovanni who is an American Poet, Writer, Commentator, Activist and Educator.

Nikki Giovanni's honors include a fellowship from the National Endowment for the Arts in 1970, the Reverend Martin Luther King Jr. Award for Dedication and Commitment to Service in 2009, three NAACP Image Awards for Literature in 1998, the Langston Hughes award for Distinguished Contributions to Arts and Letters in 1996, as well as more than twenty honorary degrees from national colleges and universities. She was honored with the keys to more than a dozen cities, including New York, Los Angeles, Dallas, Miami, and New Orleans. Several magazines have named Giovanni Woman of the Year, including *Essence*, *Mademoiselle*, *Ebony*, and *Ladies Home Journal*. She was the first recipient of the Rosa Parks Woman of Courage Award. She has served as poetry judge for the National Book Awards and was a finalist for a Grammy Award in the category of Spoken Word. She is currently University Distinguished Professor at Virginia Tech, where she has taught since 1987.

Excerpt from <https://www.poets.org/poetsorg/poet/nikki-giovanni>

GRIEVANCES

By Dawn Nichol-Manning, Chairperson

Pending Grievances

- I. A level 2 Grievance were filed on behalf of a member who is dealing with a hostile working environment. The administrator questioned the member as to why they contacted the EOEA for representation, questioned the member about leaving the district, did not remove a student that was threatening to the teacher and the classroom, and did not respond to referrals for which the teacher needed responses. (Healy)
- II. A level 3 Grievance was filed on behalf of a member who was placed on a CAP even though she was hired late in the school year. (Garvin)
- III. A level 3 Grievance was filed on behalf of a member due to the administrator sending unnecessary memos that contradict the actual activities of the member and are creating a hostile working environment. (Truth)
- IV. A level 3 Grievance was filed on behalf of a member who was placed on a CAP due to an inaccurate SGP evaluation (member teaches Social Studies) was dismissed. (Truth)
- V. A member was reprimanded by an administrator and falsely accused for making negative comments against a student. It was moved to level 3. (L'Ouverture)
- VI. A level 3 Grievance regarding staff meetings going over the time limit was discussed and will be further investigated once documentation on attendance and dates are submitted. (Math Supervisor)
- VII. A Math Supervisor is using an evaluative tool for coaches to use on members within the same bargaining unit. It was moved to level 3, revisited, and resolved at Level 2.

The EOEA meet with Mr. Moncur was held to discuss matters pertaining to an evaluative tool that he created for coaches to use when assisting math teachers. The grievance was filed at level 3 but due to the request and respect of Marissa McKenzie the grievance was moved to level 2. Level 2 grievances give the EOEA and administrators the opportunity to resolve issues and come to a reasonable solution on given matters. It was suggested by the Grievance Chair to add a disclosure to the document Mr. Moncur created. The disclosure requires signatures from both the math coach and teacher. The disclosure makes it clear that the document must remain with the teacher and cannot be used for evaluation/observation purposes. This was agreed upon by both parties. Nonetheless, the EOEA President made it clear at the meeting that teachers are not subject to the demand of other colleagues coming into their classrooms for any type of visit.

It is imperative that you keep a hard copy of any type of documentation (retrieved or submitted) to administrators. It is important that you document the times and dates when incidents occur wherein you feel your rights are being jeopardized. Print out and keep a copy of original documentation from Frontline (evaluations and summative).

Please review the Grievance process so that you are well versed on how this procedure is conducted (Article II of the contract). The more knowledgeable you are about your rights, the better prepared you are if someone tries to go against them.

GOVERNMENT RELATIONS

By Brian Rock, Chairperson

Governor's Transition Reports.

The Governor's transition committees have released their recommendations. The Education Committee, which was co-chaired by NJEA President Marie Blistan, recommended (among other things): fully funding the school funding formula, pausing new charter school approvals, fixing the teacher evaluation process, reducing the role of standardized tests in teacher evaluations, establishing a task force to choose a replacement for PARCC, and removing the PARCC test as a graduation requirement for high school students.

The Budget Committee recommended: generating new revenue through closing corporate tax loopholes and implementing a millionaire's tax, ensuring that state contributions to the pension fund are enough to stabilize it, and reducing the use of high-fee managers for the pension fund.

Millionaire's Tax.

A key component of Governor Murphy's campaign was to increase revenue through the implementation of a millionaire's tax. This would yield additional revenue to fund priorities like school funding and the pension payment. In the past, Senate President Sweeney has sponsored similar legislation and passed it in the Senate only to have it vetoed by Governor Christie.

But now that we have a Governor willing to sign this tax into law, Sweeney is suddenly hesitant about introducing a millionaire's tax. This is one of several points of friction in the Murphy-Sweeney relationship, and it could foreshadow problems down the road. Governor Murphy will give his budget address and release his proposed budget in March. Stay tuned and be prepared to take action to ensure that our priorities are indeed funded.

Federal Updates.

Congress has still not passed any form of immigration reform, although it may start debate on various proposals soon. The NEA continues to support the Dream Act and similar proposals that would continue protections for DACA recipients. You can go to the NEA Legislative Action Center to contact your Congressperson: <http://edadvocacy.nea.org/dreamact>

This month also marks one year since the confirmation of Betsy DeVos as Secretary of Education. NEA wants to let her know how she's doing, and you can join other members in sending her a report card here: <http://greatpublicschools.nea.org/betsy-failed/>

FAST By Carla Hinds, Chairperson

It is hard to believe that it is already February. The school year is moving rapidly, and our work continues as a committee to make a positive impact on our schools and community.

On Sunday, January 28th at Mt. Olive Baptist Church in East Orange, the NAACP of the Oranges and Maplewood in conjunction with the EOEFA FAST Committee had a roundtable discussion on education entitled, "Speak Up, Speak Out." This was truly a very rewarding experience. Present were persons from several municipalities including: Newark, Orange, Montclair, West Orange and of course East Orange was well represented. Our EOEFA president spoke with clarity about some defining issues that plague our communities. Also present was a member of the State Board of Education, Ms. Diana Pasculli who shared some important information and personal insight. The group decided to meet again in March to continue the work we have begun. I am truly excited about this collaboration. We thank Mt. Olive and Pastor Michael Jordan for hosting and continuing to be a church who strives to make a difference in the community.

We are excited to announce our 14th "Keepers of the Dream Banquet." This will be held at Bella Italia, February 21st at 4:30 pm.

To date, we are proud to announce the following honorees:

Dr. Kenneth King
The Men of Essex

The East Orange Public Library

Posthumous Award to the family of Priscilla Burke

As of this writing, there is one other possible honoree that we have not heard from yet. We are looking to have fun and celebrate those who continue to support and advocate for our schools and our students. Don't forget to call the EOEFA office if you plan to attend by no later than February 16th.

It's my understanding that the conversation is exciting over at STEM in our Next Step Male Book Club! The men continue to meet and are enthusiastically participating as the numbers continue to grow. Kudos to the facilitator, Pedro Azcona and all the members of that group of men who understand the need to have meaningful dialogue and fellowship.

Take a minute to share with a young mother or elder grandmother; young father or elder grandfather who are caring for young children. You never know how significant one kind word of encouragement might be. We are the village!

To all of you, have a wonderful long weekend this month.

Visit our website: www.eoemembers.com

MEMBERSHIP By Jill Rogers, Chairperson



Happy Valentine's Day!

As you are gathering all your information to file your yearly taxes, please remember dues amount for 2017:

\$1,333.06 Full-time teachers

\$275.76 for Building Based Subs

If you joined in September 2017 you may deduct \$542.32.

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 any 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.

NJEA Web Giveaway

In February, one lucky member will win two great prizes: **A \$150 credit** toward income tax return preparation at **H&R Block**.*

Call 800-472-5625 or visit www.hrblock.com/hrb-offers/njea for details of the 2018 H&R Block discount for NJEA members.

SOCIAL

By Ellen Lund, Chairperson

Hello Everyone! The Social Committee received 297 surveys from 16 schools. Thank you! We have tallied them up and will be planning activities based on the results. Look for a wine tasting event, a comedy show, an Escape Room, and of course Happy Hours, all in the near future. So, watch your emails for more information.

Happy Valentine's Day and enjoy your four-day weekend!

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576 Central Avenue, East Orange, NJ 07018

Phone # 973-672-7331 Fax # 973-672-1194

E-mail: eoemembers@aol.com

Website: www.eoemembers.com

Ms. Jacqueline Greadington, President

Mr. Brian Rock, Vice President

Ms. Patricia Landon, Treasurer

Dr. Dawn Nichol-Manning, Secretary

Ms. Joyce McCree, Editor