



Ms. Jacqui Greadington
EOEA President

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Informer

PRESIDENT'S MESSAGE

Happy New Year to All!!

I hope that you enjoyed your vacation and that the coming year is filled with peace and joy.

LESSON PLANS:

This is an update on the ongoing Unified Lesson Plan saga. On December 18, 2017, EOEA representatives Jacqui Greadington, Dawn Nichol, Angel Boose, Anna Economidis, and NJEA Uniserv Rep, James McGuire met with Dr. West, Dr. Walker, Ms. Marissa McKenzie, Board Attorney Crystal Nova to discuss the continuing impact of the Unified Lesson Plan.

We once again discussed your concerns that the format is not user friendly and that not everyone is doing the same thing. We discussed the fact that not all schools have common planning time, which we believe to be one of the district's non-negotiable items. We believe that the plans should be a living document that focuses on what teachers actually do. We repeated the concerns of the amount of time it takes to complete the plans. For most members, the time has more than doubled. This inherently leaves less time to do research and create materials to enhance the lesson.

We ended the meeting agreeing that there will be meetings in April, May and June to attempt to streamline and have a positive outcome. At that time, we will explore a potential new or modified template.

Representatives from all schools are to be involved in taking a look at how we can move forward.

EOEA ELECTIONS TO THE NEA REPRESENTATIVE ASSEMBLY:

The NEA-RA annual convention will be held June 30 – July 5, 2018 in Minneapolis, Minnesota. All Association Reps will discuss and post the timelines for the election and provide nomination forms to interested members. It is important that you strictly adhere to the timelines. Please contact the EOEA office if you have any questions.

ASSIGNMENT TO POSITIONS OUTSIDE OF YOUR CERTIFICATION:

In the last few months, at least 2 teachers have been given assignments for which they are not certified. If you believe that this has happened to you, please contact me immediately. In both cases, NJEA was able to provide state certification guidelines that made it clear that these teachers were not certified to serve in the capacity to which they were assigned. Both teachers were either returned to their original position, or placed in a position for which they were certified. Remember, we can't help if we don't know.

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC met on December 7, 2017 at 1 P.M. at the Board of Education. Before the meeting the team completed a follow up of Tyson Middle/ High School. The building issues were either fixed or a work order was put in School Dudes. Some issues and new business that have been brought to the attention of the HSSC are as follows:

STEM

- The parking lot is still without lights. The work order for this is in.
- There is garbage under and on the bleachers in the gym. Mr. Santos previously spoke to the head custodian concerning this. The bleachers were pushed in with the debris beneath them. It was found when the bleachers were pulled out. A daily check is being done and Dr. West stated he will be there and will also do a check.

Hart Complex

The vacant lot on the Clinton St. side of the complex is overgrown and is causing vermin to enter the buildings. This is not school district property, so the board cannot trim the land. Mr. Lambkin will contact East Orange City Hall, asking them to send correspondence to the owners of the property. They may need to cut the landscaping or spray something to keep the vermin away.

Exterminators

Exterminators (Integrated Pest Management) visit schools monthly. There is a schedule and they come on Wednesdays and Thursdays. Inspections are done during these visits. They may put down bait boxes or glue traps inside the building, or boxes outside the building to stop the mice from entering. If there is a need for more aggressive procedures, the company must give parents and staff 72 hours' notice. All information about pest management is kept in a notebook in the main office of every building.

EOCHS

- Some areas of the building are dead spots relative to Wi-Fi. Some rooms do not receive the Internet.
- There are landlines but they cannot use those with certain devices.
- Each classroom does not have its own computers. They are brought in with the cart.
- An investigation of this is in process.

The next meeting of the HSSC will be held on January 11, at 9:00 AM at the EOEA Office, followed by a walk-through of EOCHS, (A/B wing).

Continue to keep me informed about issues in your buildings.

Thanks for your anticipated cooperation.

Have a Happy New Year!!!

NEGOTIATIONS

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



Negotiations Update for January

The Negotiations Committee met in December and reviewed the results of the survey as well as the remaining focus group interviews. We have heard your concerns and we know what issues to prioritize in our negotiations with the Board. Thank you all for your input. We have also received a belated response from the Board's attorney with information that we need for bargaining.

The Negotiations Team was scheduled to meet on January 4, but this was postponed due to the snowstorm. We will meet on January 10 to draw up our initial proposals in anticipation of our first meeting with the Board.

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Happy New Year! Welcome back from a well-deserved break and hoping it was a restful one.

As the SGO mid-term review approaches; are you on target to achieve it?

Reminder-Stay on top of your PD hours!

As the mid-year approaches, hopefully, you are at least half way to the required 20 hours. GCN is also available right now to buoy your total hours.

The EOEA is setting up a small committee, a sort of SGO review board, in order to assist with any changes, you might need to make, remember, this is your SGO. Please contact the office if you would like to be a part of this committee or are someone who feels they may need assistance in justifying potential changes. We look forward to hearing from you.



“Education must enable one to sift and weigh evidence, to discern the true from the false, the real from the unreal, and the facts from the fiction.” Martin Luther King, Jr.

GRIEVANCES

By Dr. 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. Upcoming meetings are being scheduled for teachers to meet with the Superintendents to discuss improvement strategies for the lesson plan templates. Three (3) meeting dates will be announced. Two members from each school will be asked to attend these meetings-one person in addition to the Association Representative.

II. A hearing was held with Superintendent West regarding the arbitrary, capricious, and illegal decision to change negotiated stipends on the Extra Compensation guide. A settlement has been reached in regard to the attempt of negotiating a salary difference.

III. 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 EOEI immediately so that we may add you to this grievance.

IV. 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 to address extra compensation pay for members who attended aforementioned meetings.

V. Level III. – Gordon Parks – Inaccurate evaluation leading to a CAP is being scheduled.

VI. Level II – Tyson M/H – Compensation for combined class is being scheduled.

VII. Level III- STEM- Compensation for mandatory in-service is being scheduled.

VIII. A grievance was filed on behalf of member for harassment and a hostile working environment (Garvin). A hearing will be scheduled.

IX. A member was reprimanded by Administration and falsely accused for making negative comments against a student (L'ouverture). We are waiting for a response.

X. A Math Supervisor is using an evaluative tool for coaches to use on members within the same bargaining unit. It was moved to Level III.

If you have been given assignments outside of contract hours or work a split schedule you must ask for your extra compensation. If you have done so and have not yet been paid please contact the office. To speak with me personally my office hours are Tuesday-Friday 3:45pm to 5:00pm.

GOVERNMENT RELATIONS

By Brian Rock, Chairperson

Murphy to Be Inaugurated.

On January 16, Phil Murphy will be inaugurated as Governor and we can at last say our final farewell to Chris Christie. Thank you again to the dozens of you that helped with the Members4Murphy campaign in the fall. It was truly a team effort.

NJEA may be calling on you again in the coming months to help push along Murphy's education policies and our own priorities. We are eagerly waiting to see which issues he tackles in his first few months in office, and we need members ready to contact their legislators and advocate on those priorities. There is a growing tension between Murphy and Sweeney, and members of the legislature will likely need some nudging in the right direction.

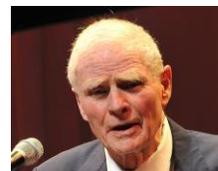
Urban Hope Act Defeated.

During the lame duck session, the Senate aimed to take action on S-3309 - a bill that would amend and extend the Urban Hope Act. It would expand the area covered by the Urban Hope Act and remove requirements for these schools to be opened in brand new buildings. The NJEA opposed this bill, and the Camden EA led a coalition of community members to take action against it.

In the midst of last week's snow storm, the Senate held the bill from consideration at Friday's committee meeting and let it die for this session of the legislature. However, we anticipate this being reintroduced in the next session, so we must remain vigilant to this looming threat.

Higher Ed Reauthorization Pending.

Congress is preparing to reauthorize the Higher Education Act, the law that governs federal aid and loans for college. In December, the House introduced its bill, the PROSPER Act. Among other things, it would eliminate the Public Service Loan Forgiveness program. The Senate is poised to introduce its version of the bill in the spring. You can expect to hear more about this in the coming months, and the NEA will likely be calling for action on this bill once the debate starts to heat up.



Brendan Thomas Byrne (April 1, 1924 – January 4, 2018) served two terms as Governor of New Jersey from 1974 to 1982.

Marie Blistan remembered him this way: "He risked his political career to ensure that the state could begin to live up to its constitutional obligation to all students, particularly those living in New Jersey's most economically challenged communities...He went on to become one of New Jersey's most beloved former governors."

MEMBERSHIP By Jill Rogers, Chairperson

NJEA Member Benefits ~

BankMobile is a new member benefit for NJEA members and families. You can now have all of your banking services available on your mobile device.

The big difference is that BankMobile does not charge any fees AT ALL.

- Open an account with your smartphone – using your driver’s license or state ID.
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- 57,000 no fee ATMs- STAR network.
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- Support the NJEA Hipp Foundation

Learn more

Download the [BankMobile](#) app today!

Winter Vacation Giveaway

Looking to book a vacation during the cold winter months?

Hotels and Car Rentals for Education Personnel is the first place to try.

Between November 2017 and March 2018, one NJEA member will win reimbursement of his/her booking amount through [Local Hospitality](#).

If you missed this last month.....

NEA Member Benefits

It is important for all 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.

Have a prosperous New Year!

Visit our website: www.eoemembers.com

FAST By Carla Hinds, Chairperson

The FAST Committee is excited about all that 2018 has to offer. We are now in preparation for our 14th Annual Keepers of the Dream Banquet. This year we will be at Bella Italia Restaurant in Orange at 4:30 p.m. We are sending letters out to our honorees and are hopeful that they all will accept the award. We will also acknowledge our former Grievance Chair, Priscilla Burke. We are indeed particularly honored to make that presentation as she served us well for many years. Other honorees will be named in our next newsletter. If you are interested in attending, please call the EOEa office as soon as possible. Our space is limited.

Please be reminded to contact the office if you are interested in our ongoing book clubs. (Savvy Sisters and Next Step) They are growing and we are so pleased with the direction they are going.

There are several activities in the works for individual schools. Please start thinking about those things that would enhance the work of through parents and community.

We are excited by the numerous community partners that have come forward to assist us in the work of creating opportunities for our students and parents.

Together, we are powerful and our students become the beneficiaries.

Happy New Year!

SOCIAL

By Ellen Lund, Chairperson

HAPPY NEW YEAR EVERYONE! I hope everyone had an enjoyable and restful holiday break.

I would like to thank those of you took the time to fill out our questionnaire. We will carefully look at them to see what items are of interest to you. if you did not get a chance to complete the questionnaire please do so and either send it to the EOEa office or give it to your rep.

We definitely will be having more happy hours and will be scheduling a trip to an Escape room soon.

Wishing everyone a fantastic 2018.

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