



Ms. Jacqui Greadington
EOEA President

E EA Informer

PRESIDENT'S MESSAGE

MINIMUM REQUIREMENTS TO ENSURE COMPLIANCE WITH EVALUATION PROCEDURES:

It is important for every teacher to know and monitor the evaluation process. We receive calls each day regarding violations.

The most common violations are:

- Failure to hold pre-conferences
- Failure to give reasonable time before an announced observation
- Not holding post-conference within 15 workdays following the observation.
- Many administrators do not conduct them at all.
- Summative evaluation, conference and ratings completed by May 30th.
- Numerous schools have gone far beyond the timeline.

These guidelines must be adhered to prior to the district filing an inefficiency tenure charge. Failure to adhere to these requirements can result in the tenure charge being dismissed.

Remember, it is up to you to ensure that these guidelines are followed to the letter. Please be sure to contact the EOEA office for assistance.

MEETING WITH SUPERINTENDENTS (MAY 29)

Entry Services for ESL Students: These students are typically dropped off without the teacher receiving any resources or direction on how to communicate with or teach the student. This is not fair to the student or the teacher. Dr. West agreed that we need to look into how ESL students are handled.

I&RS Protocol: The process was discussed. It was stated that the Principal's role is not to chair or lead the meeting, but to offer advice and expertise. We discussed an I&RS meeting that became hostile when the Principal began to yell at the Teacher. Additional examples were discussed. There was consensus that this should not happen.

Unified Lesson Plan Format: Dr. West suggested that the committee meet once more to discuss final decisions about the lesson plan format. This should be done before the end of the school year.

SUMMER HOURS:

Beginning July 11th, the EOEA office will be open between 12:00-4:00 PM. Phone calls and emails will be monitored and we will get back to you as soon as possible. If there is an emergency, please call NJEA Uniserv Office (973) 762-6866 and ask for Jim McGuire.



WISHING YOU ALL A SAFE, JOYFUL AND RESTFUL SUMMER!!!!



EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC met on June 7, 2018. Prior to the meeting the team did a follow up walkthrough of Mildred B Garvin Elementary School. Work has been either completed or in progress.

Summer repair lists by the maintenance department will continue to be part of the school dude sweep. These sweeps are proving to be beneficial because jobs are being completed over several days.

Please continue to inform your Head Custodian about issues so they can put in a request to handle the issue.

The HSSC met and discussed future school visits and tentative dates for the 2018- 2019 school year. I will share the lists for the visits in the September newsletter.

Some new items discussed were:

Long Range Plans for Abandoned Buildings – Ms. Greadington asked what the plans were for the abandoned buildings. Dr. West explained that a long-term plan is to renovate and utilize them. He will meet with the Mayor in a few days about this.

We are trying to recapture the students that we lost to charter schools. It was discussed that these buildings could be used to temporarily house schools while their buildings are being rebuilt. They also could be used for adult education.

Edmonson - Dr. West wants to sell this building and put these students in some of the abandoned buildings. It costs as much to renovate as to build a new building. Environmental costs are high. The HVVC system and the plumbing must be updated. It could cost upwards of \$10 million.

STEM - The doors in the back can be opened, if you pull them hard enough. The lock is not latching properly. These doors cannot be chained. There are no electronic maglocks on these doors. Mr. Lambkin is going to be ordering twelve U-Hooks to hold the doors closed.

I hope all of you have a safe, fun, restful summer. I can't wait to work with you next year!!!

P.R.I.D.E. By Venus Yearwood, Chairperson

Hello all! We have reached the end of the school year. It has been a pleasure chairing the Pride Committee and I'd like to thank everyone who helped, participated, and supported the Pride Committee events.

I look forward to what next year will bring.

Be safe and enjoy your summer vacation.

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Greetings colleagues! Happy June! I hope your year was a prosperous one and where your students achieved to their fullest potential.

Here are some end of the year reminders:

- Your yearly summative evaluations should be done by now, if they are not, please contact the EOEa office.
- Your PDP is due by the end of the year, so get that in order so that you can enter the summer without any issues.
- If you are having any issues with uploading your certificates into PD Express, please talk with your coaches, as some have been trained in assisting you.
- Finally, if you believe proper protocols were not in place for your final evaluation, please bring it to the attention of the EOEa office.

Enjoy your summer.

Summer Learning

NJEA Summer Professional Learning Institute (SPLI)
July 11 @ 8:30 am - 3:30 pm New Brunswick, NJ

NJEA TechStock
July 25 @ 8:15 am - 3:00 pm Galloway NJ

[TeachMeetNJ](#)

Aug. 9 @ 8:00 am – 1:00 pm
Toms River Intermediate South

Teachers of all grades are invited to TeachMeetNJ on Aug. 9 at Toms River Intermediate South. This conference, offered for the past six years, is free to educators and administrators to learn about the latest educational technology and its uses in the classroom.

TeachMeet is an unconference. Tech unconferences are fast moving, tech-sharing, friend-making, never-boring gatherings of people sharing Web 2.0 tools for education. TeachMeet consists of 20-minute tech sessions.

If you have any tech or Web 2.0 tools that you use that others might benefit from, consider doing a 20-minute session. For more information, contact Kyle Calderwood at kyle@teachmeetnj.com or 609-891-8179.

NJEA Jack Bertolino Summer Leadership Conference
August 4 - August 10
Harrah's Waterfront Conference Center
777 Harrah's Blvd, Atlantic City, NJ 08401 United States

GRIEVANCES

By Dawn Nichol-Manning, Chairperson

**Grievances (Pending and Resolved)**

- I. Level 2- A grievance was filed on behalf of a member due to improper evaluation procedures. **The hearing is scheduled to be held. (Truth)**
- II. Level 2-A grievance was filed on behalf of a member not given the due process of being evaluated which resulted in receiving a letter of non-renewal. **This was moved to Level 3. (Truth)**
- III. Level 2-A grievance was filed on behalf of members who did not receive prep periods during half-days. **It was moved to Level 4. (Hughes)**
- IV. Level 2-A grievance was filed on behalf of a member due to a hostile working environment. **A hearing is scheduled to be held. (Early Childhood)**
- V. Level 2-A grievance was filed on behalf of a member due to a hostile working environment. **A hearing is scheduled to be held. (Tyson Elem.)**
- VI. Level 2 -A grievance was filed on behalf of a member due to the administrator sending unnecessary memos that contradict the actual activities of the member and create a hostile working environment. The hearing was held and some memos were removed. **(Truth)**
- VII. Level 2 -A grievance was filed on behalf of a member whose Weingarten rights were violated. **A hearing is scheduled to be held. (Banneker)**
- VIII. Level 3-A grievance was filed on behalf of a member who was publicly reprimanded. **This was moved to Level 4. (Hughes)**
- IX. Level 4-A grievance has been filed against the Superintendent for violation due to the lack of insurance coverage for retirees and their spouses.
- X. Level 5-A grievance (arbitration) is being filed against the Superintendent for violation of counting absences for religious holidays as being reflective of teacher evaluations.

Please note:

- The office has received a lot of emails due to evaluations not being properly done. **We need documentation to substantiate these cases.** Please forward your information to the office at eocea@aol.com and make sure to follow-up with a phone call.
- Many of the cases may carry over to the next school year. We are trying our best to schedule appointments and we are waiting for responses from administrators.
- The office received information from members regarding their attendance being counted against them in their evaluations. Please forward your information if this also pertains to you.
- If you feel that it is necessary to write a rebuttal regarding your evaluation please do so promptly. Send it to your administrator and the EOEA. Ensure that it is incorporated in your personal file.

Have a great summer break. Try to get as much rest as you can. Breath and enjoy the sunshine!

**GOVERNMENT RELATIONS**

By Brian Rock, Chairperson

Government Relations Update for June

Education Commissioner. Last week, Lamont Repollet was confirmed as the Commissioner of Education. His confirmation had previously been held up by Senate President Steve Sweeney, but he was finally released for approval. The Commissioner has frequently met with NJEA leadership to discuss our concerns, and his confirmation will hopefully pave the way for progress on some of our concerns related to standardized testing and evaluations.

Chapter 78 Legislation. For the past few months, the NJEA has been meeting with legislators to discuss legislation that would provide relief from Chapter 78 and places limits on our healthcare premium contributions. Senator Joe Cryan (D-20) has agreed to become the prime sponsor for this legislation. It will be introduced as S-2606. This is good news and a sign of forward progress, but we will need the support of many more legislators to move this across the finish line. Contact your own State Senator and ask them to become a cosponsor of Cryan's bill.

School Funding. For months, the Senate President has hinted that he will make school funding a pivotal part of the state budget negotiations this year. Recently, he introduced a bill, S-2, that would radically affect the amount of state funding that East Orange and other districts like us receive. The bill phases out a category of aid, adjustment aid, over the next seven years. It does make provisions for local municipalities to increase their tax levy to compensate for this drop in aid, but it is not possible for East Orange to raise that amount of tax revenue.

According to the Education Law Center, East Orange stands to lose just over \$1 million next year. These cuts would continue and deepen each year for the next seven years. If the bill passes as written, East Orange would face a cumulative total of \$22 million in cuts in the 2024-25 school year. The Senate President has demanded that this bill be passed and he has said that he is prepared to shut down the government if it is not passed.

Lobby Days. The introduction of school funding "reform" and deep cuts to state aid has made this budget fight even more important than usual for us.

NJEA has scheduled three lobby days - June 21, June 25, and June 28. We will be out of school by June 28, and we need to make our presence known in Trenton that day.

E-mail Iris Star, istar@njea.org, to RSVP for the lobby day and she will send you additional details

SOCIAL

By Ellen Lund, Chairperson

Hi everyone. Well, the school year is almost over. Our last two events were very successful. We had 26 participants for the Escape Room. Most were able to escape but everyone had a great time. It was a fun experience for all.

At our wine tasting event, we tasted six different wines. We all learned some very interesting facts about wine such as how to properly drink wine, where wine comes from and more.

Fifteen retirees with family, friends, and colleagues attended the EOEA Retirement Dinner last Wednesday. It was a happy time for all. So, I hope you have enjoyed all the social events this past year and will continue to support the EOEA Social committee .

It has been my pleasure serving as your Social Committee Chair. I hope everyone has a fantastic summer.

NEGOTIATIONS

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

The Board added several proposals, including one that would prevent members from using sick days in order to be paid while on approved FLA/FMLA. Our team was appalled at the idea our members would not be able to use their accumulated sick time to care for family members or their newborn children. We will fight this proposed change.

The Team is scheduled to meet with the Board on June 11, 2018. We are hoping to hold sessions throughout the summer to expedite the bargaining process. We will keep members updated through email of upcoming updates.

MEMBERSHIP

By Jill Rogers, Chairperson

Congratulations! We have added 69 new teachers, support professionals and Building Based Subs to our membership this year.

We have successfully made it through another stressful, but rewarding year with our students and colleagues.

Discounts

Looking to book a vacation? Hotels and Car Rentals for Education Personnel is the first place to try is [Local Hospitality](#), where you can search for discounts on hotels and car rentals.

Web Giveaway

This month, one lucky member will win: \$100 Voucher for the Optical Academy. Visit [the Web Giveaway page](#) to enter.

Have a restful and wonderfully enjoyable summer! We all need it.

FAST

By Carla Hinds, Chairperson

Congratulations to all of you who made our family and community outreach so successful!! We were able to present several major events and numerous local school events.

The major activities were:

- Move the “Next Step Men’s Book Club” forward with our member Pedro Azcona.
- Kudos to the Readers are Leaders team Campus High leadership through our member, Christina Jaquez.
- 14th Annual Keepers of the Dream Banquet was wonderful as we lifted the fantastic orators from Whitney Houston.
- Youth Summit was wonderful! Kudos to the Fresh Start Family and the team for involving over 120 young people and presenters as we work to eradicate the School-to-Prison Pipeline.
- Finally, the PRIDE Night was fabulous as we honored teachers, students and parents from each school.

I trust that next year, will bring even more outstanding events!

If you have ideas, please join us at our planning meeting. Call the office if you’re interested.

Enjoy your summer! Take time to catch up on those things you love. You deserve it! You earned it! Be safe!

ENJOY YOUR SUMMER!

The **EOEA INFORMER** is the official publication of the **East Orange Education Association**

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