



Ms. Jacqui Greadington
EOEA President

E O E A Informer

PRESIDENT'S MESSAGE

EVALUATIONS/REBUTTALS:

Please be sure to carefully examine your evaluation/observation. Make sure that you write a rebuttal to anything that you feel is in dispute. Please be sure that timelines are followed and don't waive your right to a post conference. You should use that time to present your evidence. If you are in the second year of a CAP, be sure to address the issues that are in your CAP. You should also contact the EOEA for assistance. We will assist and review your rebuttal before submission.

REPRESENTATION AT MEETINGS:

We are hearing from members who have not exercised their right to representation. If your administrator requests that you attend a meeting, ask him/her what the meeting is about. You need to know in order to determine if you need to have union representation at the meeting. You are entitled to representation during any meeting that you believe MAY be disciplinary in nature. This means that it could have a negative impact upon your employment. It is up to YOU, not the administrator to determine whether or not you need representation. It is then YOUR responsibility to ask that your building rep attend the meeting. If the rep is not available at the time, you should ask that the meeting be rescheduled to a time when he/she is available. If the administrator refuses to reschedule and insists upon moving forward with the meeting, you should attend the meeting and inform him/her that you will not be responding. Then DON'T RESPOND.

Your rep's role is to protect your contractual rights and to be YOUR witness if the conference may have a negative impact. This right is guaranteed to union members by the Public Employees Relations Committee per NJ state law. Too many members give this right away and, in some instances, it is difficult to undo the damage.

RETIREMENT:

Please be very sure of your intention to retire before you submit your letter to the Board. If you change your mind after they have approved your retirement, the Board does not have to rescind its decision.

READ ACROSS AMERICA:

March is Read Across America month. This is an NEA initiative to honor Dr. Seuss' birthday. It was my pleasure to be invited to read at Wahlstrom. The EOEA ordered Cat in the Hat hats, stickers and other give aways for students and teachers. A few are still available.



EOEA President, Jacqui Greadington reading "Harry the Dog" to kindergarteners at Wahlstrom.

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC met on March 8, 2017. After the meeting, we did a walkthrough of Edmondson Fresh Start High School and Fresh Start Middle School. The high school was kept very well and little issues were present. The outside was being updated with a renovated foundation. The middle school had little issues also. The follow up visit will be April 19, 2017. Some issues and new business that has been brought to the attention of the HSSC are as follows:

- School Dudes-There are many issues listed on School Dudes that are not being addressed. At Carver School, for example, some of the things were put into School Dudes that we observed last month, but were not addressed. They have made roof repairs and believe that there will be no more leaking in that area of the building. Mr. Santos and Mr. Lambkin have stated some of the issues will be fixed by custodians at their schools. They also stated that there is a priority of getting issues fixed. We will keep you updated on this matter.
- Key Cards (Healy) -Mr. Reed is still working on security at the Complex. The key cards for Healy School cannot be found. The administrator has no idea where the cards are. These cards were originally given to one of the previous administrators five years ago. Mr. Bailey will reach out to the administrator and attempt to resolve this issue.
- Key Cards (Garvin)- When the system was first installed, there were key cards. The principal at that time did not want to reissue the cards. This issue is currently being studied and the current principal would like to issue the cards, if possible.
- EOCHS- The Science Lab is still not being used. Mr. Lambkin said that the funds have been transferred to repair the roof. It should be done in approximately two weeks. There is a problem between the connection of the greenhouse and bricks. The elevator is finished and has some small issues, but is working! The max capacity is 2500 lbs.
- Coverage for Security Guards- In the absence of a guard, Mr. Reed usually calls someone from the night shift to come in. Sometimes principals place teachers on their school-service periods and they are used to cover security desks. A custodian should not be covering for a security guard.
- Lockdown- Mr. Reed explained that staff and students are expected to lockdown in whatever room they are in at that time. If the lockdown lasts for an extended period of time, we would increase police presence and not keep the children locked down.

***** 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 March

Phone Banking Against Steve Sweeney. In case you forgot, Senate President Steve Sweeney has repeatedly screwed over the NJEA and its members. First, he was the mastermind behind Chapter 78. Then, he promised to post the pension amendment for a vote last summer and he broke that promise. Now, he's trying to adjust the school funding formula to rob districts like ours of adjustment aid. Can you help NJEA send a message to Steve Sweeney - and maybe even boot him from his seat? You can be part of a virtual phone bank from the comfort of your own home. We're calling members in his district, LD 3, to talk to them about Steve Sweeney and help organize for a potential challenger. If you could spend an hour and make 20 phone calls, that would be great! Just e-mail change@njea.org and say you want to be a part of the LD 3 phone bank.

Members for Murphy. The first phase of the Members 4 Murphy campaign is wrapping up, and NJEA is well on its way to collecting 10,000 signatures on behalf of Phil Murphy's campaign for Governor. Thanks to the many East Orange members who signed the petition I'm carrying! To learn more about our endorsed candidate in the Democratic Primary, go to www.njea.org/murphy.

Republican Gubernatorial Primary Screening. Last summer, NJEA's PAC Operating Committee voted to screen candidates in the upcoming gubernatorial primaries. The screening committee was instructed to interview both Democratic and Republican candidates. In October, the PAC Operating Committee voted to endorse Phil Murphy in the Democratic primary. On March 20, the screening committee has invited the Republican candidates to be interviewed. This will be followed by a meeting of the PAC Operating Committee on March 27, who will ultimately decide whether to endorse anyone in the Republican primary.

Worried About HR 610? You may have seen a viral post on Facebook about a bill introduced in Congress - HR 610. The bill would do horrific things to public education, dismantling the current system of federal funding and replacing it with vouchers. If there was a chance that it could pass, you would be right to be worried. But the good news is, **this bill is not going to go anywhere**. It was previously introduced in the last session of Congress, where it died in committee. After it was reintroduced in this session, it was again referred to committee and there are no plans to give it a hearing or a vote. To put things in perspective, there were 7,784 bills introduced in the House in the last session of Congress. Of those, 6,292 were referred to committee and subsequently died. Only 338 - 4.3% - ultimately made it to President Obama's desk.

There are many dangerous plans on the horizon - for vouchers, educational savings accounts, and the like. But it would be imprudent and unwise to mobilize and take action around every bad bill that is introduced. It is a long time until the midterm elections in 2018, and longer still until the next Presidential election in 2020. Most of these bad bills will die of natural causes. Stay vigilant, but save your energy for the bad bills that have the potential to make it through the process.

GRIEVANCE REPORT By Priscilla Burke, Chairperson**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. Arbitration hearing was held, and we are awaiting the results. ******The member won his arbitration, and was awarded two years of his football coaching salary***** Congratulations!!!!!!**
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 as 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. ***** The EOBOE rescinded the probation!!!!!!!!!! *****
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 that 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. A hearing was held, there were changes made to the evaluation because of the grievance however the member is still not satisfied, It was moved to the next Level. *****This grievance has been settled to the member's satisfaction and a discussion will continue regarding inappropriate procedures involving her summative.*****
 - b. Baneker and Dept. of Special Ed -Included in an association complaint that a member's evaluation was improperly completed outside of the guidelines of the evaluation regulations. A hearing has been 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. Hearing regarding the ULP is scheduled on October 5th. A hearing was held, a settlement was reached, the terms of the settlement may have already been violated, a reconsideration of moving to PERC is being considered. (Tyson Elementary) Legal. *****A hearing has been scheduled!!!******
6. A grievance has been filed that the Hybrid compensation which may have been calculated with a formula that is not the negotiated contractual language.
7. The Association is investigating whether a teacher may have had her contractual rights denied involving the complaint procedure.

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 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

The EOEA and the EO BOE are still in disagreement on how to settle the cost of mail order prescriptions. The EOEA believes these rates should be bargained, however, the Board appears to want to impose these costs without negotiations. Since the two sides are at odds on this matter, the Association has filed an Unfair Labor Practice (ULP) with the Public Employee Relations Commission (PERC). No hearing date has been set as of yet.

On a more positive note, the Board has responded to the Association's Sick Bank language and has agreed, in principle, to accept this language.

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Greetings, colleagues! I hope that March finds you in great spirits and full of energy as we prepare for testing, SGO's, and for many of us, our final observations. Speaking of observations, how have they been going within your building? Please do not hesitate to bring concerns to our attention. PDExpress should be checked and updated every month. Remember, you only get credit for your hours, regarding district provided workshops, if you complete the evaluation. You can adjust your PDP as you go, for example, if a technology workshop is available, and it is information you can use in your classroom, but not in your original plan, you can adjust your plan accordingly, and add it in. Let us know if you have been told differently.

Enjoy the rest of March; it appears as if it will truly "go out like a lion."

FAST By Carla Hinds, Chairperson



The FAST Committee would like to thank everyone who attended or assisted in our 13th Annual Keepers of the Dream Banquet. We applaud the honorees: East Orange Fire Department and Chief, Andre Williams, East Orange Police Department and Chief Phyllis Bindi who is the first female chief of police in the history of East Orange. The evening was further special in that we were privileged to hear from Thomas Hardy, NJEA Community Organizer Consultant. Deacon Everett Thurmond of Mt. Olive Baptist Church sang a beautiful tribute to our honorees and a liturgical dance by Jasmine Barner, also of Mt. Olive. Thank you all and we will continue to strive for excellence in community and schools.

The G.I.R.L.S. (**G**rowing **I**nspiring **R**adiant **L**adies **S**hining) is our girls mentoring program. We thank both Dawn Nichol-Manning, Karen Larkin and all the volunteers for choosing to lift our young ladies through workshops that engage. Their next event is dealing with fun and fitness through ZUMBA. We are excited about this venture and trust if you are called on to assist, you won't hesitate. This group meets at the East Orange Public Library.

Both of our book clubs continue to meet. Thanks to both the facilitators: Anna Annunziata and Pedro Azcona.

A reminder to all schools-we need a parent from each school who serves as an advocate and support for public education in your school. Only members can select the honoree. Please submit the names to your building representative as soon as possible.

MEMBERSHIP By Jill Rogers, Chairperson

New Website

The NJEA website has been updated. I encourage you to visit njea.org to explore the site as well as update your profile. Sign – in with your email and last 4 digits of your social security number. You can access your profile by clicking on the drop down under **My NJEA**.

File Your Taxes

It's tax time. As an NJEA member, you are eligible to receive a special discount if you allow H&R Block to prepare your taxes. Visit the H&R Block site to view and print your exclusive discount coupon. If you are a new client, you will receive a \$25.00 discount.

NJEA Web Giveaway

Enter the Member Benefits Web Giveaway each month for a chance to win great prizes. This month one lucky member will win: \$100 Target Gift Card from BankMobile and \$100 worth of Office Depot/Office Max gift vouchers (\$25.00) each. Visit memberbenefits.njea.org for details and to enter.

SOCIAL By Jennifer Longo, Chairperson

The Social Committee has been busy planning events for the district members. The Paint and Sip was held on Friday March 10th. A great time was had by all.

Friday, March 31, 2017 there will be a Happy Hour at Ricalton's Village Tavern in South Orange and there are still tickets available for Oleta Adams at the South Orange Performing Arts Center on Saturday April 1st.

Please remind any perspective retirees of the upcoming EOEA Retirement Party on June 8th at the Hanover Manor. Please reserve a table for your family and friends. All guests are \$50. Please purchase seats at the EOEa office.

Spring has Sprung! Please join us at one of the Social Events!



EOEA members showing off the artwork they created at our first Paint and Sip event. Be sure to join us next time.

Visit our website: www.eoeamembers.com

P.R.I.DE. By Ericka Fielding, Chairperson

Congratulations to:



ECEA Essay Winner
Grade 2 **Kelisa Thomas**, at L'Ouverture school

Art Contest winners
Anthony Devonish grade 8 at Whitney Houston Academy
Faith Cole grade 5 at Edward Bowser School

Thanks to those schools participating in the ECEA Pride Expo .

Nominations for the 2016-2017 Pride In Public Education Awards are due by March 29. A Teacher, Student and Parent from each school will be honored.

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