



Ms. Jacqui Greadington
EOEA President

E O E A Informer

PRESIDENT'S MESSAGE

MEETING WITH SUPERINTENDENT:

On February 20th the EOEA Executive Board met with Dr. West and his cabinet. We spent a lot of time talking about Active Shooter Procedures/Drills. We were told that there is a School Safety Team in each school that is trained by administrators. We all agree that in today's climate, we must put the safety of our students and employees first by establishing protocols and receiving adequate training.

The EOEA Health, Safety and Security Committee is very much involved with keeping our district safe. Please contact us if you have any issues regarding school safety and security. We will make sure that your needs are addressed.

OUTSIDE CONSULTANTS:

All members should know that outside consultants should NOT have any input into your evaluation or providing your principal with that information. Please contact us if you experience a problem.

EAST ORANGE EDUCATION ASSOCIATION MEMBERS PARTICIPATE IN PRIDE EVENT:

The Essex County Education Association Annual Pride in Public Education extravaganza was held at Livingston Mall from February 23rd - March 2, 2018:

PERFORMANCES:

EOCHS	Libby Gopal	Band/Orchestra/Chorus
JACKSON	Debra Pasterczyk	Choir/Dance
HOUSTON	Melissa Nasciemento	Concert Band/Vocal Ensemble

DISPLAYS:

BOWSER	Shari Quinones	Various Art Work/World Language/Art
L'OUVERTURE	Ericka Currie-Fielding	Literary/Science Projects
PARKS	Alyssa Dula	Collages/Paintings/Drawings
EOCHS	Sharonda Allen	African Country Projects

Thanks, EOEA members for making all of US proud and a job well done!!!!!!!!!!!!!!!!!!!!!!

New state Assemblywoman Britnee Timberlake.

7053
SHE WAS WARNED SHE WAS GIVEN AN EXPLANATION
NEVERTHELESS, SHE PERSISTED.

1906 - Margaret Sanger opens the first birth control clinic
1907 - Marie Curie is awarded the Nobel Prize for Physics for the discovery of radioactivity
1914 - Susan B. Anthony crusades for women's rights in the United States and internationally
1920 - With the passage of the 19th Amendment to the U.S. Constitution, U.S. women get to vote
1929 - Mary Queen of Scots is executed
1935 - Eleanor Roosevelt is elected the first woman to hold a cabinet position
1945 - The first woman, Helen Ross, is elected mayor of a city
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2016 - The first woman, Helen Ross, is elected mayor of a city
2017 - The first woman, Helen Ross, is elected mayor of a city
2018 - The first woman, Helen Ross, is elected mayor of a city

Congratulations Sheila Oliver on being the first woman of color elected lieutenant governor of New Jersey!

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC did not meet for an inspection with Langston Hughes Elementary on March 8th due to school being closed. We will, however, visit Hughes on March 13th. Some building issues based on your e-mails were brought to the attention of the maintenance department.

Truth

The office in Truth with the leaks has been fixed and there is no issue at this time. Some new issues that have been brought to the attention of the HSSC are as follows:

Houston Academy

There was a steam leak a few weeks ago. That leak was fixed and then this week, a leak in another area caused the removal of the wall in the Band room. The issue now is with concerns about air quality after they saw what was in the wall where the pipe is now exposed. It was indicated that there had been some type of brown sludge oozing from the wall as well.

Parking Lots

There are potholes in several parking lots around the school district (especially STEM). We are waiting for the response and expected time for this to be resolved

School Safety

PLEASE treat each and every drill **SERIOUSLY!** Recent events in our country show that school violence can happen anywhere. We must be prepared, or we will fail. Keep a watchful eye for visitors. Building Reps will meet with administrators about ALL visitors having a pass (if it is not already in place) Several topics will be discussed at our next meeting about making our drills successful.

The next meeting of the HSSC will be held on April 12, 2018. A follow up walkthrough of Langston Hughes will be conducted a 10AM. The meeting will be held at 1:00 P.M. at the Board of Ed.

Continue to keep me informed with issues in your buildings. Tell the Rep, they will inform the administrator, then the Rep will inform me. Thanks for your anticipated cooperation.

Urge your legislators to support safer schools, communities

In the wake of yet another horrific mass shooting, at a Marjory Stoneman Douglas High School in Parkland, Florida, the New Jersey Senate and Assembly are preparing to consider a package of gun-safety bills designed to make our schools and communities safer. The bills address a number of common-sense safety proposals, including requiring background checks for private gun sales, limiting the size of ammunition magazines, prohibiting the possession of armor-piercing bullets, strengthening the handgun permit process and establishing gun-free and weapon-free zones around certain schools and public spaces. NJEA urges New Jersey's lawmakers to protect the safety and wellbeing of children and all New Jersey residents by passing these bills. NJEA also urges all members to contact their legislators in support of this long-overdue legislation.

NJEA WLC Survey: Member Engagement around Janus

The NJEA staff is actively working to increase member engagement and to prepare for the potential impact of the Janus case. We have collaboratively identified and are actively developing a number of projects, including those below. Member input is invaluable to our work and we appreciate any feedback that you might provide.

[Take the Survey](#)

What You Need to Know: How the 'Janus' Case Threatens Working People

(from NEA.ORG)

Special interests have brought a court case to divide and limit unions members' collective bargaining power. Janus v. AFSCME, now before the U.S. Supreme Court, threatens working people's rights and freedom to join together in strong unions.

What is this case really about?

Janus v. AFSCME aims to take away the freedom of – and opportunity for – working people to join together in strong unions to speak up for themselves, their families and their communities. When educators, nurses, police officers, firefighters and other public service workers are free to come together in strong unions, they win benefits like collective bargaining, better working conditions, better wages, health care, clean and safe environments and retirement security. But the CEOs and corporate special interests behind this case simply do not believe that working people should have the same freedoms and opportunities as they do: to negotiate a fair return on our work so that we can provide for ourselves and our families.

Who is behind this case?

The National Right to Work Foundation is part of a network funded by corporate billionaires to use the courts to rig the rules against everyday working people. For decades, the corporate CEOs and billionaires funding this case have used their massive fortunes to pay politicians and corporate lobbyists to chip away at the freedoms people in unions have won for every single one of us. Now they want the highest court in the land to take away our freedom to come together to protect things our families need: a living wage, retirement security, health benefits, the ability to care for loved ones and more.

What are fair share fees and why are they important?

Unions work because we all pay our fair share and we all benefit from what we negotiate together. That's how we have the power in numbers to make progress that benefits everyone. Corporate CEOs don't want working people to have that power; that's what this case is all about.

GRIEVANCES

By Dawn Nichol-Manning, Chairperson

**Grievances (Pending and Resolved)**

I. Level 2 -A grievance was 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 EOE for representation, constantly questions 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 rebuttals that the teacher needed receiving responses. (Healy) A meeting is pending on member's return from a Leave of Absence (LOA).

II. Level 3-A 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) A meeting has been scheduled for March 14, 2018.

III. Level 3-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 creating a hostile working environment. (Truth) A meeting is pending on member's return from LOA.

IV. 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) Update-This matter was resolved and not counted as a reprimand against the member.

V. Level 3-A 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) Update- It was founded that the supervisor did not hold math meetings beyond the allotted time.

VI. A class action grievance is being filed because of the lack of the EOBOE providing a safe and healthy school environment for staff and students due to the poor heating and cooling system at STEM Academy.

Reminder

Your Association is here to assist you in coming to a proper resolve with any given situation that goes against the contract, but your active participation is prevalent in reaching that goal.

When contacting the EOE it is requested that you bring all information that will support the drafting of your grievance. Submitting the time, date, location, and persons that are involved helps tremendously when evidence is needed to support a claim.

Have an enjoyable Spring Break!

GOVERNMENT RELATIONS

By Brian Rock, Chairperson

Government Relations Update for March**Chapter 78 Relief.**

NJEA has drafted legislation to help provide relief from Chapter 78 and restore balance to the bargaining table. They are currently approaching legislators to sponsor the legislation and the exact details won't be available until it's introduced. But the gist of the legislation will be to establish a cap on premium sharing, based on a percentage of salary.

Governor Murphy has indicated that he is supportive of the concept and will sign legislation that reaches his desk - but first that legislation has to reach his desk. Stay tuned for more details and in the meantime you can contact your state legislators and ask them to be a cosponsor on this legislation.

School Funding.

By the time you read this, Governor Murphy will have given his first budget address. He is expected to propose a millionaire's tax, which will provide \$600 million of additional revenue to help the state fulfill its funding obligation. Meanwhile, Senate President Sweeney has declared his opposition to this millionaire's tax. But he has proposed an additional tax on corporations earning over a million dollars that would also bring in about \$600 million of additional revenue.

The good news is that either way, the state will bring in much needed revenue. The bad news is that Sweeney is once again talking about "reallocating" school funding from "overfunded" districts - in other words, he wants to steal money from districts like East Orange to fund other districts. This approach led to a \$3 million funding cut to East Orange last year, so we must remain vigilant as the budget debate takes shape over the next few months.

School Shootings and Gun Legislation

After the tragic school shooting in Parkland, Florida, there is a renewed national conversation about gun control legislation. The NEA and NJEA are strongly opposed to newfangled ideas like arming teachers, and they remain committed to common sense gun control laws at the state and national levels. You can go to the NEA's Legislative Action Center (edadvocacy.nea.org) and email your representatives urging them to take action.

PARCC Coming to an End.

Acting Commissioner Repollet sent a memo to school districts last week indicating that the Department will be transitioning away from PARCC in the future. Specific details are not yet available, but it is likely that this will be the last year for the PARCC assessment in New Jersey.

FAST By Carla Hinds, Chairperson

Keepers of the Dream

I am elated to say the least over the response of the audience to the honorees of our 14th Annual Keepers of the Dream Banquet! Our honorees were: East Orange Public Library, The Men of Essex, Dr. Kenneth King and our posthumous award to the family of Priscilla Burke. Thank you to all the supporters: Our President, Jacqui Greadington, Executive Board members, Building Representatives, our EOEA Administrative Assistant, Valerie Jones and also to the best committee members anywhere.

This year, we also were encouraged and impressed by two young men from Whitney Houston School who presented a creative spoken word speech. They were phenomenal! So, thank you Taye Forde and Kelvin Langevine. You were absolutely marvelous. Thanks also to their teacher who made it happen for us, Ms. Sotilleo-Smith.

Future Events

There are several activities that we are preparing for in the next month or so: A joint venture with the Men of Mt. Olive Baptist Church in the third “Rights and Responsibilities” workshop for youth, parents and community members. We also are engaged with the NAACP to present a Youth Forum for persons who live in the catchment areas covered by the NAACP of the Oranges/Maplewood.

As we approach our Annual Pride Night, please begin the thought process on choosing a parent to be honored in May. The parent must be selected based on their work in your school. The parent must be chosen by our members. The parents’ names will be due soon.

SOCIAL

By Ellen Lund, Chairperson

Greetings Everyone! It is Happy Hour time! I hope everyone will come out for a good time at Egan and Sons on Friday, March 16. It is located at 118 Walnut St, Montclair, NJ 07042. The phone number is (973) 744-1413.

Your Social Committee has lots of other activities in the works. We are planning a wine tasting, a paint and sip, an Escape Room, and possibly a comedy show.



There has been a change of date for the EOEA retirement party. It is now June 6th not June 7th at the East Hanover Manor. Keep watching your emails for updates.

See you at Happy Hour!

Visit our website: www.eoemembers.com

MEMBERSHIP By Jill Rogers, Chairperson



TAX TIME

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 March Web Giveaway

A Member Appreciation Event for his/her school from California Casualty** – the provider of NEA Auto & Home Insurance – In appreciation of membership, a local [California Casualty](#) representative will coordinate a celebration at the member’s school with valuable member benefit information and refreshments valued up to \$150.

Visit [the Web Giveaway page](#) to enter.

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