



**Ms. Jacqui Greadington**  
EOEA President

# E O E A Informer

## PRESIDENT'S MESSAGE

*EOEA ELECTION DAY MAY 10, 2018*

**EXTRA PAY FOR EXTRA WORK:** Your workday is 6 hours and 55 minutes. You are entitled to extra compensation for time beyond, per the existing contract. The one exception is the traditional one Back to School Night or if you are already receiving a stipend for after school or evening activity. YOU must request this pay. Each school must have an extra compensation form. Request it, fill it out, and submit it. If pay is denied, contact the EOEA Office immediately.

**EVALUATIONS:** I have received numerous reports regarding observations/evaluations not adhering to the established guidelines. These reports range from not having a pre or post conference; not being provided a copy of the observation/evaluation at the time of the post conference; not having the requisite announced observation, etc. The process is clear and evaluators as well as teachers must adhere to them. As always, please contact us immediately, if the process has been violated.

**LESSON PLANS:** The EOEA has been dealing with the issue of the Unified Lesson Plan for the entire year. Due to consistently expressing your concerns regarding TIME and REDUNDANCY, Dr. West directed that a Lesson Plan Review Committee be formed. After attending the second Lesson Plan Review Committee meeting on April 11, I had several concerns. A survey of the 21 people in attendance was conducted at the first meeting, and the survey required that names be attached. This, in my opinion, skewed the results. At the April 11<sup>th</sup> meeting there were 8 teachers, 1 coach, 1 department head and 4 supervisors. This meant that 7 people did not return. I expressed these and other concerns about the process at the EOEA/EOSD Meeting on April 24<sup>th</sup>.

Also discussed was the fact that the Unified format is NOT unified because expectations from each administrator are not unified. It was established that teachers **DO NOT** have to write separate plans for TA's. It was agreed that, within the grouping section of the lesson plan, there be a note indicating what the TA will assist with for that particular activity.

In the interim, I called for a meeting of those interested to modify the existing template, and provide several other templates they'd researched from other districts and online. These were presented at the final Review Committee on May 2<sup>nd</sup>. The Committee, with nearly 40 members present, voted to adopt a form that they felt was user-friendlier. Stay tuned!!!!

### HIGHLIGHTS FROM SUPERINTENDENT'S MEETING April 24, 2018:

**ASSIGNMENTS 2018-19:** I addressed your concern about receiving your assignments early, so that there is time to prepare for the coming school year. He stated that administrators strategize staffing due to performance reports they receive over the summer regarding test scores, and the need for positions to be filled due to retirements. Dr. West plans to do more restructuring in the coming year. This includes creating a school within a school, the Future Ready Middle School.

**UPDATED COMPUTERS/LAPTOPS:** Dr. West stated that the goal is to lease instead of buy in the future so tha technology can be more easily replaced. However, this will not take place in the upcoming school year due to budget cuts.

**BUDGET CUTS:** Dr. West stated that the Board cut 13 million dollars from the budget to save jobs. The city was not going to give the 2% levied tax expected, but after Board Members attended the meeting, the money was provided. The goal is to avoid reductions in force. Certain positions that weren't really necessary were eliminated, holds were put on the budget, Vice Principals will be pulled from schools with under 500 enrolled, etc.

**EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)**

By Keith Hinton II, Chairperson

The HSSC will meet on May 10, 2018. After the meeting the team will do a walkthrough of Mildred B Garvin Elementary School.

The district's new system that allows maintenance to come in to a school and fix as many problems as possible in a several day time frame is working very well at present time.

Some issues and new business that has been brought to the attention of the HSSC are as follows:

**Carver**

The school is suffering from excessive leaks. It continues to get worse and worse. Dr. West has ordered that it must be looked at ASAP. When Carver leaves for their new building, it is the hope that this building will be used as a vocational school.

**STEM**

The parking lot has been paved and the lighting in the Gymnasium is almost totally complete. a grievance has been filed concerning STEM and a healthy environment, specifically temperature issues. It is still horrifically hot. The heat has been so bad that some teachers have had nose bleeds and must leave their classrooms to get fresh air in another classroom. Many windows in these rooms do not open. Custodians should turn the heat off when it gets too hot. Dr. West reported that a long-term plan for STEM is for Mr. Lambkin to move it to a building management system. This would give them better control over the temperature around the building.

**Potholes**

There are many other potholes at other schools (Hart Complex, EOCHS, Jackson, Parks, Wahlstrom, Warwick) that will be addressed as soon as the weather is consistently nice. A contractor will be called in and some parking lots will need to be closed off for repairs.

**\*\*\* Members please direct building concerns to your Rep and they will channel it to the head custodian, then me. Thanks for your anticipated cooperation.**

Top School Health and Safety Websites

- [Healthy Schools Now Coalition \(HSN\)](#) The page has links to the School Hazard Facts for Families Factsheet Series.
- [New Jersey Work Environment Council \(WEC\), Healthy School Environments](#) This page contains highlights of WEC's school work and links to WEC publications on healthy schools.
- [Save Our Schools New Jersey \(SOSNJ\)](#) Statewide network of individuals working to protect New Jersey's public schools.
- [Education Law Center \(ELC\) \(Some resources in Spanish\)](#) ELC promotes educational equity through coalition building, litigation support, policy development, communications, and action-focused research.

**NEGOTIATIONS**

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



Negotiations Update for May

Our Negotiations Team met with the Board on April 16 to exchange our initial proposals. The Board is seeking additional days in the school year and additional time, despite the fact that we are not being compensated fairly for the amount of work we already do.

Our Negotiations Team did meet on April 23 to finalize our proposals. We went to great lengths to ensure that the issues raised by the focus groups and in your surveys were addressed in those proposals. The Board canceled our follow-up session scheduled for April 26.

We will trade final proposals with the Board on May 14 and meet to continue bargaining on May 21. You will receive a written update after that bargaining session.

**ATTENTION!**

There is a General Membership meeting scheduled for May 23 at 3:15 and 4:00 at Houston Academy to discuss the status of negotiations. Please plan to attend this session so that you can hear firsthand important information pertaining to your contract.

**INSTRUCTION & TRAINING**

By Stephen Laird, Chairperson

Greetings colleagues!

As the year winds down, we are offering one last workshop, "Teaching Strategies from Theory to Practice". The workshop will be held on May 16th from 4pm to 6pm, at the EOEa office. We hope to see you there!

Don't forget about your end of the year responsibilities, your PDP and SGO'S.

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

NO ARTICLE SUBMITTED.

**GRIEVANCES**

By Dawn Nichol-Manning, Chairperson

**Grievances (Pending and Resolved)**

- I. A level 2 grievance was filed on behalf of member who felt that they were working in a hostile working environment. This grievance was moved back to level 1 so that a conversation could be held to explain the climate, culture, and strategy of the school. The member and administrator met and came to an amicable understanding resulting in a positive resolve. **(Tyson MS/HS)**
- II. 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 creating a hostile working environment. **(Truth) The hearing date has been scheduled.**
- III. A level 2 grievance was filed on behalf of a member due to violation of evaluation process, which resulted in receiving a letter of non-renewal. **It was moved to level 3. (Truth)**
- IV. A level 2 grievance was filed on behalf of members who did not receive prep periods during half-days. **It was moved to level 3. (Hughes)**
- V. A level 3 grievance was filed on behalf of a member who was publicly reprimanded. **(Hughes)**
- VI. A level 4 grievance has been filed against the Superintendent due to a change in coverage for retirees and their spouses.
- VII. An ULP is being filed against the Superintendent for including absences for religious holidays in teacher evaluations.

**Please note:**

- Personal folders can be viewed by members but a scheduled appointment has to be made with an administrator before or after school hours.
- Watch the time frame of your grievance when you file it. You have to submit your grievance within 30 calendar days from when your situation occurred or you became aware of it.
- All grievances should start with an informal meeting with the administrator and/or superior with an Association Representative and/or Association Officer to try and resolve the matter. *This is Level 1 of the Grievance Process.* When in doubt do not hesitate to call the EOEA office.

**GOVERNMENT RELATIONS**

By Brian Rock, Chairperson

## Government Relations Update for May

## NJEA PAC

The NJEA PAC Operating Committee met last month to consider endorsements in the upcoming Congressional elections. Since we do not operate a federal PAC in New Jersey, those recommendations will be sent to the NEA for final approval. Those endorsements will likely be public in the next few weeks.

## PARCC

Acting Commissioner Repollet announced earlier this year that New Jersey would be transitioning away from PARCC, and the Department of Education is planning a series of meetings to gather feedback on student assessments and what should replace PARCC. There has also been talk recently that PARCC may remain for next year or the near future until a suitable replacement can be identified.

You can sign up to be a part of these meetings here - <https://bit.ly/2riyAJs> - and you can also send written feedback to the Department at this e-mail address - [assessment@doe.nj.gov](mailto:assessment@doe.nj.gov).

NJEA's position is that the Department should: a) identify an immediate replacement for PARCC in grades three through eight which includes a pen and paper option, b) use the SAT or the ACT as a high school assessment, as permitted by the Every Student Succeeds Act, c) end the use of the high school assessment as an exit exam, and d) work long term to transition to locally developed and locally scored assessments.

## State Budget

There continue to be rumblings in Trenton about the state budget, with Senate President Steve Sweeney demanding that school aid be reallocated away from districts like East Orange that receive adjustment aid. Contact your legislators and urge them to approve Governor Murphy's budget as written, and stay tuned for what may be a budget fight in June.

## Chapter 78

NJEA is continuing to work on legislation that would limit our premium contributions under Chapter 78. They are seeking sponsors for a package of bills, and they will soon be looking to set up meetings with our members to speak with legislators.

There are also talks of a rally being planned in Trenton on June 28 - the anniversary of the passage of Chapter 78. The details are still being worked out, but stay tuned for more info.

**FAST** By Carla Hinds, Chairperson

Calling all schools!! I hope you have submitted a parent name for our PRIDE Award Banquet on May 23<sup>rd</sup> at the Appian Way. Truly this work we do can be most successful when all components in the process work together. An integral part of that process is of course the parents. The deadline was last month, however for parents I will extend it until May 10<sup>th</sup>. I cannot accept any other names after that deadline.

It is with much gratitude that I share the absolute awesomeness of the Rights and Responsibilities Workshop II, held at Mt. Olive Baptist Church in East Orange on April 14<sup>th</sup>. Many thanks to: Pastor Michael Jordan, Deacon Everett Thurmond the Men’s Ministry and members for the leadership in bringing to the forefront the need for parent and community participation in our schools and community. Additionally, let me thank our President, Jacqui Greadington for her timely presentation on Institutional Racism and the School-to-Prison Pipeline. Likewise, let me thank our member and AR Ericka Currie-Fielding for her presentation from the perspective of the church and the younger student. We have been asked to duplicate this effort yet again, so Ericka and Jacqui get ready!!

Many thanks to Ms. Christina Jaquez from Campus High School for her “Readers are Leaders” program held at the East Orange Public Library. Students read to others and all left with brand new books to share with others. Kudos to all student participants for making reading come alive in the community.

Let me again invite those of you who have program ideas that fit the framework I indicated in the last Informer to come to our Planning Meeting. It is scheduled for Thursday, June 14<sup>th</sup> at 3:45 p.m. at the EOEa office. It is imperative that you make plans to attend, if you have a desire to include an activity in the grant for next year.

Thanks for all you do!!

**MEMBERSHIP** By Jill Rogers, Chairperson

Please remember to go onto [njea.org](http://njea.org) to check your profile. Pay close attention to the year of membership that is recorded. If you have a question about it, please contact Member Services at 609-599-4561. Additionally, please check your pension benefits to ensure that the date recorded is the correct date. You may do this by visiting <http://www.nj.gov/treasury/pensions/mbos-register.shtml>

Would you like to save on purchases everywhere you go? Then download the My Deals app from ACCESS discounts. Go back to the Member Benefits home page and scroll down to ACCESS Discounts homepage. Follow the instructions to download the mobile app and start saving today!

**NJEA Web Giveaway**

One lucky member will win: A \$100 voucher for the Optical Academy. Visit the Web Giveaway page to enter.

**SOCIAL**

By Ellen Lund, Chairperson



**Thankyou Teacher**  
*For all you do*

*Your teacher appreciation gift is coming soon!*

Hi everyone! Just 34 school days to go! 😊

The year is dwindling down but we still have some fun things planned.

- On May 18th join us at the Escape Room in Monclair. If you like solving puzzles and having a good time this is the place for you! There are 3 different rooms to choose from, so call Valerie to hold a place for you (973) 672-7331
- At the beginning of June we are having a wine tasting event. Watch for a flyer with all the details.
- Don't forget the EOEa retirement dinner on June 6th.



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