



**Ms. Jacqui Greadington**  
EOEA President

# E O E A Informer

## PRESIDENT'S MESSAGE

Happy Teachers Day to you all!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

You deserve a pat on the back and a standing ovation. East Orange teachers work tirelessly to provide students with the best education possible. This is often done without the support and resources you need. It is no secret that the average teacher spends between \$1,500.00 and \$2,000.00 for classroom supplies each year. These are often basic supplies like paper, copies, pens, pencils, and ink cartridges that are readily available in the average school district. You work countless hours at night, on weekends and during vacations to prepare for your students. You often do this at the expense of your own family and your own peace. So today, I want to say THANK YOU, not only for all you do, but for who you are. Please enjoy your gift.

### *EOEA TEACHERS AND EDUCATIONAL SERVICES PROFESSIONALS OF THE YEAR*

SCHOOL	EDUCATOR	EDUCATIONAL SERVICES PROFESSIONAL	SCHOOL	EDUCATOR	EDUCATIONAL SERVICES PROFESSIONAL
Banneker	Nakeisha Moore	Valerie Sterzel	Tyson ES	Sahkeenah Wallace	Guerdy Baguidy
Bowser	Cynthia Vasquez	Judith Hampson	Wahlstrom	Samantha Donat	Vanessa Moore
Carver	Sheila White	Pamela Smith	Warwick	Tahira Barber	McCoy-Leonard
Cochran	Thomas Buonomo	Huriya Edens			
Garvin	Eugenie Barber	Devinn Waithe	Costley	Karen Larkin	Sharette Thomas
Gibson		Rosa Pride	Healy	Pamela Wilson	
Houston	Melissa Nascimento	Vanessa Toney-El	Truth	Lillian Ogwumike-Eke	Eric Palmer
Hughes	Zania Saul	Maryronju Butler	Tyson Middle/High	James Lemon	Robert DeVeaux
Jackson	Ann White	Sandra Thompson	Campus High	Monique Herring-Drummond	Christina Jaquez
Louverture	Lynn Luckshire	April Hendricks	Fresh Start HS	Ricardo Romero	Alphie Amams

### **WE ARE FAMILY???**

Let me first state that you have a RIGHT to contact the EOEA with any issue that impacts upon your working conditions and/or causes you to have questions or concerns. This RIGHT is guaranteed by STATE and FEDERAL law. Once again, several principals are telling members that they are NOT to contact me or the EOEA before speaking to them. This is NOT a prerequisite required by law. They like to say that "we are family" and we must keep things "in house". My experience as President has proven that this generally means that "I know that this is potentially inappropriate and/or a violation of contract or district policy, but I'm going to do it anyway". "And, I need your help to do it".

Don't drink the Kool-Aid. If we are truly "family", there would be a discussion about the change and the impact prior to issuing these types of directives. When I or the Rep ask about these directives, the principal will invariably say "I didn't say that it was mandatory". My response is always, "You didn't say that it WASN'T". In the past few days, an administrator decided to change the lesson plan format via email at 7:00 AM on a Saturday morning with no discussion or training on this new format. The email suggested that "It would be fun". Well, the members disagreed about the "fun" part as most had already completed their plans. The administrator was outraged that members had emailed and called the EOEA about this matter.

We are here to serve you. We will CONTINUE to serve you. But, we can't serve you if you don't tell us what is going on.

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

By Keith Hinton II, Chairperson

The HSSC met on April 19, 2017. Prior to the meeting we did a follow up walkthrough of Edmondson Fresh Start High School and Fresh Start Middle School. The Head custodian at Fresh Start Middle High presented the checklist with the work orders on them. This was very helpful with our inspection. **Our next meeting is May 10, 2017 at EOCHS wing C.**

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

### Healy –

There was a problem with mice in the cafeteria. It was reported that the problem has been resolved. The pest control company has put down traps. They like to take a low-impact attempt first. This problem often occurs when construction is being done.

### PARS Visit –

- PARS is an environmental company that deals with hazardous waste communication. Two representatives of the company are out visiting every building. They are there to look through all closets, cabinets, and drawers to look at the chemicals being used in the schools. This company is advising the district on how to treat people whose skin comes in contact with these chemicals. These chemicals are put into a state database so that the district is in compliance.
- Many cleaners are asthma triggers. They must be low VOC (Volatile Organic Compound). **Teachers and other non-custodial staff should not bring in outside cleaners into the building.** Custodians should use district cleaners to wipe down desks, tables, shelves, etc.

### EOCHS –

Many people in the building have keys to the elevator. Mr. Lambkin recommended that the key distribution be limited.

### Heat –

Heat is officially shut off on April 15, but the principal can request that the head custodian turn the heat on for a few minutes in the morning to take the chill off. Other than that, heat should be off in all buildings at this time.

### Ceiling Tiles –

- The committee has been receiving emails about water damage to ceiling tiles. The question was raised whether there is a deeper problem when the tiles are water damaged. It was explained that it is recommended to take out the old tiles immediately after the damage happens and wait to replace them until the roof is repaired.
- Ceiling tiles have been on back order but the order should be coming in soon.
- Roofers are in the district now working on roofs at various schools

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

## NEGOTIATIONS

By Clarence Osborne, Chairperson

The EO BOE forwarded a draft of the “complete” contract to the EOEA in late April. Mr. Jim McGuire (NJEA Uniserv Rep.) and I reviewed the document and found additional changes that had to be made to comply with the Memorandum of Agreement (MOA). Those changes have been forwarded to the Board and the Association expects a response by mid-May. Upon receipt of the edited draft the printing of the new contract can be completed.

Since the current bargaining agreement expires on August 31, 2018, the Association will be looking to recruit members to serve on the next Negotiations Committee. Any EOEA member(s) interested in becoming involved in the bargaining process should contact the EOEA office for an application. Per the current contract the bargaining of a successor agreement should begin no later than December 31, 2017.

The Association’s Unfair Labor Practice (ULP) hearing on the prescription mail-in copay has yet to be scheduled. Once the hearing is held Association members will be made aware of the outcome.

## INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Greeting colleagues!

Well, here we are in May and we are winding down with testing, completing our SGO's and waiting for our summative evaluations. Remember, your required 20 hours of professional development is officially due on June 30th.

How many of you are experiencing uploading issues with PdExpress? If you are, contact Ms. Nisenson, Ms. Koree Washington, or Mr. Mawangi. These are the people who are updating our enrollments weekly.

If you are experiencing approval issues by your administrator, especially regarding the GCN mandated ours, let the EOEA, or myself, know.

The PDP belongs to you! -Your PDP is a living document and can be revised as YOU see fit, for example, and I know I have addressed this before, if you decide to attend a workshop, or complete a Danielson module, or take an accredited course, remember to add that to your learning goals and activities if it does not already meet the goals that you stated earlier on the document.

Have a wonderful month of May and please do not hesitate to contact us if you continue to experience issue with PD express, summative evaluations, and your SGO's.



## GRIEVANCE REPORT

By Priscilla Burke, Chairperson

### Grievances

1. 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. A hearing regarding the ULP was scheduled on October 5<sup>th</sup>. A hearing was held, a settlement was reached, but the terms of the settlement may have already been violated. A reconsideration of moving to PERC is being considered. (Tyson Elementary) Legal.  
**A hearing with an arbitrator was held, and continued.**
2. A grievance has been filed that the Hybrid compensation, which may have been calculated with a formula, is not the negotiated contractual language. A meeting is scheduled to discuss the evidence involving this grievance.
3. A Level II hearing was held for a teacher who complained of disparate treatment, as well as a request to remove several letters from her file because they inaccurately reflected the situation they were written to address. (Houston) No written response as promised from Administration. The grievance was moved to Level III.
4. A grievance was filed on behalf of extracurricular staff for the increase due to them for their 2016-17 salaries. It was believed that this matter would be resolved as the Board will approve these payments at the April meeting. Members have received their salary adjustments.
5. A grievance was filed on behalf of a teacher who has been disciplined without just cause at Houston Academy. The teacher has been deemed to be insubordinate and accused of not following a directive. The Association is requesting that the memo be removed from the file of this teacher and that the harassment of this member should cease immediately
6. A member was given a CAP for the 2015-16 school year in January of 2017. The Association is challenging whether this aligned with the TEACH-NJ –ACT timeline. A Level-II grievance has been filed.

### FYI

**If you have a CAP, be sure that you and your Supervisor/Administrator have had input into whether you have met the itemized plan. You should have had a mid-year review so that you know what has been addressed and what has not. Furthermore, anything you have done to satisfy your CAP should be discussed and documented with your Supervisor /Administrator. Hopefully you have an editable template that you have/can use to monitor your progress. Please reach out to the Association if you need assistance.**

## GOVERNMENT RELATIONS

By Brian Rock, Chairperson

### Government Relations Update for May

#### Members 4 Murphy.

On Monday, May 8, Phil Murphy came to East Orange and hosted a public town hall event. Hopefully you had a chance to see him in person. He remains NJEA's endorsed candidate in the primary, and on May 2 the PAC committee renewed that endorsement for the general election in November.

On Monday, June 5 we will be hosting a GOTV phone bank at the EOE office. Our goal is to call every NJEA member who lives in East Orange, encouraging them to get out to vote and to vote for Phil Murphy. The phone bank will be from 4:30 to 6:30, but feel free to come late if you're stuck in a faculty meeting. We plan to order some pizza after we make phone calls, so please RSVP with Valerie at the office to give us an accurate head count. We need about 20-24 volunteers to meet our goal.

**Steve Sweeney.** Our ongoing feud with Steve Sweeney was turned up a notch this month after Garden State Forward released a website -<https://therealstevesweeney.com/>. The site reveals Sweeney's true record of hurting the middle class, breaking his promises, and caving to Christie. Read it and share it with your friends.

On May 5, I joined a group of NJEA members from around the state for a canvass in LD 3 to help build support for a campaign to unseat Steve Sweeney in his home district. There is another canvass planned for Saturday, May 12. If you can make it, please RSVP to Marybeth Beichert - [mbeichert@njea.org](mailto:mbeichert@njea.org) - and she'll get you the details.

#### PARCC as a Grad Requirement.

A concurrent resolution, ACR-215, previously passed the Assembly requiring the State BOE to eliminate the use of PARCC as a graduation requirement. The Senate Education chair, Teresa Ruiz, and Senate President Sweeney have refused to pass the resolution for a vote. However, they did send a letter to the State BOE this month indicating that they do not support the use of PARCC as an exit exam and asking them to change the regulations. It remains to be seen whether the Board will take action on this request.

#### NJEA Endorsements.

On May 2, NJEA's PAC Operating Committee met to consider primary endorsements for the upcoming legislative elections. The committee endorsed Sen. Thompson, Asm. Dancer, and Asm. Clifton in LD 12; Asw DeCroce and John Cesaro in LD 26; and Asm. Chiaravalloti and NJEA member Kristen Zadroga Hart in LD 29.

**FAST** By Carla Hinds, Chairperson

The FAST Committee continues to focus on community engagement. We continue to celebrate the great work of all the ladies, especially the coordinators Karen Larkin and Dawn Nichol-Manning as we approach a successful year of mentoring young ladies.

Both book clubs continue to meet at STEM. There's still time to join them in the last book of the year. They will meet the last Wednesday in May at STEM Academy at 3:30 p.m.

Our Annual PRIDE in Public Education Dinner will be held at the Elks Lodge in Orange on May 24, 2017 at 6:00 p.m. Invitations will be given to all building reps for the student and parent recipients. Please encourage them to come and you join them. I'm sure they'd like you to share in this special occasion.

As always, if you have activities that can enhance the school climate through advocacy, parent engagement or community partnerships; please join us in June for our planning meeting. Call the EOEa office if you're interested.

**P.R.I.D.E.** By Ericka Currie-Fielding, Chairperson

**UPCOMING EVENTS**

***ECEA Pride Dinner***  
 May 11 @ Wilshire Grand  
 West Orange, NJ

Please submit any photos from PRIDE activities in your school forward them to Lauren [lbteach@gmail.com](mailto:lbteach@gmail.com)

***EOEA Pride Dinner***  
 May 24  
 6 pm @ Elks Lodge  
 475 Main Street, Orange NJ

Thanks to everyone who nominated a teacher and/or student for 2016-2017 Pride Award.

[NJ is funding the best public school system in the nation with the fifth-highest amount of funding.](#)

SmartAsset, a personal finance technology company ...has named New Jersey's public schools the best in the nation. According to SmartAsset's report, "...New Jersey earns an A for its K-12 public education system. Its high school graduation rate is the second-highest rate in the country (90%). It also has a low student-teacher ratio (11.9 to 1) and a high college attendance rate (70%). About 70% of 11th- and 12th-grade students scored a three or higher on their AP exams in 2016. That's a strong indication that many public school students in New Jersey are prepared to start college after they graduate." www.NJEA.org

**Visit our website: [www.eoemembers.com](http://www.eoemembers.com)**

**MEMBERSHIP** By Jill Rogers, Chairperson

**Happy May!!**

I am glad to report that my team and I are almost finished updating the membership profiles on NJEA. Please take a look at your profile to make sure we have the correct information.

**Member Benefits**

If you are in need of corrective chiropractic care, weight-loss, fitness, yoga, acupuncture or massage, check out Above and Beyond Holistic Center in Paramus, NJ. You may contact them at 201- 265- 0555. Show your NJEA membership card for a FREE nervous system scan and X - rays (\$700.00 value).

Discounts to SeaWorld Parks and Entertainment are available through Plum Benefits and ACCESS Discounts at NJEA Member Benefits.

**Web Giveaway**

This month one member will win:  
**Two tickets to SeaWorld Parks and Entertainment properties (except Discovery Cove) valid through December 31, 2017.**

**SOCIAL** By Jennifer Longo, Chairperson

Happy Teacher Appreciation Month! You ARE greatly appreciated!

Just a reminder that the retirement celebration will be held June 8 at the Hanover Manor. If you are interested in attending, please call the office. The cost for guests is \$50.

The end of the year Happy Hour will be held at The Above in South Orange on June 16! Hope to see everyone!

Due to a lack of interest the Amazing Escape Room has been postponed until October!

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

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