



Ms. Jacqui Greadington
EOEA President

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Informers

PRESIDENT'S MESSAGE



EOEA MEMBERS RATIFY NEW CONTRACT WITH 83% YES VOTE!!

The EOEa voted to ratify the new contract with the East Orange Board of Education. This contract will cover the 2014-15, 2015-16, 2016-17, and 2017-18 school years. It has been a long and tedious journey, but the EOEa is proud of the settlement we were able to achieve and the contract language we were able to maintain.

Those of you who attended the General Membership Meeting on Wednesday, November 2nd understand that the Board was proposing to take away many of our rights and benefits. These past two years was a continuous fight to maintain those rights and benefits.

Special thanks to NJEA Staff, Tom Bohnyak, Jim McGuire, Luis Delgado, NJEA Uniserv; Greg Yordy, NJEA Research and Carmen Gannon, Uniserv Regional Director. Their assistance and guidance was invaluable.

This could not have been done without the continuous unity shown by the EOEa membership. Your marching, chanting, Solidarity Tuesdays and the general sacrifice you made to show the Board that we were standing together. EOEa UNITED WILL NEVER BE DEFEATED!!!! THANK YOU!!!!

TALC

This is a reminder that each administrative unit (school building) SHALL have a T.A.L.C. (Teacher Administration Liaison Committee) selected by and from among the members of the bargaining unit (EOEA) with whom the building principal MUST meet at least once a month during the school year to review matters of interest to the teachers of that administrative unit and to play an ACTIVE role in the revision or development of building policies as they relate to these (contract book) terms and conditions of employment.

Some administrators are attempting to circumvent this contractual language by putting their own stipulations on the above language. Administrators are singularly determining the time of the meetings and requiring that the TALC submit documentation prior to a meeting. This meeting is to be scheduled at a time that is convenient for BOTH parties. Additionally, the language does not include any requirement to submit ANYTHING prior to the meeting. The purpose of TALC is to attempt to resolve issues of mutual concerns BEFORE those concerns rise to the level of becoming a formal grievance. Any continued attempts to reinterpret this language will be addressed through the Grievance Process.

P.R.I.D.E. By Ericka Currie, Chairperson

Bring Your Parent(s) to School Day-Collaborate with the parent liaison, PTA/PTO, to invite parents to school to pick up their child's report card or for a day of conferences. There is a \$100.00 allotment for light refreshments to be served to parents. You must acknowledge refreshments are compliments of EOE. Please note- **No** refunds will be given for purchases made at SAM'S CLUB or WALMART. **Original** receipts, flyers acknowledging EOE, and official EOE sign-in sheets should be sent to Ericka Currie at Louverture or EOE no later than December 1. Please indicate the school and payee with receipt(s). You **must** display your table signs.

EOEA PRIDE ART CONTEST-The PRIDE committee is sponsoring an "ART Contest". This year's winning Artwork will be placed on bags and distributed to the community. We are looking forward to all schools participating. No entries on paper larger than 9x12. All entries must be submitted to Ericka Currie @ Louverture or the EOE office.

NJEA 5th Grade Teachers – Species on the Edge Art & Essay Contest

- Addresses Next Generation Science Standards
- Incorporates easily into your curriculum
- Includes FREE lesson plans in the contest

Download your kit @ www.ConserveWildlifeNJ.org or call 609-984-0621

This month is Teacher Appreciation Month. We would like to highlight any school that shows PRIDE in public education. Any activities that your school completes please send the committee the information so we can share in our students' educational successes. PRIDE Reimbursements are available for the activities your school has for parents and community. Thank you ☺

NEGOTIATIONS

By Clarence Osborne, Chairperson

EOEA CONTRACT OVERWHELMINGLY RATIFIED BY 83% OF THE VOTING MEMBERS!!!!

By a 756 to 63 vote EOE members overwhelmingly showed their support of the Negotiation's Team efforts during this round of bargaining!! This was not an easy contract to settle. During my nearly 30 years of negotiations experience in East Orange, this is the first time the EOE has gone to the Fact Finding stage of bargaining.

Another first for the Negotiations Team was the rousing, standing ovation that was offered by members who attended the second General Membership meeting held on Wednesday, November 2nd. Nearly 600 EOE members attended the two meetings that day.

Many thanks to the EOE Negotiations Team members; Priscilla Burke, Jacqui Greadington; President, Walter Houghton, Jennifer Longo, Brian Rock and Deborah Thurmond.

In addition, I would like to thank the Negotiations Committee members; Kennette Bailey, Amanda Adams, Judy Buzzelli, Elaine Bryant, Carla Hinds, Cleta McLeod and Carolyn O'Connell.

On behalf of the Negotiations Team I also want to thank the EOE membership for their continuous support during this long process. We could not have achieved a settlement without your involvement.

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC met on October 12, 2016 at 1 P.M. at the Board of Education. Prior to the meeting the team completed a follow up of Whitney Houston Academy. After an inspection, about 25% of the issues were fixed or in progress. Most of the work is difficult to complete because of the age of the school. Some issues and new business that has been brought to the attention of the HSSC are as follows:

1. **STEM**-The drywall is newly done. Maintenance is just waiting for it to dry before painting.
2. **Tyson**-Some rooms, including Room 16, are incredibly hot. The HSSC is waiting for Mr. Lambkin's update.
3. **Jackson**- Extensive carpet removal on the third floor was completed during the summer. Some window upgrades were also done at Jackson Academy.
4. **Bed Bugs**- The protocol for bed bugs is that the nurse calls the Health Department. The Health Department then goes out to the home and makes recommendations to the homeowner/landlord. The policy does not include what happens if the parents don't cooperate. This policy needs to be revised.
5. **STEM**-The second floor computer lab is extremely hot. The computers themselves are extremely hot. There are already big fans in there but they are not helping. Mr. Lambkin will go over to assess the situation.
6. **Hart Complex**-There is a new garbage area that was built on the side of the building but the custodians are not using it. They are still using the old dumpsters, which are on a piece of land that The EOEOE doesn't own. Mr. Lambkin will speak to the custodians and ensure that this is changed.
7. **Louverture**-There is a brand new boiler unit in place and it emits a smell from the oils burning off. The complaints would be much less if people were told ahead of time to expect a smell until the boiler is broken in. This applies to many other situations as well. Communication is key in preventing complaints. Ms. Greadington would like a standard protocol in place for administrators to inform the staff of situations like this or of work being done in the building. She is working towards this happening.

The next meeting of the HSSC will be on November 16, at 9:00 AM at the EOE Office, followed by a walk-through of Healy School. Members please direct building concerns to your Rep and they will channel it to me. Thanks for your anticipated cooperation.

GRIEVANCE REPORT By Priscilla Burke, Chairperson**Present Grievances**

1. A grievance was filed on behalf of a teacher who was recommended for appointment to an extracurricular activity and was removed in response to an unfounded complaint. It is in arbitration.

2. 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 being utilized for other tasks in the building and was not available for servicing students. The hearing was held; the grievance was not sustained although there was a notation that the issue with the T.A. was a valid issue. It was moved to Level-IV.

3. There are some concerns regarding the evaluation process, the 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, and 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. In response grievances are being filed for the following schools, there may be more to come:

A. Langston Hughes-A hearing was scheduled; it was cancelled due to Administrative absence. It was moved to Level-III. A hearing is scheduled for the week of 11/7/2016.

B. Tyson Elementary- A hearing was held, the response to this grievance was not acceptable. It will be moved to Level-IV.

C. Banneker and Dept. of Special Ed-Both are included in an Association complaint that a member's evaluation was improperly completed outside of the guidelines of the evaluation regulations. A hearing was requested.

7. An instructional coach is grieving that her Evaluator of Record refused to discuss her concerns and review her evidence in a post observation and that the observation was closed in Teachscape before she had the opportunity to complete her discussion and present the data that would support her claims. She also believes that her insistence on writing rebuttals has led to the creation of a hostile working environment. The grievance was denied; we will be moving it to Level-IV/Commissioner.

8. 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 the staff. The Association is moving forward to file an ULP (Unfair Labor Practice) against this Administrator. 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)

New Grievances

6. The Association is filing a grievance that the Administration informed a teacher of a change in his assignment on the day he returned to work contrary to the contract language. (Violation of Article XIII-A.1, B) The administrator recently returned from FMLA. A new date for a Level II hearing has been requested. (STEM 9-12)

7. The Association is investigating the docking of a teachers pay, who was out due to illness, used Aesop and has a doctor's note. (Article VII-A.2). The teacher's pay dock was rescinded and she has been made whole. (CTES)

8. A member has been placed on probation, without any previous memos, poor performance issues 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. A hearing was held at Level III. A request to have it heard at Level II was granted. The Supervisor is a 10-month employee. We did not schedule due to the length of time which had passed since the grievance hearing was originally requested. (EOCHS)

******There are some concerns about changes in working conditions and extra work. If you are experiencing any of this, please call the office, and document what you believe is the extra work load. We have won these types of grievances when there has been evidence. Document!!!!!! ******

SOLIDARITY WORKS!!!!!!!!!!!!!!!!!!!!!! ☺

Congratulations and thank you for your support during the exhausting Negotiations Process!

GOVERNMENT RELATIONS By Brian Rock, Chairperson

It's Election Day! By the time you read this, the Presidential election will likely be over. I'm not going to make any predictions, but know that we did our part. The ECEA took a bus out to PA to canvass in October, and NJEA took a busload of volunteers out to PA on November 5. We held a local phone bank here in East Orange on Monday night. Thank you to everyone who volunteered!

Gubernatorial Updates. Last month, I reported that NJEA had endorsed Ambassador Phil Murphy in the Democratic Gubernatorial Primary. This month, I'm excited to tell you that he will be at the NJEA Convention, and if you attend you'll have an opportunity to meet him. Friday morning, the regularly scheduled Q&A with the Commissioner of Education has been replaced by a Q&A with Phil Murphy. That is at 9:30am. Later on Friday, Phil Murphy will also be visiting the ECEA Hospitality Suite. The lunch is from 11am to 1pm, and the Ambassador plans on being there from 11:15 to 11:45. Make sure you take advantage of this opportunity to meet our endorsed candidate and vet him for yourself.

Early Career Members Getting Politically Active. On October 26, NJEA's Early Career Member Network hosted an event to discuss political involvement amongst early career members. Two NJEA members who are also elected officials in their hometowns joined us, including a teacher from Irvington who serves on his local Board of Education. A follow up event is being planned for late January or early February. If you're interested in attending, e-mail Jim Boice at NJEA (jboice@njea.org).

Legislative Updates. A-4122, a bill that would prohibit the use of standardized tests in teacher evaluations, passed the Assembly and has been received in the Senate, where it has been referred to the Senate Education Committee and awaits further action. S-979, a bill that would eliminate our ability to bargain healthcare waivers, was to be voted on in the Senate last month but it was pulled from consideration after vocal opposition from our members. The State Board of Education continued to consider new regulations on charter schools. NJEA continues to oppose these regulations, and several NJEA members and leaders were present at the State Board of Education meeting in November to register that opposition.

FAST By Carla Hinds, Chairperson

It is a challenge to complete some of the activities that we have requested at this time because our grant has been held up, but, we are trying to expedite that process. Happily, we are approved for the book clubs and for parent groups. Our book clubs will be held on the last Wednesday in each month at 3:30 pm. (Unless otherwise indicated). Our contacts are both at STEM Academy. For the male book club, (NEXT STEP) it is Pedro Azcona. For the female book club (Savvy Sisters), it is Anna Annunziata.

According to our timeline for this year, we are also co-sponsoring “A Day with Dad and Me” with Newark in May. We are seeking other organizations to help us in this endeavor. It is an awesome day! We have workshops, creation stations, breakfast and lunch for all. If you or your group/organization is interested in joining in on the planning and the event, please call the office.

Hopefully, by the next edition, we will have confirmation of our grant for other activities.

MEMBERSHIP By Jill Rogers, Chairperson

My committee and I are diligently working to update our membership information. Please see your building representative if your contact information has changed or if you have not been receiving emails.

It would be extremely helpful if every member logged on to njea.org to update your profile. You may access your account by entering your email address or pin. Your password is the last four digits of your social security number. Your pin is located on your membership card. If you are not in possession of your pin number, please contact me at Garvin School 973-673-5410 ext. 58013 or via email at sadezmom@yahoo.com. I will be glad to assist you. If you did not receive your membership card/badge, then you definitely need to update your profile.

I encourage all of you to attend the NJEA Convention that was created just for us educators. This convention promises to be one to remember. You can attend a few workshops and then go shopping or see a show. We all need a little fun. If you have not received your badge, you will only need to scan your membership card at a kiosk at the convention center or one of the participating hotels.

Your NJEA membership card is your ticket to discounts on merchandise, insurance, entertainment, travel, and personal legal services. Once you’ve updated your profile, I invite you to search the Members Benefits section. NJEA **Member Benefits** seeks to enrich the lives of all members and their families by offering programs designed to save money and increase buying power. Whether you are looking for insurance, big-ticket items, or special deals on hundreds of everyday purchases, you can find valuable consumer offers here.

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Good day, colleagues!

November has arrived very quickly this year! I hope all is well and that you and your students have settled into the classroom rituals and routines. This is the time when you should start thinking about fulfilling your professional development plan for the year, and adding to it, if need be. Remember, it is a living document that can be enhanced throughout the school year.

The EOEA is holding a workshop on Elementary Classroom Management, November 16th, here at the office, from 4pm to 6pm, with light fare to be offered. Call the office to sign up. In December, we are holding another workshop on the 15th; Differentiated Instruction, also at the office, from 4pm to 6pm. I hope to see you there!

Good luck with your observations this month!



NJEA’s premier black-tie event, the **Martin Luther King Jr. Human & Civil Rights Celebration**, occurs on Saturday, Jan. 14 at the Hilton East Brunswick. Registration, Reception, and Exhibits: 2 – 4 p.m. Program: 4 p.m. Dinner: 5 p.m.

Lenworth Cunther, Ph.D., historian, author, educator and motivational speaker, will keynote, followed by musical entertainment by Grammy winning pioneer in music, video, fashion, and style Jody Watley and Shalamar.

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SOCIAL

By Jennifer Longo, Chairperson



The Social Committee is busy putting together plans for 2017. Event details will be coming soon.

Visit our website: www.eoemembers.com