



Ms. Jacqui Greaddington
EOEA President

E O E A Informer

PRESIDENT’S MESSAGE

CONGRATULATIONS TO ALL:

Due to your consistent and hard work, we have elected Phil Murphy as our next Governor. He was a pro-education candidate and will take a hard look at the issues that we have suffered under the Christie administration. East Orange members were in the forefront of the campaign. Members participated in phone banking, both in the EOEA and Essex County Education Association office, wrote postcards and knocked on doors. EOEA members had a pizza party and made phone calls on behalf of Murphy and Ted Green the Monday night before Election Day. Thanks, EOEA for stepping up to the plate and getting the job done!!!

At the NJEA Convention this week, the new message is clear: We must hold those who we supported to their campaign promises. It’s time for elected officials and members to unite to provide our students the quality education they deserve.

TEACHERS PARTICIPATING IN WALKTHROUGHS!!!!!!!!!!!!!!!!???????????

The EOEA Executive Board discussed the use of a document entitled CLASSROOM WALKTHROUGH CHECKLIST DEVELOPMENT. We learned that teachers are involved in conducting these walkthroughs. The document contains such information as: **Measure and Process to Monitor Progress and hold everyone accountable; Quality Evidence: What does the teacher do? What does the student do? What does the student work look like?**

PURPOSE AND FOCUS AREAS:		
IDENTIFY: To monitor the implementation of district adopted program, To assess the level of differentiation in classroom teaching and learning	CHECKLIST DEVELOPMENT: Identify a list of specific evidence	IMPLEMENTATION & MONITORING PLAN: Identify how progress will be monitored and how all concerned parties will be held accountable for an effective implementation

Let’s be clear, the EOEA is not questioning the right of administration to walkthrough and assess these items. We **DO**, however have a **MAJOR PROBLEM** with teachers participating in this process. The law is very clear that **members of the same bargaining unit must not assume or participate in an evaluative role involving another member.** Members can have **NO** input in this process as it may ultimately impact upon the employment of the member who is the subject of the evaluation, observation or walkthrough. The member who participates in this manner leaves themselves open to face legal liability if, in fact, their input leads to adverse personnel action, loss of increase and/or increment, or termination of employment. In such cases, the EOEA/NJEA will **NOT** provide legal assistance to the member who participated in such activity.

It is our understanding that this illegal practice has been used in some schools by some departments.

This is a point of information for ALL members. A person who is employed by the district to operate under his/her supervisory certificate must conduct the evaluation/observation of a teacher’s performance. Your evaluation should only contain information that is witnessed by the administrator/supervisor who conducts the observation/evaluation. Please contact the EOEA office immediately if you are evaluated/observed by another teacher and/or you know that the evaluator of record did not observe specific information referenced in your evaluation/observation.

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INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Greetings colleagues! Well, our PDP's and SGO's have been submitted for the upcoming year, so it's time to strap in and enjoy the ride.

Speaking of SGO's, we had a very successful workshop on October 19th, and that brings me to a very important reminder to you all, February is the deadline for any adjustments that you may need to make on your SGO's, so stay on top of the data because that will justify any modifications you may need to make.

We have another very informative workshop on November 30th, here at the EOEa office from 4PM to 6PM, "Higher-Order Questioning Strategies". This workshop will help teachers to incorporate higher order questions into their repertoire and foster a growth oriented environment. Sign up early, as we already have several people on the list. Hope to see you at the workshop!

FAST By Carla Hinds, Chairperson

We are moving along in this school year with our programs. I have submitted and received my Grant for 2017-18. We are in need of a person to run the "Savvy Sisters" Book Club. If you are interested, please call the EOEa Office. I will be glad to guide you in the process. It doesn't require too much work, just organizing the time and place which could be your school.

There are some new directives in terms how FAST is viewed by NJEA. As we move toward those changes, it may impact some of the things we do. As we get closer to the final view, I will keep you informed. Please be assured that our schools, students and community are still at the forefront of our work.

Please save the date on your calendars, February 21, 2018. This will be our next "Keepers of the Dream Banquet." It is the time where we honor those groups or individuals who foster, advocate a support our schools and the community. More details will follow.

GOVERNMENT RELATIONS By Brian Rock, Chairperson

Government Relations Update for November

The election is finally over. Phil Murphy is the Governor-elect.

Governor's Election.

It's been a long road to this point. Remember that in early 2016, Steve Sweeney was the frontrunner to be the next governor and Phil Murphy was a virtual unknown. In October 2016, NJEA made the unprecedented move of endorsing a candidate in the primary. We helped ensure that Steve Sweeney would never see the governor's mansion and that Phil Murphy would be the Democratic candidate.

On Tuesday, November 7, Phil Murphy was resoundingly elected as the next governor of New Jersey. In his acceptance speech, he spoke about the importance of public education, funding our schools, and ending the demonization of organized labor. After eight years in the darkness, we finally have a friend in Drumthwacket again.

NJEA Organizing.

Throughout the fall, NJEA made a concerted statewide effort to organize its members to get out the vote. Statewide, we made over 40,000 phone calls this election cycle. A little under 4,000 of those phone calls were made in our Essex County offices and over 1,000 of them were made by EOEa members at our EOEa office. Roughly 80 volunteers pitched in throughout Essex County, and twenty of them were EOEa members. Thank you all for your support, and you should all be proud for having been such a big part of this effort.

Other Elections.

In Essex County, all of our endorsed candidates were elected, including candidates for State Senate, State Assembly, and Freeholder. Elsewhere in the state, Vin Gopal beat Senator Jennifer Beck in LD 11 in a narrow race. You may remember Beck as a prime sponsor of Chapter 78. In South Jersey, Chris Brown defeated Colin Bell to become the state senator in LD2. Both Gopal and Brown were endorsed by NJEA.

Steve Sweeney.

Unfortunately, in the most hotly contested race of the state, Steve Sweeney was successful in his re-election bid against Fran Grenier. He will remain in the senate and he will likely be re-elected Senate President. But before you dismiss the whole effort as a failure, consider this. Steve Sweeney spent the last few months on the defensive, and he and his allies poured millions of dollars into his re-election campaign. That money could not be spent elsewhere to prop up his allies, and in the neighboring district his hand-selected Senator Colin Bell was defeated by our endorsed candidate Chris Brown. Sweeney may have won his re-election campaign, but he took the challenge seriously and his victory came at a real cost.

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

During our October meeting, there were several updates discussed. Some key updates were Xfinity still offers Internet service for low-income families for \$9.95 a month. It is called "Internet Essentials". There is also a program for computer purchase. East Orange is a partner with Xfinity. We believe that having our parents aware of this opportunity would have our students better prepared for 21st century learning.

Another update was about the hot and cold rooms in some schools. Some rooms might be very cold, but the room next door is too hot. Mr. Lambkin described how the air volume box mixes the outside air temperature with the air being generated by the unit. (The state standard is that classrooms should be between 68 and 72 degrees.) Sometimes the maintenance people come back for the same room to move the temperature up and down. This has proven to be a problem because some schools take time for the temperature to reset. It was suggested that schools should try to find common ground to lessen the number of calls.

A variety of schools have reported that the desktops are not working. Mr. Bailey explained the ticketing system. The lead tech teacher puts in a ticket to report the problem. The ticket has a description of the problem. Some problems can be resolved remotely. If a desktop is past a certain age, it will not be reimaged, so it may need to be removed.

Last, several TAs at the Hart Complex had their cars vandalized in the parking lot on Clinton St. (inside the stadium). These cars were keyed, and some tires were slashed. There are no cameras in the parking area. Dr. West is interested in putting cameras in this area. Please, if your vehicle is vandalized or if something happens to you, get a report of the issue so it can be filed and saved.

Continue to inform your Reps of issues so they can tell me your concerns. I can continue to bring them forward to our team. The next meeting of the HSSC will be a walk-through of Tyson Middle/High 1st floor on December 7, 2017- followed by a 1:00 PM meeting at the EOBOE Office 199 4th Ave.

NEGOTIATIONS COMMITTEE

Dawn Nichol-Manning and Brian Rock, Negotiations Co-Chairs

The Negotiations Committee conducted Focus Groups to gather information from various specialized groups within our bargaining unit. We appreciate the members that came out to express their concerns and offer suggestions.

The information collected will be disaggregated on November 15, 2017 amongst the Negotiations Committee.

As we move ahead we look forward to you playing an active role assisting in the actions needed during the negotiations process.

GRIEVANCE REPORT

By Dawn Nichol-Manning, Interim Grievance Chair

We have reviewed previously submitted grievances and we are moving towards attending to them in a timely fashion. We appreciate your patience during this time of change and adjustment. Should you have any concerns please do not hesitate to call or email the office.

Pending Grievances

A demand to bargain impact request has been submitted to Dr. Dana Walker regarding the increase in workload due to the Unified Lesson Plan format. Scheduling is pending.

Please continue to submit information on how much time was required to write your lesson plans before, and how much time is required under the Unified Lesson Plan format.

A hearing was held with Superintendent West regarding the arbitrary, capricious, and illegal decision to change negotiated stipends on the Extra Compensation guide.

A meeting with the EOEA President and NJEA is scheduled for November 13th.

If you are a member who receives pay under the Extra Compensation guide (Article XX, page 44-48 in the red contract book), please contact EOEA immediately so that we may add you to this grievance.

Level III - Jaliyah Fraser, Math Supervisor: Violation of contract language regarding staff meetings and pay for mandatory in-service. Ms. Fraser has not responded. This will be moved to Level IV.

Level III. – Gordon Parks – Inaccurate evaluation leading to a CAP is pending.

Level II – Houston– Disciplinary Transfer is pending.

Level II – Tyson M/H – Compensation for combined class is pending.

Level III – STEM – Compensation for mandatory in-service is pending.

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TRYING TO WRITE A NEW STORY WITH THE SAME OLD WORDS:

East Orange Teachers have **always** risen to a "Standard of Excellence". Truth is, this rising has been in spite of a lack of supplies, inadequate technology, no respect for our expertise, being excluded in plans that impact upon teaching and learning, inadequate and untimely training, confusing mandates from multiple sources, soap opera-like vendettas from a handful of principals who choose a teacher to be "IT" for the year, unrealistic timelines, and a general attitude that says, "it's your problem, deal with it." We care about students and continue to do our best in spite of these realities.

Truth is, the Unified Lesson plan format is **NOT** for teachers. It is for those who come into your classroom who don't know and don't take the time to know the standards that are being taught. The EOEA proposed that a standards reference chart be placed in each classroom. That idea was rejected. The Unified Lesson Plan is for those who really don't know, or care what you face daily. The EOEA proposed a format that included ALL elements of the current form, but was not as redundant. That proposal was also rejected. The EOEA was told that principals unanimously declined to use this modification. We have since learned that this was a lie. Many principals have expressed their concern about the Unified format.

Additionally, I have heard numerous accounts of Central Office administrators entering rooms, without having enough courtesy to even say "Hello" to the teacher. This is in and of itself the ultimate disrespect from educated people who should know better. The message is "You are nothing, and I can do whatever I want", because I am the king/queen. Some continue to act out by ripping up bulletin boards leaving students distraught, asking "Why did they tear up my work?" The teacher must then deviate from the Unified Lesson plan to explain adult juvenile behavior.

It is time for us to stand up, speak out, and tell the truth. Throughout my tenure, the EOEA has vigorously pursued, and won, on all issues that are violations of the contract and state law. We do not intend to stop now.

I urge you to continue to report your issues and concerns. I promise you that they will be dealt with by any means necessary.

Truth is, no mandate issued from on high can succeed without the 1,100 dedicated and committed Teachers of the East Orange Education Association.

REMEMBER:

IF YOU DON'T KNOW YOUR RIGHTS, YOU DON'T HAVE ANY!!!!

Visit our website: www.eoeamembers.com

MEMBERSHIP

By Jill Rogers, Chairperson



I hope that everyone who attended the convention had a fabulous time.

I extend a warm welcome to our Building Based Subs. If you are a Building Based Sub and are in need of an application, please see your building rep or call the EOEA office. It is to your advantage to become a member. If you are not a member you will be considered a "Fee Payer". Up to 85% of the total dues of \$689.40 will be deducted from your salary as a "Fee Payer".

If you have not received your membership card it is most likely because you have an incorrect address on file at njea.org. 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.

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.

Have a wonderful Thanksgiving ☺

SOCIAL COMMITTEE

By Ellen Lund, Chairperson

Hi Everyone! Get ready for our first HAPPY HOUR! Take a break and join us at Essex Junction on December 1st in Bloomfield. A flyer will be coming soon with details.

We are also getting a survey together to find out what YOU are interested in doing. And all members will be receiving a special gift this month from your EOEA.

Hope to see you on December 1st!

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