



Ms. Jacqui Greadington  
EOEA President

# E<sup>EA</sup> Informer

## PRESIDENT'S MESSAGE



**TENTATIVE AGREEMENT REACHED!!!**

*NEXT STEPS*



On Tuesday, October 4, 2016, the EOEA and the EOBOE finally settled the new bargaining agreement. All members received a Negotiations Update announcement. As you know this has been a long and intense process.

Salary Guides have been constructed and by the time you read this, the EOEA Negotiations Team will have reviewed the guides. The next step is to submit the guides to the Board for review and approval.

Once the Board has approved the guides, there will a General Membership Meeting (scheduled for October 19<sup>th</sup>). Details of the new contract agreement, including salary guides will be presented and discussed at that time.

At the end of the session, the Mediator placed a gag order on both the EOEA and the BOE to not discuss the details of the contract until the Board has reviewed and both sides have mutually approved the guides. To do other than what we have been directed to do would jeopardize the entire agreement, and potentially move us back to square one. The team has worked too hard for too long to allow that to happen.

I ask that you continue to be patient as we approach the end of this very long journey. It is important that each member comes to the meeting to hear the facts and ask questions for yourself.

In closing, on behalf of the EOEA Negotiations Team, I would like to thank you for your support and participation in helping us to secure an agreement that we are proud to present to you.

Please continue to read EOEA communications through Constant Contact for updates.

***EOEA united will never be defeated.***



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

By Keith Hinton II, Chairperson

Thank you for your e-mails about building issues. They have been brought to the attention of the maintenance department.

**STEM** - Room 123, 111, cafeteria, auditorium- It was reported by STEM staff that there may be mold in these areas. An air quality test will be administered by the maintenance dept. Charles Mitchell was reached by phone and said this job was completed. Mitchell stated the room only needs painting.

**Cochran** - A report was sent to the EOEA about a possible mold situation. Charles Mitchell reported that an air quality test was done and we are waiting for the results.

There were some calendar changes due to scheduling conflicts with the Board members.

The updated school visits are as follows:

- September 14, 2016- Houston Academy
- October 12, 2016 – Houston Academy follow up
- November 16, 2016 – Healy
- December 13, 2016 – Healy follow up (update...conflict)
- January 11, 2017 – Carver
- February 8, 2017 – Carver follow up
- March 8, 2017 – Fresh Start (Edmonson Center)
- April 19, 2017 - Fresh Start (Edmonson Center) follow up
- May 10, 2017 – EOCHS C wing
- June 14, 2017 – EOCHS C wing follow up.

Please continue to direct issues to me as soon as possible. Send your concerns to the EOEA office or e-mail at khintonii@me.com. Again thank you for your support.

## NEGOTIATIONS

By Clarence Osborne, Chairperson

At long last, after nearly three years of bargaining, a tentative agreement between the EOEA and the EO BOE was secured!!!

It seems as if the Negotiations Team has been fighting an uphill battle the entire time. From the very beginning of the process when the EOEA requested data to prepare for Negotiations in December 2013 (data that we did not receive until June of 2014 after having to file an Unfair Labor Practice against the Board) until the tentative agreement last Tuesday it has been frustrating round of bargaining. Dealing with a management negotiations team that was not committed to the process was disconcerting. While the EOEA was prepared to meet for several hours at each session, the Board would regularly insist on adjourning meetings after only two hours. However, the Association's Negotiations Team persevered in spite of the numerous obstacles.

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

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

### General Membership Meeting

On **Wednesday, October 19<sup>th</sup> 2016**, three General Membership meetings have been scheduled. The meetings will take place at **Whitney Houston Academy**. Meetings are scheduled for **2:30pm, 3:15pm and 4:00pm**. I would encourage EOEA members to attend this meeting to hear first-hand the particulars of the tentative agreement.

## INSTRUCTION & TRAINING By Stephen Laird, Chairperson

Greetings colleagues!

This newsletter brings us into autumn, the time of SGO's and our first observations. What you do "on stage," Danielson 2 and 3, will be the primary focus, but please do not let areas 1 and 4 fall by the wayside. Keep up with your parent contacts, your lesson plans, and your student data. The magnifying glass is out!

That brings me to lesson plans. It has been brought to our attention that there are different plans and structures that schools are implementing. Please send your lesson plan templates and any addendums that are required with them, to EOEA. We are hoping to develop universal templates (at least the same for grade levels) for elementary, middle, and high schools. I realize the demand for your time has increased, especially at home, but the best resource for help is your colleagues, turn to each other, rotate tasks if you can.

Look for some upcoming workshops in the areas of teacher/parent contact, classroom management, technology and differentiated instruction. Also, hit up the NJEA website for Danielson training opportunities. Don't forget to sign up for your workshops for the Oct. 26<sup>th</sup> school-wide in-service.

See you on Oct 19<sup>th</sup> at Whitney Houston for our General Membership meeting.

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

1. A grievance will be 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 was moved to 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 not available for servicing students because he/she was being utilized for other tasks in the building. The hearing was held; the grievance was not sustained although there was a notation that the issue with the TA was a valid issue. It was moved to Level-IV
3. There are some concerns regarding the evaluation process/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. Grievances are being filed for the following schools, there may be more to come:
  - a. **Langston Hughes**-A hearing was scheduled; however, it was cancelled due to an administrative absence. It was moved to Level-III
  - b. **Tyson Elementary**- A hearing was held. The response to this grievance was not acceptable so it will move to Level-IV. Filed at Level-II for a procedural complaint.
  - c. **Banneker and Dept. of Special Ed** -Both have been included in an Association complaint that a member's evaluation was improperly completed outside of the guidelines of the evaluation regulations.
4. An instructional coach is grieving that her Evaluator of Record refused to discuss her concerns and review her evidence in a post observation. 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 have led to the creation of a hostile working environment. The grievance was denied; we will be moving it to Level-IV/Commissioner.
5. 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 regarding the ULP was held on October 5<sup>th</sup>.

**New Grievances**

6. The Association is filing a grievance that an administrator informed a teacher of a change in his assignment on the day he returned to work, contrary to contract language. This is a violation of Article XIII-A.1, B.
7. The Association is investigating the docking of a teachers pay. The teacher who was out due to illness, used Aesop and has a doctor's note. (Article VII-A.2) In a meeting it was agreed that the member's pay would be reinstated, however it has not occurred to date. The grievance shall remain active until the member's pay is returned to her.
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 language that may apply.

**SOLIDARITY!!!!!!!!!!****GOVERNMENT RELATIONS**

By Brian Rock, Chairperson

**Gubernatorial Primary Endorsement.**

On Saturday, October 8, the NJEA PAC Operating Committee took the extraordinary step of endorsing Phil Murphy in the Democratic Primary for Governor. That election is June 6, 2017. Murphy, the former U.S. Ambassador to Germany, was one of four candidates to meet with NJEA's screening committee Saturday morning. In his interview, he was exceedingly well prepared to discuss our issues and he spoke about things like ending the PARCC, raising new revenues to fund the pension, fully funding state aid to schools, finding a former classroom educator to be the next Commissioner of Education, and placing a moratorium on charter schools. Along with working in President Obama's administration, Murphy is a longtime member of the NAACP's Board of Directors.

Over the summer, the PAC Operating Committee initiated the screening process in response to Senate President Steve Sweeney's failure to post the pension amendment in the State Senate. At the time, the Governor's race was a dead heat between three candidates, and we were waiting to make our decision and endorsement at the most opportune time. That critical moment came after Steve Fulop, another leading contender, dropped out of the race in late September. This set off a series of events that ended with Senate President Sweeney dropping out of the race altogether and Murphy emerging as the strongest candidate. Over the next nine months, there will be many opportunities to see Murphy in action - at NJEA legislative events or at his own town halls. Take the opportunity to meet the candidate and judge him for yourself when you can.

**Presidential Election GOTV.**

It's that time of year again... time to get out the vote for election day! We will host our usual phone bank at the EOEAO Offices to call NJEA members living in East Orange and urge them to vote. That will be Monday, November 7, immediately after your staff meeting. The Essex County EA is also organizing a bus trip to Pennsylvania to canvass for Hillary, and they will be hosting several days of phone banking. If you can volunteer for one of these opportunities, please e-mail me at [brianrock.nj@gmail.com](mailto:brianrock.nj@gmail.com).

**Bill A-4122.**

This bill would eliminate the use of standardized test scores in teacher evaluations - effectively eliminating SGPs. It was introduced by one of our Essex County legislators, Mila Jasey, and it has passed the State Assembly. While it is unlikely that the bill would be signed by the Governor if it passed the State Senate, this is a still a huge step forward. This sets things up so that as soon as a new Governor is sworn in - January 2018 - we can re-introduce the bill and have it swiftly passed through the legislature and signed. Our endorsed candidate, Phil Murphy, has already promised to eliminate the use of standardized tests from teacher evaluations and would be likely to sign the bill if he were elected.

**FAST** By Carla Hinds, Chairperson

The FAST Committee has submitted their grant for this school year. To date, we haven't heard from NJEA as of yet. We anticipate a confirmation soon.

The Savvy Sister Book Club and the Next Step Gentlemen's Book Club, will begin this month. Both clubs are looking for new members. We hope more of you will join. Again, this year, they will both be held at STEM Academy. For more details, please contact the office.

I still have parent only materials available for your open house or other parent-focused events. Please call the office and leave your information if you would like any of these materials.

We hope that some of you will consider joining our committee. We are preparing to launch a couple of new programs this year. We really want to further engage churches, local business leaders, parents and community organizations in this work to create the best public schools anywhere! It can be done, but, we need every stakeholder to assist. If you belong to organizations, churches or any groups who are committed to making a difference in the East Orange community, come sit at the planning table.

Together we can make a difference!

**SOCIAL** By Jennifer Longo, Chairperson

The Social committee had its first Happy Hour at Blackthorn Pub in Kenilworth. A great time was had by all! Please stay tuned for the next date.

Currently the committee is preparing for American Education Week as well as choosing some activities for all to socialize after hours. Stay posted for dates and info.

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

Hello everyone. It's that time of year for trick or treating. The Halloween bags are in and are ready for distribution for grades Pre-K thru 3rd grade. The flyers for the bags will be sent to your school to be placed in the Halloween bags.

All PRIDE activities are ready to go along with the gifts for any of your activities that involve the parents and/or the community.

Remember always show PRIDE in our public schools



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

**MEMBERSHIP** By Jill Rogers, Chairperson

Your NJEA Convention badge is one of the best benefits of your NJEA membership—you get it because you're a member. Non-members pay as much as \$150 to attend the convention.

This year, recording your attendance at a professional development session or providing your contact information to an exhibitor will be simple—you'll just "tap" your badge and go! Your attendance will be recorded, and NJEA will deliver your PD certificates electronically.

All members who attended the NJEA Convention in 2014 and 2015 will receive their badges in the mail during the week of Oct. 10.

If you are not a *new* member, but did not attend the NJEA Convention in the last two years, you will need to bring your membership card to the convention. Any NJEA member who comes to Atlantic City without a badge will be able to print one on-site at the convention center or any NJEA-contracted hotel beginning on Wednesday, Nov. 9 at 4 p.m. All you'll need is your NJEA membership card or a picture ID.

New members who aren't yet in the NJEA membership system, or members with expired membership cards, will be able to talk with staff from NJEA's membership processing office at the Convention Center to ensure NJEA's records are accurate before obtaining a badge. Members may request guest badges onsite by scanning their convention badge.



Download the **NJEA Events App** today and plan your Convention. The mobile app carries all the information found in the [NJEA Convention Program](#).

**Downloading the App is Easy!**  
For iPhone, iPad and Android users – visit the iTunes App Store or Google Play Market on your device to search for "NJEA Events."

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576 Central Avenue, East Orange, NJ 07018  
Phone # 973-672-7331 Fax # 973-672-1194

E-mail: [eoemembers@aol.com](mailto:eoemembers@aol.com)

Website: [www.eoemembers.com](http://www.eoemembers.com)

Ms. Jacqueline Greadington, President

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