



Ms. Jacqui Greadington
EOEA President

E EA

Informer

PRESIDENT'S MESSAGE

LESSON PLANS:

On Thursday, September 21st. EOEA representatives met with Dr. Dana Walker and Dr. Harvest to discuss the Unified Lesson Plan format. We met for nearly 2 hours. The conversation included the feedback we have received from you regarding the format including the:

- Increase in time that this format requires
- Redundancy
- Lack of training provided by the district
- The plans are not user friendly, and obviously NOT written for the teacher, but for the observer.
- Plans being rejected without concrete reasons provided for the rejection.

Dr. Walker's position was that everything requires planning and that change is always difficult. She believes that once everyone becomes "used to the new format", that some of the complaints will subside.

We proposed a modified format that was indeed more user friendly and contained ALL the components of the Unified Plan. Dr. Walker indicated that she might not have a problem with the modification, as all the components were included.

On Thursday, September 28th, the EOEA Executive Board continued this conversation during our scheduled monthly meeting with Dr. West and his leadership team, Dr. D. Walker and Dr. Harvest. Dr. Walker reported that she presented the modified version to the principals for a vote. She stated that the principals unanimously declined to accept the modification. Of course none of us was present at that meeting, but I have since learned that at least one principal spoke out. I also know that some principals were planning to present the modification to teachers and ask them to decide. I also know that not all principals are in agreement with this cumbersome process as it takes time away from their responsibilities as well. This is of course now null and void.

Whenever we attempt to have conversations about this matter, administration begins to infer that teachers are lazy and don't want to work. They say that this is what we signed up for. This is not true and more than insulting. This is the longstanding game that is played when authority is questioned and TRUE collaboration is requested. The default position is an attempt to make teachers feel guilty because we have families to care for, and lives outside of the classroom. It is interesting to note that the last presentation at the BOE meeting indicated that, barring Math, East Orange, for the most part, either met or surpassed state standards. We have and will continue to cause our students to succeed.

The time (up to 18 hours) that these plans are taking to write, takes away from teachers being able to research, create supplemental materials, explore options/venues/resources, and all the things teachers do to ensure student success. Some teachers have actually stopped attending church on Sunday in order to complete these plans over the weekend. Additionally, I have been informed that not all courses have curriculum guides. Please email me immediately if there is no curriculum guide for your subject.

The EOEA has asked that lesson plan training be provided. I am awaiting more information regarding this request.

PRE-K LESSON PLANS:

It has been reported that some Pre-K teachers have been asked to use the Unified Lesson Plan. I have been informed that, at this time, ALL Pre-K teachers should be using Tools of the Mind for planning.

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EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

During our September meeting, we discussed several updates. One key update was that Whitney Houston has eighteen air conditioners in the classrooms and it has provided some comfort to the students and staff. Another update presented by the committee establishes a process to report problems to HSSC. The reps at the schools get the issue or concern, and they will be reported to the building administrator. If nothing is resolved, then the rep will report that to the HSSC. Keep in mind that each school should have a School Safety Team that meets once a month, addresses building issues and then reports to the HSSC once results are complete.

Staff injuries should be filled out and submitted. No one can stop a member from filling out this form. Even if you think you are fine right after an accident, you should still fill out the form just in case you don't feel as good on a subsequent day.

Our next meeting is at the Board of Education on October 12, 2017 at 1 P.M. As always, thank you for sending me the information so I can get the proper results for you! Please email me your concerns so I can bring them forward to our team.

FAST By Carla Hinds, Chairperson



The FAST Committee is happy to announce the approval of our NJEA FAST grant! So, let's get started!

Our grant this year does include several events that are meant to encourage parent and community participation in our schools. We will start with our book clubs. Flyers will be sent out soon announcing the books and locations. Let's get your read on! All are welcome to our book clubs. (Community, parents, students...)

Secondly, the GIRLS Mentoring program will again be chaired by Karen Larkin and Dawn Nichol-Manning. This program is for young ladies in grades 6 and higher. It offers workshops for them and parents on numerous subjects of interest and concern. If you have the age group and have someone who might be interested, please contact the office and we'll email you an application.

I am excited about our planned events this year and I truly hope that some of you will come and join us in this work of enhancing the community, the schools, and the families that we serve. If you are interested in joining our committee, please do so. We meet once a month and your input is valuable. You do not need to be a building representative or association member to participate.

GOVERNMENT RELATIONS By Brian Rock, Chairperson

Government Relations Update for October

It's an election year. If you need to update your voter registration, **the deadline to do so is Tuesday, October 17.**

Election Day.

It's an election year, and on Tuesday, November 7 we will elect a new Governor. At this point, I shouldn't have to tell you that the NJEA has endorsed Phil Murphy. After eight years of Chris Christie, we need a Governor who values educators and public education - and Phil Murphy is the only viable candidate on the ballot who does that.

Elsewhere in Essex County, the NJEA has endorsed three slates of candidates for State Senate and Assembly. LD 34: Nia Gill for Senate and Sheila Oliver and Tom Giblin for Assembly. LD 28: Ron Rice for Senate and Cleo Tucker and Ralph Caputo for Assembly. LD 27: Dick Codey for Senate and Mila Jasey and John McKeon for Assembly. We have not endorsed anyone in LD 29. A complete list of endorsed candidates for the state can be found at njea.org/njea-pac.

Phone Banking.

The summer fellows worked the phones hard to contact members throughout July and August, and that work has continued into the fall. With a month to go before the election day, the activity is ticking up and we need your help to contact as many members as possible - and drive them out to vote.

We will be hosting two phone banks at the EOEA Office. The first will be Wednesday, October 18 from 3-6pm. The second will be on Monday, November 6. You can head over after your faculty meeting, and we'll wrap up around 6. Every bit helps, so please commit to coming out for at least an hour and helping us get out the vote! Please RSVP with Valerie at the EOEA Office so that we have a head count. There are other dates available at the Region 21 and ECEA Offices. For more on those dates, contact me at brock@njea.org.

Democratic Senators "Letter."

You may have seen in the news that a group of Democratic State Senators sent a letter to our new president, Marie Blistan, criticizing her and the NJEA for supporting Fran Grenier for State Senate in LD3. This is nothing but another hit job from Steve Sweeney's camp. It's important to note that none of our endorsed Senators from Essex County signed this letter - neither Gill nor Rice nor Codey. The only Essex County Senator who did sign the letter is Teresa Ruiz, and she was not endorsed by the NJEA in this election.

NEGOTIATIONS COMMITTEE

Dear Members,

As you already know we are approaching negotiation season. Your Association is asking for your input on issues and concerns that you would like addressed when approaching the bargaining table. We have developed several Focus Groups to meet at the EOEA office to collect information for the negotiations process.

If you are a member and the Focus Group fits your instructional/service description, we ask that you meet on the given date and bring your input, concerns, and ideas to the meeting.

All Focus Group meetings will be held at the EOEA office and will start at 3:45pm.

The Focus Group and meeting dates are as follows:



Oct 11, 2017 - Media Specialists
Oct. 18, 2017- High School Club Advisors
Oct. 18, 2017- Math and Science
October 24, 2017- Early Childhood
Oct. 24, 2017- Visual, Fine, and Performing Arts
Oct. 24, 2017- Languages/ELA
Oct. 25, 2017- CTE/Law
Oct. 31, 2017- Special Education
Oct. 31, 2017- History/Social Studies
Nov. 1, 2017- Permanent Building Base Substitutes
Nov. 2, 2017- School Counselors
Nov. 7, 2017- K-8 Clubs



School Nurses and Academic Coaches - dates will be forthcoming.

Please RSVP your attendance to the office (eoea@aol.com) or call (973) 672-7331. Thank you.

Be a part of the solution.

In Unity,

Dawn Nichol-Manning and Brian Rock, Negotiations Co-Chairs Jacqueline Greadington, President, East Orange Education Association

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Happy October! Well, September is in the books and now we face the nuts and bolts of the new school year. As you know, October is SGO month, and this is the time, more than ever, to depend on collegial efforts. You don't have to do those SGOs alone; collaborate!

We had a very successful workshop last month and we are excited about our upcoming workshop, Making SGO's Work, on October 19th, 4pm to 6pm at the EOEA office. Please call the office, ASAP, as seating is filling up.

If you do sign up but later find you cannot attend, please call and cancel your spot. Seating is limited.

We look forward to seeing you at the workshop and hope our collaborative efforts make our SGO's work!

GRIEVANCE REPORT

By Priscilla Burke, Chairperson

Several grievances were filed for members who were recommended for losses of increments for the 2017-18 school term. Those that appear to be disciplinary or violations of the Teach-NJ-Act will be grieved. If you think you have a legitimate claim in either category, please call the office.

There is a grievance filed for a member who claimed her change of assignment was for disciplinary reasons. A grievance was filed and will be heard shortly. (Houston)

****Please forward any memos received regarding the readiness of your classroom, please indicate your schedule for the first two days of school as well.

****Compare the timeframes utilized to complete your lesson plans using the new format. Send that data to the EOEA.

MEMBERSHIP

By Jill Rogers, Chairperson

Membership Applications

I am pleased to welcome our Building Based Subs to our EOEA family. I gave all Reps an application for subs. Please send them to me as soon as possible. I am at Garvin School. You can also send them to the EOEA office.

Finally, I encourage all non-members to join. The fact is, up to 85% of the total dues amount will be deducted from your check. That’s up to **\$58.60** per check if you are a Building Based Sub and up to **\$115.25** per check if you are a classroom teacher, nurse, coach, etc. I encourage you to reap the benefits of being a full-paying member since you are paying for most of it anyway.

Convention

You should have received your current NJEA membership card in the mail. If you did not, please update your profile on njea.org. 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.

There are several hotels that give a discounted rate to teachers attending the convention. Be sure to make your reservations as soon as possible. Time is running out. If you are still uncertain that you will be attending, **JANET JACKSON will be in concert on Friday, November 10, 2017 at Boardwalk Hall.** I am going to be in one of those seats. Come and join me. ☺

If you are a new member and are not in receipt of your badge by the time of convention, you can log on to njea.org and print one out or talk with staff from NJEA’s membership processing office at the Convention Center to ensure NJEA’s records are accurate before obtaining a badge.

I hope to see you all at the NJEA Convention!



November 9, 2017-November 10, 2017

The convention theme, “Standing Together: Education Justice = Social Justice = Student Success,” will focus NJEA and its members on how to achieve social equity through public education. Convention attendees will have an opportunity to engage in a multisensory learning experience through a walking tour called The Awakening. Multiple paths will take participants on a journey through information and visual displays that reveal stories of students’ journeys through life.

Visit our website: www.eoemembers.com

PRESIDENT’S MESSAGE

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ATTENTION ALL MEMBERS RECEIVING CLUB/SPORTS/ADVISORSHIP/ PERFORMING ARTS STIPENDS:

Please be sure to check the contract book to ensure that you are receiving the negotiated stipend listed for your category. It has recently come to my attention that some of you may be and/or have been shortchanged on your stipend.

The current contract (RED BOOK), lists stipends from 2014 – 2018. These stipends are not subject to any outside negotiations and/or interpretations that do not include the EOEA being at the table. It is up to you to inform us.

Please contact us immediately with any questions or concerns.

EOEA WELCOME BACK PARTY:



We are looking forward to having you join us on Friday, October 13th for our Open House. We are planning for a fun and relaxing get together with friends and colleagues. Come and unwind at YOUR Association office. See you there!!!!

SOCIAL COMMITTEE

By Ellen Lund, Chairperson

Hi everyone! I am Ellen Lund, the new chairperson of the social committee. I am very excited about this school year. My committee and I are looking forward to planning lots of FUN activities.

We will be sending a brief survey out soon to get some great ideas from all of you as well.

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