



Ms. Jacqui Greadington
EOEA President

E O E A Informer

PRESIDENT'S MESSAGE

EOEA RECEIVES FAVORABLE SETTLEMENT ON PRESCRIPTION CO-PAY:

After settling the contract, the BOE imposed an increase on the MAIL ORDER prescription co-pay. At the beginning of the negotiations process the MAIL ORDER prescription co-pay was \$5.00 for generic, and \$15.00 for name brand. The Board imposed an increase of \$10.00 for generic and \$20.00 for name brand MAIL ORDER prescriptions. The EOEA filed an ULP (Unfair Labor Practice) charging that this change was neither mentioned nor agreed upon during negotiations and therefore was an illegal action. As a result of the PERC hearing on May 31, 2017, the district was advised to change the copay back to the original amount in the prior contract and the highlight sheet presented to members for ratification (\$5.00/\$15.00).

Unfortunately, the change cannot take effect until July 1 2017 as Benecard requires a 30 day notice to make any changes. The EOEA has received a list of members and/or their spouses and/or their dependents eligible for reimbursement. These individual utilized the mail order service between February 1 (when the increase was imposed) and May 31. Your reimbursements will be processed in accordance with the terms of the settlement agreement. On July 1, 2017, Ms. McKenzie will receive an additional list from Benecard to determine members eligible for reimbursement for the month of June.

MORE HEALTH BENEFITS NEWS:

As you know, the BOE also imposed a change to our health benefits carrier. NJEA has determined that the Board has met the statutory requirement that any change to health benefits must be EQUAL TO OR GREATER THAN the former plan. Although this is so, there are still issues that are mandatory topics of negotiations. For example, the EOEA has a right to negotiate the amount an employee receives when they opt out of district health benefits plan. There are also some questions that need clarification regarding our dental benefits. Rest assured that we have presented a "Demand to Bargain" request to the BOE and expect to clarify these issues shortly.

SICK LEAVE BANK:

You must donate to the bank in order to request days from the bank. If you wish to donate days, contact Marissa McKenzie, Director of Labor Relations and Employment Services. If you are requesting day, a written request/application form must be submitted to the Sick Leave Bank Committee. The form will be available on the portal and on the district website.

RICE NOTICES:

A Rice Notice is meant to inform you that there may be a discussion regarding your employment at the Board meeting. You are not allowed to speak at the hearing where you are being discussed. All disputes that you may have following a decision made at the Board meeting must be addressed through the EOEA Grievance Process.

SUMMER HOURS:

Beginning July 12th, the EOEA office will be open on Wednesdays between the hours of 12:00-4:00PM. Phone calls and emails will be monitored and we will get back to you as soon as possible. If there is an emergency, please call the NJEA Uniserv Office (973-762-6866) and ask for our Uniserv Rep Jim McGuire.

WISHING YOU ALL A SAFE, JOYOUS AND RESTFUL SUMMER.

PEACE AND BLESSINGS,
Jacqui



EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC met on June 7, 2017. Prior to the meeting, the team did a follow up walkthrough of East Orange Campus High School (C wing). Work has been either completed or in progress. Summer repair lists by the maintenance department will be available at the EOEA for review. This year each school will have a priority issue to be fixed along with the usual summer lists. The HSSC met and discussed future school visits and tentative dates for the 2017- 2018 school year. The schools are as follows:

- September 21, 2017- Tyson Middle/High (2nd Floor)
- October 12, 2017- Tyson Follow up visit
- November 2, 2017- Tyson Middle/ High (1st Floor)
- December 7, 2017- Tyson Follow up visit
- January 11, 2018- EO Campus (A/B wing)
- February 8, 2018- EO Campus Follow up visit
- March 8, 2018- Langston Hughes
- April 12, 2018- Langston Hughes Follow up visit
- May 10, 2018- Mildred B. Garvin
- June 7, 2018- Mildred B. Garvin Follow up visit

I am pleased with the improvements made. With the help of you and the Board of Ed., we will try and continue to get the district where it needs to be! I hope all of you have a **Safe, Fun, and Restful summer**. I can't wait to work with you next year!!!

NEGOTIATIONS

By Clarence Osborne, Chairperson

First, I want to thank those EOEA members who signed on to be a part of the next EOEA Negotiations Committee. I understand that several units within the EOEA membership are already represented (i.e., Elementary, Middle, and High School, Child Study Team, etc).

Some of these same members have already received training at NJEA's Winter Leadership Conference. Others will be attending Summer Leadership in August. Any EOEA member(s) who did not sign up but are 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.

As to the draft of the newly settled contract, the EOEA has FINALLY received the "final" version of the draft. Therefore, the process of printing the contracts can now begin.

The Public Employment Relations Commission (PERC) has rendered a decision on the mail-in prescription co-pay. For details see "The President's Message" on the cover page of this newsletter.

Have an enjoyable and relaxing summer!!!!

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

End of the year greetings! I hope it was a successful one for both you and your students. As you prepare to breakdown your rooms for the summer, do not forget to prepare for all of your end of the year obligations, especially your professional development. Please upload any certificates that would be deemed "out of district" to PDExpress as soon as possible; they need to be approved by administration and then finalized by the district team. If you have noticed that some of your uploads have not yet been approved, reach out to your administration. Also, some of the workshops require a completed survey in order to be finalized, look for an icon next to the workshop and click it.

Here are some workshops that the EOEA is hoping to have for you next year:

- Making SGO's Work
- Dealing with Challenging Students
- Higher Order Questioning
- Differentiated Instruction
- Connecting with the Community and Parents
- Facilitating Student Learning
- Teaching Strategies



Please include these in your PDP for 2017-18 if you plan to attend.

Finally, please fashion your PDP around suggested areas of improvement by both you and your administration. You should also include any college course that you may take, and always include Danielson training, as the modules offered in Frontline are a great resource.

Good luck with the final days of school and have a wonderful summer!

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 5th. The 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.

Update-A hearing with an arbitrator was held, and the grievance was continued.

2. A grievance has been filed that the Hybrid compensation may have been calculated with a formula that is not the negotiated contractual language. A meeting is scheduled to discuss the evidence involving this grievance.

Update-This grievance will be moved to Level IV.

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 was received as promised from Administration, the grievance was moved to Level III.

Update-A hearing is scheduled for June 20th.

4. 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.

Update-The grievance has been moved to Level III.

5. 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.

Update-The grievance was moved to Level III.

6. A grievance for lost prep coverage will be heard on June 27th at Level III-Langston Hughes.

HAVE A WONDERFUL SUMMER!!!!!!!!!!!!

GOVERNMENT RELATIONS

By Brian Rock, Chairperson

Government Relations Update for June**Murphy Wins.**

It's finally June, and the election results are in. Phil Murphy decisively won the Democratic primary for Governor, and he is set to face off against Kim Guadagno in the general election in November. In his speech on election night, he devoted a good deal of time to issues surrounding labor, public education, and public employee pensions. While some of us may have supported other candidates in the primary, we now have a clear choice before us.

There is no question that Phil Murphy would be far better for us than Kim Guadagno, and that is why we must all work together in November to ensure that our endorsed candidate becomes the next Governor of New Jersey. Thanks to those who participated in our phone bank Monday evening. I hope to see more of you engaged with this in the fall.

Lobby Days.

It's budget season in Trenton, and over the next weeks the legislature and Governor will have to agree on a budget. We're not sure at this point if there will be a big fight, but it's possible that school funding can be an issue. In order to be proactive, NJEA is planning three tentative lobby days - June 22, June 26, and June 29. These are the last three session days of the month, and the legislature will likely vote on the final budget on one of those days. Join me in attending at least one lobby day. More details and registration are on the NJEA website.

LD3 Endorsement.

The PAC Board of Trustees voted to endorse the Republican candidate in LD3 - Fran Grenier. He will face off against Steve Sweeney in the general election in November. While he may not be the perfect candidate, he is our best chance to knock Steve Sweeney out of the state senate - or to at least bloody him up before a fight in November over legislative leadership.

NJEA Summer Training Fellowship.

Last year, NJEA launched its summer fellowship to engage members in organizing around the pension amendment. They have decided to renew the program this year with a focus on Murphy's campaign for governor. This is a great opportunity to learn about organizing, help advance our cause, and earn a few bucks - because it is a **paid** training program. I participated last year, and I would highly recommend it, as it was a great experience. Find more details and apply before June 23 on the [NJEA website](#).

FAST By Carla Hinds, Chairperson

The FAST Committee has committed to numerous activities for this school year. We celebrate the success of all those committed members who led the way. Our Annual Pride Night was quite successful. Congratulations to all the wonderful parents who work to make our task of educating their children much easier. Congratulations to all the staff and students who make a difference each and every day.

Our book clubs continue to thrive and will complete their year having made a huge impact on literacy as a cooperative group of teachers, community persons and students. Thank you Pedro Azcona and Anna Annunziata for your leadership and dedication.

GIRLS, our mentorship group, yes!!! Kudos to all the mentors, young ladies and especially the coordinators; Karen Larkin and Dawn Nichol-Manning. We look forward to a repeat next year.

On June 15, 2017, those persons who have a desire to have creative opportunities to engage with parents and community are encouraged to come to our planning meeting for the 2017-18 school year. This is where you can bring your ideas and see if you might be able to be funded. Our purpose is to advocate for our schools, students, parents and community. GET Engaged!!!!

Finally, to all of you have a wonderful summer! Get some well-deserved rest and prepare yourself for another successful year in the Fall.

SOCIAL By Jennifer Longo, Chairperson

The Social Committee would like to thank everyone who participated in our events this year!

The annual EOEAE Retirement Dinner was held Thursday June 8. A wonderful time was had by all. Special thanks go out to the EOEAE Social committee for all their hard work and our guest Dr. Kenneth King, our former Assistant Superintendent for helping me distribute the awards.



Congratulations to all our retirees!

We hope to see all of you at our End of Year Happy Hour at the ABOVE on South Orange Ave, South Orange this Friday, June 16th.

Have a great summer and see you in the fall!

Visit our website: www.eoeamembers.com

MEMBERSHIP By Jill Rogers, Chairperson



Congratulations! We have successfully made it through a very stressful, but rewarding year with our students and colleagues.

Discounts

If you are looking for a way to cool off this summer, visit Dorney Park Wildwater Kingdom. June 23, 24 and 25 and July 21, 22, 23 are NJEA weekends. You will pay just \$28.50 for one-day admission. You can purchase tickets online at www.dorneypark.com/njea.

Visit njea.org and you will discover additional discounts to Morey's Piers in Wildwood.

Web Giveaway

This month, one lucky member will win: Two tickets to any SeaWorld Parks & Entertainment Park, excluding Discovery Cove valid through December 31, 2017. NJEA members can purchase discounted tickets for these (and additional) parks at the Access Discounts site.

Have a restful and enjoyable summer! We all deserve it ☺

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

The Pride award ceremony was a success. Thanks to all of those came out and celebrated with our teachers, students and parents. The great instruments of the students at L'Ouverture School under the direction of Ms Gerrin did a wonderful job playing their instruments. Overall the program was enjoyable for all.

Thanks Pride and EOEAE members for supporting Pride events and activities. It can be challenging but the reward is greatly appreciated.

Have a Super de Duper Summer.

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

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