



Ms. Jacqui Greadington
EOEA President

E EA Informer

PRESIDENT'S MESSAGE

WELCOME TO THE START OF ANOTHER GREAT YEAR!!!!

I'd like to send a special WELCOME to our new members. We are thrilled to have you as part of our Association family. Know that we are here to help and support you. We have a lot of talented veteran educators in our school district so don't ever be afraid to reach out for help.

You are part of a strong and united Association. The East Orange Education Association (EOEA) is proud of its long history of advocating for and protecting our members' rights. Soon you will receive your new contract book. I urge you to read it and keep it nearby for reference. If you don't know your rights, you won't know when and if they are violated.

We will begin a new round of bargaining this December. It will take our continued unity and strength to bargain a contract that is fair and equitable for our members. We are powerful because we are UNITED.

Like most urban districts, working in East Orange can be a challenging experience. It can also be the most rewarding experience of your life. The EOEA is here to help you with those challenges and to applaud and recognize your successes.

THE CONVOCATION:

The guest speaker was awesome, engaging and inspiring. He lifted us up and set a positive tone with his tips for helping our students to reach their highest potential. The pep rally atmosphere was a great way to show school colors and foster unity. The awards that were presented were well deserved and that accomplishment belongs to the individual teachers who work tirelessly with their students each day.

On the other hand, I can't think of any employee of the East Orange School District who thinks of receiving their paychecks as "icing on the cake". This is the day of school employees making \$6000-\$10,000 less than they did 5 years ago due to Governor Christie's mandates. You deserve to provide for yourself and your family and should never be ashamed to receive honest pay for honest work.

Many of you tried to come in early to set up classrooms and were unable to do so due to scheduled maintenance projects. And yes, many of you chose not to come in early. Your obligation to the district is from September to June. Each person is free to volunteer your time as you see fit. There is no **REQUIREMENT** that you work during the summer and there should be no **RETRIBUTION** if you don't. That would be reprimanding you without Just Cause, which is against the law. Most of you prepare for September at home during the summer. You know what you have to do and, you always get it done. To use a Kindergarten model, I am sure that you will earn enough *gold stars* to cancel out any *red flags*.

Yours in Unity!!!!

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

HAPPY NEW SCHOOL YEAR!

I want to personally welcome everyone back to another exciting school year. Last year was an amazing year with full involvement of both the EOEA and the EOBOE. We were able to achieve and handle some issues that were usually put on hold. Kudos to the team!

During our last meeting in June, we discussed several updates and future plans. One issue was that critical areas at schools will need to be addressed beyond those listed on the principal's list. The Maintenance Department did an assessment and created a "Health and Safety List" and will address those issues as well. Dr. West also stated he has drafted and sent to the EOBOE a list called "Super Goals" along with his long-term goals. One of these goals is to phase in a/c in every classroom in the district. These units would have high BTUs.

The following is the schedule for the upcoming 2017- 2018 school visits.

2017-18 Meetings and School Visits

- September 21, 2017- 9:00 AM-EOEA Office-followed by a visit to Tyson Middle/High-2nd floor
- October 12, 2017-1:00 PM-EOBOE Office-following a visit to recheck Tyson Middle/High-2nd floor
- November 2, 2017-9:00 AM-EOEA Office-followed by a visit to Tyson Middle/High-1st floor
- December 7, 2017-1:00 PM-EOBOE Office-following a visit to recheck Tyson Middle/High-1st floor
- January 11, 2018-9:00 AM-EOEA Office-followed by a visit to EOCHS-A and B Wings
- February 8, 2017-1:00 PM-EOBOE Office-following a visit to recheck EOCHS-A and B Wings
- March 8, 2018-9:00 AM-EOEA Office-followed by a visit to Langston Hughes
- April 12, 2018-1:00 PM-EOBOE Office-following a visit to recheck Langston Hughes
- May 10, 2018-9:00 AM-EOEA Office-followed by a visit to Mildred Barry Garvin
- June 7, 2018-1:00 PM-EOBOE Office-following a visit to recheck Mildred Barry Garvin

Everyone have a safe and effective school year! Please email me your concerns so I can bring them forward to our team.

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Welcome back colleagues! We have some exciting new workshops for you this year!

We are starting the year off with a workshop on September 28th, from 4 to 6pm, here at the office; ***Succeeding with Challenging Students***. Please keep your eyes open for the flier or ask your building rep for more information. Please call and reserve your spot.

Also, we will be hosting a workshop on October 19th, 4pm to 6pm, ***Making SGO's Work***. Please reserve your spot early, as this workshop is in high demand.

We look forward to seeing you! Remember to include these workshops on your PDP.

Finally, I encourage all new educators to follow this link to explore several NJEA sponsored workshops on September 23rd, registration is required. <https://www.njea.org/event/early-educator-conference/>



NJEA's newly elected leaders: Steve Beatty, Secretary-Treasurer, Marie Blistan, President and Sean M. Spiller, Vice President.

New Officers will push NJEA toward member empowerment, social justice

Ms. Blistan is a special education teacher in Washington Township (Gloucester Co.). She brings a passion for member advocacy and a deep commitment to social justice to her new role. "Today, given what is happening in Charlottesville and elsewhere, it is our mission to educate our children and pursue racial, social and economic justice to counter the forces of evil in our midst. We must engage and empower members like never before. We must make sure that their voice is the voice of this union."

Recently, in response to the events in Charlottesville, Spiller said, "If anyone still questions why educators must take a position on issues of racial and social justice, this weekend is the answer. We must fight ignorance with knowledge and fear with integrity. There is no place for neutrality when justice is on the line."

"I believe in the power of collective action," says Beatty. "We are at our best as a union when we work together and pursue goals that help our members and our students, but also the communities where we live and work."

GRIEVANCE REPORT By Priscilla Burke, Chairperson**Welcome Back**

1. **A grievance had been filed that the Hybrid compensation which may have been calculated with a formula that is not the negotiated contractual language. A meeting was scheduled to discuss the evidence involving this grievance.**
 - **Update-This grievance will be moved to Level IV.**
 - **Update-A settlement was reached in this matter a members have been made aware of the settlement.**
2. 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. It was moved to Level III.
3. 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. It was moved to Level III and will be scheduled this month.
4. A grievance for lost prep coverage was to be heard on June 27th at Level III (Langston Hughes). It was cancelled due to the Administrators 10-month schedule. It will be scheduled this month.
5. The Association is investigating that an Administrator may have written an unfair observation for an Association Representative because he refused to give 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 2016 and a hearing was held and a settlement was reached. The terms of the settlement may have already been violated, a reconsideration of moving to PERC was considered. (Tyson Elementary) Legal. **A hearing with an arbitrator was held, and continued.**
6. 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.
7. There is a grievance filed for a member that 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 EOE.

Have a Great Year!!!!!!!!!!

FAST By Carla Hinds, Chairperson

Welcome back to the 2017-2018 school year! It is the duty of the FAST Committee to engage the parents and community in order further the cause of great public schools. This year will be no different. We'd like to continue to impact our schools and community through education, dedication and advocacy.

Each year NJEA requires us to complete a grant for funding our projects/events. I have completed and submitted our grant and we are awaiting approval.

There will be numerous opportunities for member's participation and I urge you to do just that. We are only as strong as the community we serve. If you truly want great schools, then we must support the community in which we work.

I hope each you will have a wonderful, production, exciting new school year! Get involved! Your Association needs you!

GOVERNMENT RELATIONS

By Brian Rock, Chairperson

Update for September

Welcome back. It's an election year. The deadline to register to vote and make changes to your registration is Tuesday, October 17.

Summer Fellows and Fall Phone Banking.

This summer, the NJEA again hosted a Summer Fellowship to engage members in organizing. I worked in the ECEA Office in Cedar Grove, along with many of our fellow EOEA members, to contact NJEA members about Phil Murphy and the upcoming election. An extra special thanks goes out to two of our members - Melissa Baptiste and Teresa Cabrera - who came into the office to volunteer for a day. Collectively, we made close to 200,000 calls throughout the summer.

This phone banking work will continue in the fall at a number of offices throughout the state. Can you join me for an hour to help out? I will be working at the Region 21 Uniserv office in Livingston. Currently, phone banks are every Monday, and additional dates are being planned. A full list of the other offices and dates will be sent out soon, but you can always email me for more info.

Sheila Oliver as Lieutenant Governor.

Over the summer, Phil Murphy announced his running mate for the gubernatorial election - Sheila Oliver. This will hopefully prove to be good news for East Orange and Essex County, given her history here. I know that some members have concerns about her given her involvement with Chapter 78, but she has stated unequivocally that she understands our pain and that she will work with Phil Murphy to bring relief to our members with regards to health benefits.

Fran Grenier and the Race for LD3.

You may have seen press recently about NJEA's endorsed candidate in the third legislative district - Fran Grenier. He's running for State Senate against Steve Sweeney, and if he wins our nemesis will be evicted from the Senate. Politics makes strange bedfellows, and frankly that's all that matters.

It's also important to note that the attacks against him in the press are coming from one place - Steve Sweeney's allies. Tom Moran, the Star Ledger editorialist who recently ran a piece attacking Grenier, is notorious for his hatred of the NJEA and his support for Sweeney. Don't believe everything you read, or at the very least take it with a heavy dose of salt.

IMPORTANT ELECTION DATES

**November 7, 2017
General Election Day**

Polls will be open from 6:00 a.m. until 8:00 p.m.

Visit our website: www.eoemembers.com

MEMBERSHIP

By Jill Rogers, Chairperson

Welcome back! I am the membership chairperson. I am delighted to work with the Association to address all of your membership needs. I am the Literacy Coach at Mildred Barry Garvin School. If ever you need to reach me, please email me at sadezmom@yahoo.com or leave a message at the EOEA office.

I would like to welcome our 32 NEW MEMBERS who joined the East Orange Education Association this year. I enjoyed meeting all of you at "New Teacher Orientation". I hope your energy and excitement will lead you into a wonderful journey of teaching and learning. If you did not attend "New Teacher Orientation", please contact your building representative for a membership application. If you are a fee payer and have reconsidered membership, we welcome you. Feel free to get an application from your building representative.

Lastly, welcome to all building -based substitute teachers. If you have not received your membership application in interoffice mail, please ask your building rep to give you one. All applications must be returned to me. You can send it to Garvin School or bring it by the EOEA office.

Member Information

Every member will receive a new membership card in the mail. For new members, when NJEA receives your membership form and it is entered into the system, you should receive an e-mail with your PIN and a link to your temporary membership card. You can immediately use your PIN to access the resources in Members Only, and you can use your temporary card until you receive your permanent membership card in the mail.

For existing members, please log on to www.njea.org to update your profile information. Just simply type in your email address as your username and enter your password. Your password is the last four digits of your social security number. Once you have logged in, click on "My Profile" to view and/or edit your personal account. Confirm that your address, name, building assignment, and/or email address is correct.

Have an exciting school year of serving, inspiring and empowering the young people in your charge.

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