



Ms. Jacqui Greadington
EOEA President

E EA

Informer

PRESIDENT'S MESSAGE

YOU ARE INVITED!!!!

The EOEA will present a forum for candidates for EOEA Officer and Executive Board positions.

Date: Wednesday, April 25, 2018

Location: Whitney Houston Academy Auditorium; 215 Dodd Street

Time: 3:00 PM: Meet & Greet
3:30 PM: Forum

You are welcome to come out and hear the candidates' viewpoint and ask questions. Please read your Constant Contact emails for updated election information.

The election for EOEA Officers and Executive Board is Thursday, May 10, 2018.

HEALTH BENEFITS:

If you are experiencing any problems with your health benefits, please contact Ms. Debbie Hoges in LRES (formerly HR) first. Her number is 973-266-5777. She has been very helpful in assisting us with health benefits issues. If your issue is not resolved to your satisfaction, please call the EOEA office.

LESSON PLANS:

As a result of numerous meetings and conversations generated by EOEA, Dr. West agreed that the lesson plan format should be reviewed. Teachers are overburdened with the amount of time that the plans take to complete. EOEA has spent the entire year gathering and presenting your concerns and issues regarding the lesson plans format. There should be two representatives from each school. It's time to step up. If you have struggled with the amount of time these plans take, now is the time to have input into this process for next year. Please make sure you attend the May 2nd meeting. It will begin at 3:15 at Tyson M/H Media Center. Together we can make a difference.

DATA PROTOCOL:

The Data Protocol document has now been rolled out at all levels. This is a document presented with less than adequate training and no time provided for completion. I also understand that the information requested is already online and available to the administrators and supervisors. We need to work smarter.

END OF YEAR:

I have spoken to Dr. West regarding those of you who have already made plans that conflict with the days added on to the calendar due to snow. His response was that the school calendar was clear that days would be added on to the end of the year. He added that he did not exercise his right to take the days from our spring break.

If you have documentation regarding your inability to attend the additional days, he is willing to deal with that on a one to one basis. Please contact him if you have a problem.

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC met on April 12, 2018. Before the meeting we did a follow up walkthrough of Langston Hughes Elementary School. Dr. West and Mr. Bender were also present to see how well issues were being handled.

The district has put in place a system that will allow maintenance to come in to a school and fix as many problems as possible in a several day time frame. At present thirteen schools have been visited by this new system.

Some issues and new business that have been brought to the attention of the HSSC are as follows:

Whitney Houston- Over the spring break vacation, room 13 was cleaned and air test was conducted. The room is clean and all asbestos has been removed from that area. The results of the air test came back negative.

School Temperature Bill-There is a bill in the Assembly that is “on the fast track” to becoming a law. This law would state that the temperature in schools should be kept steady at an acceptable temperature.

School Parking Lots- the survey taken at the last meeting was e mailed to Mr. Mitchell and the maintenance department. They are going to assess and report back with when job will be started to fix these potholes.

School Safety

- it was recommended that teachers take time after a drill to discuss the drill to better prepare children for emergencies.
- Lanyards have been ordered for substitutes to wear as identification.
- PLEASE remember to lock your classroom door if you are not in the room!

EOCHS- the maintenance department completed numerous SchoolDude work orders over a seven day time frame.

STEM- The maintenance department completed the lighting issue in the gymnasium and have handled several other SchoolDude work orders in the school. More work is going to be done.

***** Members please direct building concerns to your Rep and they will channel it to the head custodian, then to me. Thanks for your anticipated cooperation.**



ACTION ALERT

Contact your legislators in the Assembly and urge them to support A-665. Tell him/her that temperature extremes negatively impact our students and staff.

INSTRUCTION & TRAINING

By Stephen Laird, Chairperson

Happy Spring!

We have two exciting workshops coming up, the first, “The Differentiated Classroom”, will be held this week, Wednesday, April 18th at the EOEA office at 4pm to 6pm, so sign up today, there is still room.

The second workshop “Teaching Strategies from Theory to Practice”, will be held on May 16th, also at the EOEA office from 4pm to 6pm.

Please keep updating your PDP, as the deadline approaches.

Make sure you are keeping track of your SGO'S, as your summative evaluations are also quickly approaching.

NEGOTIATIONS

By Dawn Nichol-Manning and Brian Rock, Co-Chairpersons

Update:

- The Negotiations Committee met with the Board to establish ground rules for the negotiations process.
- Proposals are being drafted and expected to be finalized by May 2018.
- Upcoming meetings have also been scheduled.
- Please check Constant Contact to receive the updates of each meeting.

P.R.I.D.E. By Venus Yearwood, Chairperson

Hello Everyone, spring is finally in the air. For the month of May Pride will sponsor " muffins for mom" if you choose to host this event at your school. Pride will reimburse up to \$100 of the money spent toward the event.

Just as a reminder, when hosting a Pride event at your school you must have the following items to receive your full reimbursement:

1. The original receipt (up to \$100 will be reimbursed)
2. Pride East Orange Education Association sign-in-sheet.
3. A Flyer for the event or program, indicating ” refreshments where provided by EOEA.”
4. Any photos of the event.

Should you have any questions please feel free to contact the EOEA office or email me at yearwoodv@gmail.com.

GRIEVANCES

By Dawn Nichol-Manning, Chairperson



Grievances (Pending and Resolved)

- I. A Level 4 Grievance (PERC) was filed on behalf of a member who was dealing with a hostile working environment. (Tyson Elem.) **This situation has been addressed, and corrected by Dr. West and noted by means of public record.**
- II. A Level 3 Grievance was filed on behalf of a member who was placed on a CAP despite the fact that she was hired late in the school year. (Garvin) **The CAP has been removed.**
- III. A Level 3 Grievance was filed on behalf of a member due to the administrator sending unnecessary memos that contradict the actual activities of the member and creating a hostile working environment. (Truth) **The Hearing is being rescheduled.**
- IV. A class act Grievance is being filed due to the lack of the EOBOE to provide a safe and healthy school environment for staff and students due to the poor heating and cooling system at STEM Academy. **This problem has been noted by Marisa McKenzie and repairs have been made to fix the problem. None the less the EOEA will stay in contact with members of STEM Academy to ensure that the air quality is suitable for staff and students.**
- V. A Level 2 Grievance was filed on behalf of a member’s loss of materials during a Leave of Absence-LOA. (L’ouverture) **The member will be given back the items lost during their LOA.**
- VI. A Level 2 Grievance was filed on behalf of a member not given due process of being evaluated which resulted in receiving a letter of non-renewal. (Truth)
- VII. A Level 2 Grievance was filed on behalf of members who did not receive prep periods during half-days. (Hughes)

Reminders:

- ❖ *It is very important to familiarize yourself with your contract.*
- ❖ *Please make sure to submit your concerns to your TALC team.*
- ❖ **You are the Association.** *Your input and action brings insight to the ways your EOEA Executive Board can better serve you.*
- ❖ *If we are not aware of what is going on, we are not able to bring about a resolve or solution.*

[Sweeney bill attacks collective bargaining](#)

Steve Sweeney has been pushing a bill - S-2455 - which would make a unilateral change to health benefits for higher education employees and retirees. This bill ignores the collective bargaining process and lowers the quality of our members’ health benefits, despite the strong opposition of the NJEA. The bill passed the Senate last week, although twelve Senators voted no (including three of our four Senators from Essex County). At this point, the bill moves on to the Assembly. Please contact your Assemblypersons and urge them to vote **NO** when this bill comes up for consideration.

GOVERNMENT RELATIONS

By Brian Rock, Chairperson

NO ARTICLE SUBMITTED.

FAST By Carla Hinds, Chairperson

PRIDE Night-The FAST Committee is preparing for our next venture for the year, PRIDE Night. This event is very important to both the PRIDE and FAST Committees. It gives us an opportunity to really celebrate some very special people who have inspired us all through their work to make our schools great! Each building is asked to select one student, one parent and one teacher from each building.

Please respond to the request sent out to you via Constant Contact. Don't miss out on the opportunity to honor those who have sought to make a positive difference in your buildings. All names should be checked for spelling.

Workshop-As of the writing of this message, we will attend a co-sponsored activity at Mt. Olive Baptist Church in East Orange on Saturday, April 14th at 9:30 am. The Theme for this workshop is "Rights and Responsibilities." Its purpose is to engage the community of youth, parents and others stakeholders in discussions based on the levels of their children. It will also speak to ways to foster Career and College Readiness. A light breakfast and lunch will be served.

Planning Ahead-As we approach the conclusion of the school year, please consider an activity that fosters the goals of FAST. (Families And Schools Together: Work for Children). Our planning meeting will be held in June. FAST activities should exhibit the following characteristics:

Ideas for F.A.S.T. Program Activities:

- Partnerships, discussions, and programs focusing on family involvement.
- Support for legislation that would allow parents to take time away from work, without loss of pay, to address children's needs at school.
- Family involvement workshops through which parents and caregivers learn more about helping children succeed in school. These events include activities for children so that families can attend them together.
- Visits by school employees to participating places of worship and other community meeting places to invite and encourage parents and caregivers to participate in teacher conferences and school activities.

Thank you in advance.

SOCIAL

By Ellen Lund, Chairperson

NO ARTICLE SUBMITTED.

Visit our website: www.eoamembers.com

MEMBERSHIP By Jill Rogers, Chairperson

Happy Spring



Please remember to go onto njea.org to check your profile. Pay close attention to the year of membership that is recorded. If you have a question about it, please contact Member Services at 609-599-4561. Additionally, please check your pension benefits to ensure that the date recorded is the correct date. You may do this by visiting

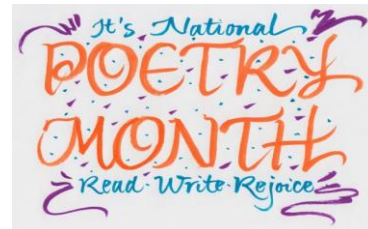
<http://www.nj.gov/treasury/pensions/mbos-register.shtml>

ECEA will sponsor an event at McLoone's Boathouse, (9 Cherry Lane, West Orange) on Thursday, April 26, 2018 from 4:00 – 7:00 pm for Early Career Members (employed in Essex County 5 years or less). Each Early Career Member will be able to network with fellow Essex county early career colleagues and get information on financial planning and NJEA member benefits. Great prizes will be given at the event! Register online at eceanj.org

NJEA Web Giveaway

One lucky member will win:

A BOSE Sound Link Color Bluetooth Speaker II (choice of Aquatic Blue, Coral Red or Black) from **Buyer's Edge, Inc.**



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

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