



**Ms. Jacqui Greadington**  
EOEA President

# E EA

## Informer

### **PRESIDENT'S MESSAGE**

#### **PARCC UPDATE:**

As you know, the district began the PARCC test this week. Many people have asked about opting out. The EOSD has no official opt out policy for PARCC. NJEA has been very vocal in speaking out about the over-testing of our students. There have been commercials and public forums where parents have discussed their concerns.

The official NJEA and NEA position is that we are not telling students and parents to opt out. We ARE however directing them to a wonderful website that will answer all their questions about PARCC and testing in general. That website is: [njkidsandfamilies.org](http://njkidsandfamilies.org).

In addition NJEA has asked local Presidents to gather information on any glitches that occurred during the actual testing process. Please email me at [eoqa@aol.com](mailto:eoqa@aol.com). I know that there were some problems with bandwidth and being kicked off line. We are also preparing a study to ascertain how much money went to implementing this one test. This money could have gone to programs that benefit students.

#### **ONLINE TRAININGS:**

The EOEA had a discussion with Dr. Harvest regarding the numerous GCN online trainings that teachers must complete within a short time frame. A March 27, 2015 becomes even more stressful with evaluations and PARCC testing this month. Dr. Harvest agreed to extend the deadline from March 27 to June 12, 2015. She indicated that she would remind administrators to allow unused meeting time to be used to complete the GCN training.

#### **SNOW DAYS:**

Regarding snow days, there has been confusion and a deficient coordination of efforts and dissemination of information to East Orange School District employees. At 2:30 AM, we all received notice of a delayed opening. Who is the EOSD employee sitting up waiting for an EOSD v-mail/text at that time of night? At nearly 7:00 AM, we receive a "schools closed" message. Many members were either on their way, or preparing to leave for work. This was also unfair to parents. This is unacceptable. We suggest that administration announce delayed opening or school closing by 5:00 AM. We also suggest that delayed opening schedules be consistent district wide.

Please let your building rep know if you came to school on a day that school was closed; or have been docked for a weather related absence on a day when EO schools were open.

#### **WORKERS COMP DOCTOR/FACILITY:**

There have been a lot of complaints from members who have had to utilize the EOSD Worker's Comp doctors and facilities. Please contact the office immediately if you have had negative experience(s) with the EOSD Worker's Comp facilities/doctors.

#### **ISSUES IMPACTING MEMBERS:**

We are investigating several issues impacting members. Please call the office if you:

1. Did not have a post observation conference.
2. Are or have been assigned a duty or team meeting during your prep and were promised PD hours in lieu of compensation.
3. Did not have a prep period during PARCC testing.
4. Were docked for absence or tardiness during the recent snow emergency days.

**EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC) By Clarence Osborne, Chairperson**

The HSSC will visit Cochran Academy on Thursday, March 12, 2015 for a walk-through inspection. There was another flood at the Hart Complex in Truth School. The Association has reached out to the maintenance department to get the details.

**NEGOTIATIONS By Clarence Osborne, Chairperson**

At the February 10, 2015 BOE meeting President Jacqui Greadington made a statement concerning the Board’s refusal to bargain in good faith. The EOEA Reps., dressed in black, stood in solidarity as the statement was read.

The Board cancelled a negotiations session that was scheduled for February 4, 2015. This is totally unacceptable being that talks between the Association and the Board were to have begun in December 2013.

If you have not already done so, please contact the EOEA office to serve on the Action Committee.

The next (only the second) negotiations session is scheduled for Wednesday, March 18, 2015.

**P.R.I.D.E. By Donna Jenkins, Chairperson**

**ECEA PRIDE Expo at the Livingston Mall**

A big thank you to everyone who visited or participated in the PRIDE Mall Expo sponsored by ESSEX COUNTY EDUCATION ASSOCIATION from February 27th to March 6<sup>th</sup>.

**ECEA PRIDE ESSAY CONTEST**

**Essays are due: March 25, 2015**

**THEMES FOR PRIDE ESSAY CONTEST 2015**

(Please select a theme appropriate for your grade)

**KINDERGARTEN (K)**

**“I love school because . . .”**

*(Picture and a dictated sentence or two)*

**GRADES ONE (1) and TWO (2)**

**“Why I am a great student” (50-150 words)**

*(Notes: Essays containing more than 150 words will not be graded)*

**GRADES THREE (3) and FOUR (4)**

**“I am proud of my school because . . .” (100-200 words)**

*(Notes: Essays containing more than 150 words will not be graded)*

**GRADES FIVE (5), SIX (6), SEVEN (7), and EIGHT (8)**

**“A community member who has made an impact and instilled pride in my life is person’s name because . . . .”**

(200-400 words)

*(Notes: Essays containing more than 400 words will not be graded)*

**HIGH SCHOOL GRADES NINE (9), TEN (10), ELEVEN (11), and TWELVE (12)**

**“How will my public school education influence my future?”**

**(300-500 words)** (Please include how this will influence your future)

*(Notes: Essays containing more than 500 words will not be graded)*

**EOEA PRIDE IN PUBLIC EDUCATION NIGHT**

*Thirteenth Annual Pride in Public Education Awards Ceremony*

Date: **Thursday, May 21, 2015**

Place: Orange Elks

475 Main Street, Orange

Time: 6:00 P.M.

Students and parents that have shown PRIDE at school and in the community are honored recipients of the EOEA Pride Award.

A student from each school will receive a Pride plaque and the Fast committee will present a plaque to one parent or guardian from each school. The EOEA Pride committee is sponsoring this proud community event. Please submit names to Donna Jenkins @ Healy or the EOEA office. For additional info see your building Rep. Please submit PRIDE student names and FAST parents no later than **April 1, 2015**.

**March**

12 Minority Leadership & Recruitment Workshop- Atrium, WO

17 St. Patrick’s Day

18 PR&R – Organizing Around a Crisis - Chandelier

26 Collective Bargaining – Appian Way, Orange

**April**

1 April Fool’s Day

22 PDP Workshop – Appian Way, Orange

24-25 Black Issues Conference

29 ECEA Pension Workshop Atrium

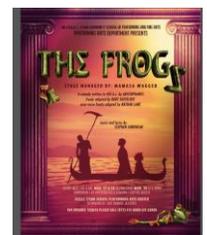
Workshops begin 4:15 p.m.

**SOCIAL By Kennette Bailey, Chairperson**

We have planned a HAPPY HOUR for Friday March 27th at the A.S.H. Lounge at 142 Bloomfield Ave., Bloomfield, NJ. Hopefully spring will have sprung and we will have great weather. Bring a friend.

Let’s remember to support our talented students who attend our performing arts school Cicely L. Tyson by attending their spring production of **“The Frog”** on March 27 and 28 at 7pm or March 29 at 3:30pm. Tickets are \$5 for students and \$10 for adults. For advanced tickets call 973-414-8600 ext. 53009. The school is located at 35 Winans Street, East Orange, New Jersey 07017.

**PLEASE NOTE-The EOEA retirement dinner has been rescheduled for Tuesday, June 4th at the Hanover Manor.**



**GRIEVANCE REPORT** By Priscilla Burke, Chairperson

1. 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. These students had IEP's which clearly stated that they were supposed to be in a regular setting, yet she was continuously questioned about what could be done if the students were experiencing difficulties (with disregard of the IEP status). The Association grieved that the administrator was in violation of the Special Education Regulations, which are very clear and unambiguous about following the student's IEP. The member began to experience difficulties after refusing to address anything other than what was allowable under federal law. She subsequently was transferred. A Grievance was filed that memoranda of a derogatory nature be removed from the teacher's file. It has been moved to Level III (Bowser) The Hearing has been cancelled because the Administrator was out out ill.
2. A Hearing was held at Level III regarding the concerns of a teacher that the reflections on his Evaluation did not truly reflect his performance. There were also indicators of his performance that were either not true or without evidence. The lengthy Hearing was suspended to allow for more time to present the member's position. It is still pending. (EOCHS)
3. A Grievance will be filed that an administrator did not have a post conference with several teachers after observations were done. (EOCHS)
4. A Grievance will be filed that an administrator is in violation of the progressive discipline practice of the district with respect to tardiness. (Langston Hughes)
5. A Hearing will be held to resolve whether there is evidence to require the payment of the Hybrid Grievance Teachers for the academic year of 2011-2012. (Banneker)(3-11-15)

\*\*\*\*\*If you are an Elementary teacher and you spend time with students above your 6 hrs. and 55 minutes and you are not compensated, please call the Association. We are investigating the possibility of whether any current language covers what you do.

**INSTRUCTION & TRAINING** By Deborah Thurmond, Chairperson**NJEA Teaching and Learning Symposium**

The NJEA Teaching and Learning Symposium will take place on Friday May 8 and Saturday, May 9 at the Princeton Marriott at Forrestal. This conference will focus on translating the Common Core State Standards into classroom practice. Participants will learn how to design and deliver high-quality instructions to meet the rigors of Common Core. The Symposium continues the discussion. The Common Core State Standards and their associated shifts in instructional practice have been introduced. Now what?

**The standards must be moved from the document to the classroom and help educators cultivate:**

- Instructional strategies that support the learning of all pupils, including English learners, pupils with disabilities, and under-performing pupils;
- Instructional strategies that promote creativity, innovation, critical thinking, problem solving, collaboration, and communication skills in all academic content areas;
- The integration of subject content knowledge; and
- An understanding of the language of the standards for assessment.

**Each of the 5-hour strands offered will identify useful tools, resources, and strategies for going deeper with the implementation and monitoring of the Common Core State Standards for English language arts, mathematics, or content literacy.**

- Responding to the CCSS English Language Arts for K-5
- Responding to the CCSS English Language Arts for 6-12
- Essential understanding of the CCSS Mathematics for K-8
- Common Sense about CCSS Literacy across the disciplines

Educators will learn about modifying, enhancing, and designing their instruction to meet the new rigors of the CCSS and to how to deliver high-quality instruction – the essential elements in helping all students achieve college and career readiness. Participants will earn five hours of professional learning credit, and must attend the entire session to receive a certificate.

Preregistration is required. Sign in and register at [www.njea.org](http://www.njea.org). Registration deadline is April 15, 2015.

**SCHOOL CLIMATE** By Dion L. Patterson, Chairperson**Professional Development**

The time of year is upon educators as we embark on the task of making sure we complete at least 20 hours of professional development each school year. In an effort to help some members, I wanted to keep members abreast of a [Bullying Conference](#) that will take place in Atlantic City in May 2015 (go to: [antibullyingconference.com](http://antibullyingconference.com)). There is a cost involved, if you would like to attend.

Don't wait until the end to complete your 20 hours. Don't lose your connection to the wonderful world of Education

**GOVERNMENT RELATIONS**

By Brian Rock, Chairperson

**Government Relations Update for March**

**PARCC**

PARCC is still leading the educational-political news here in NJ. Testing has begun, with some success and some abject failures.

A series of PARCC-related bills is moving through the legislature - notably A-4190 / S-2768, which would place a three year moratorium on high stakes uses for PARCC scores (i.e. teacher evaluations and student placements). For our upper elementary and middle school colleagues teaching tested subjects, this would be a **huge deal**. The bill passed with bipartisan support in the Assembly on Feb. 23, and it is now sitting in the Senate Education Committee. Its fate will be decided by the Senate Education Chair, Teresa Ruiz, and Senate President Steve Sweeney.

**Please** take the time to contact Sen. Ruiz ([SenRuiz@njleg.org](mailto:SenRuiz@njleg.org) / 973.484.1000). She needs to understand what a poor assessment the PARCC is, how poorly it's been implemented, and how unfair it would be to use the results in teacher evaluations or student placements.

**Pensions.**

Towards the end of last month, the Governor gave his annual budget address and dropped a bombshell. He claimed that he had come to a historic agreement with the NJEA regarding pension and benefit reform. **This is not true**. He has a habit of bending the truth - especially when it comes to us - and this is just more of the same.

What **is** true is that we have a problem. The courts have ruled that the state must fully fund the pension system, and this is a great thing. Plan A is to continue to pursue litigation (and NJEA has filed a new lawsuit in the matter). However, the Governor can and will use legal appeals to delay this, and with every year that he refuses to fully pay into the pension fund it comes closer to insolvency. Continued delays and inaction could be catastrophic. And so we need a Plan B.

That Plan B was working with the Pension and Benefits Study Commission to look into potential solutions. Some of the Commission's suggestions are potentially in our favor, while many are not. The bottom line is that the Governor's "plan" as he explained it in his budget address is dead on arrival in the legislature. It has neither the support of the NJEA, other public employee unions, nor the legislators themselves. Stay tuned in the next month or two, however, for developments with this critical issue.

Read more about Pensions on the [NJEA website](#).

**Get Involved.**

In 2017, we elect a new Governor. It's important that NJEA members have a voice in who the nominees are for that position, and we are supporting efforts to elect our members to County Democratic and Republican committees throughout the state. If you live in Middlesex or Union Counties and are interested in being a part of this, please e-mail me at [brianrock.nj@gmail.com](mailto:brianrock.nj@gmail.com).

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

**FAST**

By Carla Hinds, Chairperson



What an Evening! This year the FAST "Keepers of the Dream" banquet featured community businesses as our honorees. We honored: Lerro's Trophies and the City of East Orange for the various programs they have that encourage youth and seniors alike. We were privileged to have present; The Honorable Lester Taylor III, Mayor of the City of East Orange brought greetings, and our guest speaker was Chairman Lawrence Hamm from the People's Organization for Progress. Chairman Hamm stirred the audience with his message of absolute pride and enthusiasm towards African American history. His wealth of knowledge and details of the same was overwhelming! His cry for justice and humanity for all people was evident in his work and the longevity of his commitment. Mr. Hamm is a remarkable gentleman and I am sure all who attended got a history lesson that they will long remember. Thanks to all who assisted in making this event successful!

Kudos to Pedro Azcona and the "Next Step Book Club", for gentlemen in the district and the community. Their first meeting was a huge success. They had a great turn out and even better discussion. They club consists of a diverse group of gentlemen that bring culture, experience, wisdom, youth and knowledge to their meeting. They are scheduled to meet on March 19<sup>th</sup> and Mr. Azcona (facilitator) is looking forward to their next opportunity to meet. He has also developed a blog so that they can discuss their book and other pertinent issues online. We want to thank him for his work and his commitment to literacy and self-development.

**MEMBERSHIP** By Kathie Osborne, Chairperson

The NEA member benefits site, which is called NEA Click & Save offers movie tickets at a discounted price. There are no expiration dates, tickets are available for All AMC theaters, Cineplex Odeon, Magic Johnson and Star theaters. The average price of a ticket is \$8.49 and can be used at any showtime! Tickets can be printed or Mobile Redemption is available. Individual tickets can be printed for gifts. Log on to <http://neamb.affinityperks.com/movies> for information. NEA Click & Save also offers discounts on

NEA Click & Save also offers discounts on travel, electronics, restaurants and many more categories.

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