



Ms. Jacqui Greadington
EOEA President

E O E A Informer

PRESIDENT'S MESSAGE

KUDOS TO EOEA MEMBER BONNIE TAYLOR!!!!

STEM Academy was highlighted on the NJEA Website for opening a hydroponics lab. STEM teacher Bonnie Taylor stated that "Hydroponics incorporates many of the STEM disciplines year-round. For instance, students use engineering to build the ecosystem, chemistry to regulate plant 'PH kevels' and math and science practices to design and implement experiments on plants". You can view the entire story by going to <https://www.njea.org/students-at-stem-academy-move-to-21st-century-farming/>. Great job Bonnie, you make us all proud!!!

BOOK STUDY

I met with Dr. Dana Walker on November 27 to discuss the Book Study assignment. After receiving the result of our survey, it was clear that members needed TIME to complete this project. The FAQ document is clear that "time" should be provided.

Another issue that has come up is in reference to Domain 4. It is interesting how far we have yet to come. Some principals are stating that a lack of participation will affect Domain 4. This is and was not the intent. The FAQ clearly states how this project will be monitored and the impact of non-participation.

Please contact the EOEA office immediately if you are experiencing problems regarding the book study. We plan to send out another survey to monitor if you are receiving time to perform this task if you choose to.

OBSERVATIONS

It is extremely important that you monitor and report timeline and procedural violations of the observation process. Timelines are set by the state and can't be changed. Don't think that a problem will simply go away, they won't. It is important for you to write a rebuttal within 10 days if there items that you disagree with.

Some of the problems that have been consistently reported follow:

I did not have a pre-conference: Everyone MUST have an individual pre-conference and post conference. This can't be done in a staff meeting or group setting.

I did not have a copy of my observation when I had my post conference: The evaluator MUST provide you with a copy at your post conference meeting.

I am on a CAP but have not been observed: Absolutely unacceptable. We have won grievances against evaluators who did not observe the teacher on CAP the entire year the CAP was in force. The CAP and all references to the CAP were rescinded. Additionally, the evaluator must provide you with ASSISTANCE for improvement while on a CAP.

My observation was not posted on Frontline. The observation Frontline is different from the one I saw. My observation was closed, and I can't rebut. Once again, this is unacceptable.

I met with Dr. Harvest regarding the entire process and the problems that have been reported. She agrees that these things are NOT acceptable and advises that you send an email to your evaluator outlining any of these problems. I further recommend that you cc: us at oea@aol.com as well. We will be surveying members on the process. Please respond quickly and truthfully. We can't help if we don't know.

WISHING YOU AND YOURS A HAPPY HOLIDAY SEASON

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

By Keith Hinton II, Chairperson

The HSSC met on November 14, 2018. After the meeting the team did a walkthrough of East Orange Campus High School. We conducted a walkthrough of wings A and B. Some issues found were the use of storing certain items and certain rooms left unlocked. Some issues can be handled through the custodial staff at the school. Other, more serious issues must be put in through a work order. As stated in the last newsletter, the system in place is that the head custodian should be made aware of issues and then he follows up with a work order, then the HSSC will be made aware.

Most roofing issues at schools are being worked on this month and during the break. I want to thank you for following protocol in bringing your concerns to the building head custodian and the principal.

Due to an emergency, the follow up walkthrough to East Orange Campus had to be postponed. We will discuss a later date at the January meeting.

The next meeting of the HSSC will be on January 12, 2019 at 9:00 AM at the EOEA Office, followed by a walk-through of STEM Academy.

Enjoy your Holiday Season and Winter Break!

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

P.R.I.D.E.

By Venus Yearwood, Chairperson

The EOEA pride Expo at the Livingston Mall and the Pride Essay Contest is here again. The Mall Expo gives all schools the opportunity to display artwork from students in grades K-12 at the Livingston Mall. Schools can also make arrangements to perform during the Expo. If your school is interested in participating in the Mall Expo as well as the Pride Essay Contest please see your building rep. for all documentation which provides the dates and details for both events.

Please note: The Mall Expo Event deadline dates are different from the Essay Contest deadline dates. Pride Essays should be completed on or before February 11th and returned to the EOEA office attention Pride Committee.

Our committee would like to encourage all schools to participate in both events as they have a huge impact on our students esteem to achieve and excel in their education.

Thank you in advance for your cooperation and enjoy the upcoming holidays.

SOCIAL/COMMUNICATIONS

By Angel Boose, Chairperson

Season's Greetings!

It's beginning to look a lot like...Happy Hour!! Join your EOEA Reps and colleagues on Tuesday, December 11, 2018 for a Taco Tuesday Happy Hour at Toro Loco; 23 Valley Street; South Orange, NJ 07079 from 4:00 - 7:00PM.

If you're a Jets fan, discounted tickets are still available to EOEA members, their family, and friends to attend the Jets vs. Texans game on Saturday, 12/15/18 or the Jets vs. Green Bay game on Sunday, 12/23/18. Contact Angel Boose at angelboose@yahoo.com for details, or click the link for direct access to discounted tickets: [Check out the promotions!](#)

We intend to have our next social event on Friday, January 18, 2019. Save the date! Details to come.

If you have not been receiving text message reminders from the EOEA regarding negotiations, events, surveys, etc. please visit <http://www.Remind.com> or download the Remind app on your phone. Sign up and use the code EOEARemind to join our Association's class. You can also be added by e-mailing your full name, school, and cell phone number to Angel Boose at angelboose@yahoo.com.

Please follow and like our Facebook page at "East Orange Education Association" to receive updates about what's going on with the Association. You can also get information about the Association by visiting our new website at <http://www.EastOrangeEA.org>.

The Social & Communications Committee wishes you all a Merry Christmas and a Happy New Year!



GRIEVANCES

By Dawn Nichol-Manning, Chairperson



Grievances (Pending/Resolved):

1. Evaluation tool created and used by administrator that was not approved by DEAC. (Level 2, Healy)
Moved to Level 3

2. Disparate treatment of teachers, enforcing documentation of absence notification for selected staff members. (Level 2, Healy)
Moved to Level 3

3. Bi-weekly meetings held with evaluator of record during prep, lunch, and before & after school. (Level 2, Healy)
Moved to level 3

4. A member was placed on a CAP without the proper steps of the evaluation process being followed. (Level 2, Dr. Stallings)

Happy Holidays-enjoy your vacation.

INSTRUCTION & TRAINING

By Byron Carter, Chairperson

All first observations should have been completed by November 30, 2018. Please keep an up to date record of the times and dates that you were observed.

RESERVE YOUR SPACE NOW!

The Instruction & Training Committee will be hosting a workshop with EOEAE titled “**Problem-Based Learning**” (Elementary- Grades K-5) for Elementary Educators. The workshop date is Thursday January 10, 2019, the workshop time 4:00 pm- 6:00pm, at the EOEAE Office 576 Central Ave, East Orange. **RSVP by January 4, 2019** you can contact the EOEAE Office at 973-672-7331 or send email to coea@aol.com if you want to attend this workshop.

The Instruction & Training Committee would like to wish everyone a Merry Christmas and a Happy New Year!

GOVERNMENT RELATIONS

By Jacqueline White, Chairperson

Greetings Members,

Add the following **Legislative Action Team (LAT)** meeting to your calendar.

DATE: **Thursday, January 10, 2018**

PLACE: Essex County Education Association (ECEA)
 886 Pompton Avenue, Unit A-2
 Cedar Grove, NJ

The LAT organizes members for legislative and political action. You may be thinking that politics is not your thing but think again.

Elected officials and appointed officials make decisions about the everyday things that you consider routine. Things like garbage collection, recycling programs, property tax, rent regulations, road repair, etc. Elected officials and appointed officials determine everything about your job and your work day, your salary and your benefits, as well as the amount of time you work and more. Shouldn't you be a part of the conversation?

Go to <https://actioncenter.njea.org/lat> to find LAT meetings throughout the state. You may attend meetings where you work, where you live, or both.

Additionally, add the following **Legislative Dinner** to your calendar. The Legislative Dinner is an opportunity to develop relationships with elected and appointed officials, hear from party leaders, and meet endorsed candidates.

DATE: **Wednesday, March 13, 2018**

PLACE: Nanina's in the Park
 (540 Mill Street, Belleville, NJ 07109)


 Wishing you
 a season of gladness,
 a season of cheer,
 and to top it all off -
 a wonderful year.



VICE PRESIDENT'S MESSAGE

By Dawn Nichol-Manning

The EOEAE stands fervent in upholding the contract. The benefits that we have are based on the hard work that has gone into ensuring that as professional educators our rights are properly upheld. As members of the Association it is important that you take part and stand with your Association should you be called upon to take action. Our efforts make a greater impact when we are united.

FAST

By Carla Hinds, Chairperson

The FAST Committee continues to work to engage schools and community. We are excited to have re-started the Savvy Sisters Book Club. Thanks to our member Hassana Shaw and willingness of Principal Ramsey in allowing us to meet at Hughes. We had an excellent initial meeting and our book of choice is "Becoming" by Michelle Obama.

Likewise, our male book (Next Step), continues to grow. They have completed their first book, "Small Fry". This is an autobiography by the daughter of Steve Jobs. Thank you, STEM and Pedro Azcona.



Please save the date for our 15th Keepers of the Dream Banquet. It will be held on February 28th at Bella Italia. More details to follow.

Have a safe and enjoyable holiday season. You deserve it!

NEGOTIATIONS

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

The meeting held on November 28, 2018 was not considered to be successful. The Board wants us to have longer days with less pay. Make sure to read your updates that are sent out after each negotiation session.

The next meeting was scheduled for Monday December 10, 2018. The desire is to have the Board be more cooperative.

Your update will be sent to you, so please check your email.



"We have a whole new year ahead of us and wouldn't it be wonderful if we could all be a little more gentle with each other, and a little more loving, have a little more empathy, and maybe, next year at this time, we'd like each other a little more."
 Judy Garland

Visit our new website:
<http://www.EastOrangeEA.org>

MEMBERSHIP

By Jill Rogers, Chairperson



Student Loans

What are the top three things members should do if they want to reduce their student loan payments?

First, get on one of the federal Income-Driven Repayment plans. These plans base student monthly payments on adjusted gross income (AGI) and family size.

Second, determine whether you are eligible for Teacher Loan Forgiveness and/or Teacher Loan Cancellation. After five consecutive academic teaching years at a low income or Title I school, teachers can potentially have \$5,000 - \$17,000 forgiven.

Third, enroll in Public Service Loan Forgiveness (PSLF). Once an educator is enrolled on an Income-Driven Repayment plan, they will be making PSLF eligible payments. After 10 years of payments, borrowers can potentially have the remaining balance discharged.

Get more information by visiting njea.org. Put **Getting out of student loan debt** in the search engine or call 1-800-557-7392.

Prudential Center

NJEA members are eligible for discounted tickets at selected shows. Visit prucenter.com or call 973-757-6668.

Theatre Development Fund (TDF)

TDF is a non-profit corporation dedicated to assisting the theatre industry in New York City. For a yearly fee of \$40, you can experience, Broadway, Off-Broadway and Off-Off-Broadway music and dance productions. Go to tdf.org for more information.

403B

If you think you are being approached by someone who is not affiliated with NJEA regarding insurance or a 403B, please call NJEA. Additionally, it is safer to meet with an insurance representative at your place of employment.

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576 Central Avenue, East Orange, NJ 07018

Phone # 973-672-7331 Fax # 973-672-1194

E-mail: eoea@aol.com

Website: www.eoemembers.com

Ms. Jacqueline Greadington, President

Dr. Dawn Nichol-Manning, Vice President

Ms. Carolyn O'Connell, Treasurer

Ms. Angel Boose, Secretary

Ms. Joyce McCree, Editor