



**Ms. Jacqui Greadington**  
EOEA President

# E EA

## Informers

### **PRESIDENT'S MESSAGE NOVEMBER**

#### ***CONSTITUTION***

The Revised Constitution will be sent to members via Constant Contact on Thursday, November 15<sup>th</sup>. The vote will be held on Thursday, November 29<sup>th</sup>. Your Building Reps should post the location and times for balloting.

#### ***OBSERVATIONS***

There have been reports of administrators not having a pre-conference prior to the announced observation. Please review the guidelines and timelines for observations to ensure that all procedures are completed. Write a rebuttal to any negative ratings or comments. We are happy to review your rebuttal prior to submission. Ultimately, reporting problems with your observation is your responsibility. Likewise, you should respond to written memos as well. You should ask that both the rebuttal be attached to the observation; and response to memos be filed. Don't wait until spring to address the issues; it will be TOO LATE!

#### ***YOUR TIME***

Within the 6-hour 55-minute workday, your PREP and LUNCH periods belong to you. If you miss time from lunch or prep, you are entitled to compensation. You must ask for an extra compensation sheet and complete it. If your request is denied, a grievance will be filed.

#### ***COMMON PLANNING TIME***

Common Planning time has been touted as a "non-negotiable" item by the district. Dr. West insists that Common Planning or PLC MUST take place at least once a week. A statement of assurance confirming that this time is provided will be developed for administrators. He wants this time to be of value within the classroom. Please email the EOEA if Common Planning time or PLC's are not scheduled in your building.

#### ***SOCIAL WORKERS/COACHES***

Social Workers and Coaches are covering up to 3 lunch periods. Please inform us via email us if this is happening to you.

#### ***OPTING OUT OF HEALTH INSURANCE***

You cannot opt out if you are married to someone who is a state employee. In order to opt out, you must contact the LRES (HR) Benefits department, submit proof of insurance coverage, a copy of the insurance card, and fill out a waiver. The reimbursements occur every 6 months. Please contact the EOEA if you have or have had problems with your opt out reimbursements.

#### ***NO ACCESS TO JOURNEYS ONLINE/CONSUMABLES***

Many of you have complained about these items not being available. We were able to ascertain that, although there is no access to student materials, access to teacher materials are available online. In regard to consumables, it was up to the building principals to order them. It was reported that some schools are trying to go paperless and didn't want to order workbooks. We understand that the district is moving on to a new text next year, but we are concerned that you have what you need for THIS year. Please email EOEA to let us know if you don't currently have what you need for instruction.

#### ***ELECTIONS!!!!!!***

Thanks to all EOEA members who phone banked and canvassed to help elect the NJEA endorsed candidates. You were EVERYWHERE!!!! Now let's make sure we stay engaged in the political process by emailing and calling on them to pass legislation that supports the needs of students and members.

**EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)** By Keith Hinton II, Chairperson

The HSSC met on October 11, 2018. Before the meeting the team did a follow up walkthrough of Gordon Parks Elementary School. Most of the issues were completed or being worked on. The system in place is that the head custodian should be made aware of issues and then he follows up with a work order. There are several schools that have leaks coming from the roof of the buildings. Mr. Mitchell and the maintenance department stated that quotes are in for repairs, but they need to wait for a dry day to assess exact location of issue(s). I will have a response by next meeting.

Some other items/ issues that were brought to the attention of the HSSC at other schools are as follows:

- a. The tiles that had water damage were replaced at Jackson Academy but the damage is coming back. The maintenance department will have the carpenters go to assess this situation. There is a huge pothole in the parking lot near Lincoln Street.
- b. The state guidelines are followed when mold/mildew is suspected. The district can remediate the issue if the area is less than 10 square feet. Anything beyond 10 square feet must be remediated by an environmental company.
- c. Teachers cannot cover door windows regardless of the size or location. You must be able to see inside the classroom. Teachers cannot lock classroom doors when occupied, however unoccupied classrooms must always be locked. When you leave, make sure your room is locked.
- d. EOCHS-Teachers have been directed to lock the doors to keep out students who are arriving late. Dr. West responded that this is not permitted.
- e. It was reported that there are 2 or 3 teachers who travel between schools and don't have access cards to get into both/all schools. Mr. Bailey explained that one card can be programmed to give entrance to multiple schools. The teacher should see the building administrator and then the request should be sent to the security department. The school will be added to the card.

The next meeting of the HSSC will be on November 14, 2018 at 9:00 AM at the EOEA Office, followed by a walk-through of East Orange Campus (Wings A/B)

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

**VICE PRESIDENT'S MESSAGE** By Dawn Nichol-Manning

The Association remains strong due to the engagement of its membership. It is imperative that as a member of the East Orange Education Association that you are aware of the issues that pertain to the quality of your work experience. We ask that when you are sent questionnaires or required to fill out surveys sent by the Association that you complete them. Doing so helps the Association gather data that supports matters we are trying to address and/or correct. Ask your building representative questions when in doubt of issues pertaining to the working environment. Always feel free to contact the EOEA office if you need clarification about your concerns. Your voice and actions are vital to the sustainability of your Association.

**SOCIAL/COMMUNICATIONS**

By Angel Boose, Chairperson

Happy November! Thank you to everyone who came out to the October 19<sup>th</sup> Happy Hour at McLoone's Boathouse. A good time was had by all. If you have pictures from the event that you wouldn't mind us posting on Facebook or the website, please e-mail them to [angelboose@yahoo.com](mailto:angelboose@yahoo.com).

Thank you to everyone who donated items to be distributed to the homeless teenagers in Atlantic City during the NJEA Teacher's Convention. The items were turned over to Covenant House to be packaged and provided to the teens in need.

You, your family, and friends have been offered discounted tickets to attend two of the remaining Jets home games. The first is against the Texans on Saturday, November 15<sup>th</sup>. The second is against Green Bay on Sunday, November 23<sup>rd</sup>. We would need to have at least 10 people attend each of the games in order to receive the group discount rates. Please see the flyers and contact me if you are interested in purchasing tickets by Friday, November 30<sup>th</sup>.



If you haven't already, please like and follow us on Facebook at "East Orange Education Association". There you can find updates about what is going on with the Association. You are the "U" in Union and your involvement and support is key to keeping our Association strong.

Continue to visit our new website, [www.EastOrangeEA.org](http://www.EastOrangeEA.org) to view newsletters, the EOEA calendar, upcoming events, PD workshops, photos from recent events and more.

There has been a date change to our 13th Annual Retirement Dinner Celebration. The new date is Thursday, June 20, 2019. Please save the date!

**GOVERNMENT RELATIONS**

By Jacqueline White, Chairperson



Greetings Members! Your voice and your vote made an enormous impact in the midterm elections!

**NJEA Endorsed Candidates**

1. NJEA's endorsements in federal, state, and local elections helped propel pro-education candidates to widespread success on November 6th. Learn about the endorsed candidates at <https://actioncenter.njea.org/njea-pac-endorsed-candidates>
  - Donald Norcross (CD 1)
  - Jeff Van Drew (CD 2)
  - Andy Kim (CD 3) – TBD but he's leading the incumbent
  - Josh Gottheimer (CD 5)
  - Frank Pallone (CD 6)
  - Albio Sires (CD 8)
  - Bill Pascrell (CD 9)
  - Donald Payne, Jr. (CD 10)
  - Mikie Sherrill (CD 11)
  - Bonnie Watson Coleman (CD 12)
  - Senator Bob Menendez
2. All nine of the NJEA endorsed candidates for the special elections in the NJ Legislature won.
  - Verlina Reynolds-Jackson & Anthony Verrelli (D 15)
  - NJEA member Linda Carter (D 22)
  - Pedro Mejia (D 32)
  - Britnee Timberlake (D 34)
  - Clinton Calabrese (D 36)
  - Joseph Lagana & Lisa Swain & Christopher Tully (D 38)
3. New Jersey voters approved a \$500 million referendum to fund improvements to school security and infrastructure, as well as to expand vocational education programs.

**PARCC Update-**The proposal to adopt new regulations to the PARCC exam includes the following provisions:

- Reducing the required number of high school PARCC tests from six to four.
- Allowing students who do not demonstrate proficiency on the Algebra 1 and/or ELA 10 assessments to retake them or take alternative assessment options.
- Allowing ELL students in their first year in the U.S. to substitute an ELA PARCC assessment with a language proficiency test.
- Clarifying that a student's IEP or 504 plan establishes the individualized accommodations, adaptations, and/or modifications that must be provided.
- Ensuring that local boards of education provide student state assessment results to teachers, parents, and students within 30 days of receiving them from the NJDOE.

Find out more at <https://www.njea.org/state-board-officially-proposes-changes-in-parcc-assessments-2>

**New Jersey State House Tours-**Free NJ State House tours and programs are available for students from kindergarten through college. Visiting school groups for grades 4-12 may receive funds to help offset their transportation costs. For more information, contact the Tour Office at 609-847-3150 or visit the website. <https://njstatehousetours.org/tour/index.php/school-groups>

**Take Action-**Urge Governor Murphy to veto bill A-2001/S-2455. If passed this bill will change New Jersey's county college employees from the School Employees Health Benefits Plan (SEHBP) into the plan for state employees. Any changes to the health insurance should be part of a negotiated agreement. This bill is an attack on collective bargaining rights. Sign and send a letter to Gov. Murphy by going to the NJEA Take Action page <https://www.njea.org/tell-gov-murphy-veto-attack-on-collective-bargaining> or call 855-630-5896.

**NEGOTIATIONS**

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

The following dates have been confirmed for the EOE Negotiations Team and EOBOE to meet for bargaining:

- Wednesday November 28, 2018
- Monday December 10, 2018

Please check updates that will be emailed to you after each bargaining session.

**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)
2. Disparate treatment of teachers, enforcing documentation of absence notification for selected staff members. (Level 2, Healy)
3. Bi-weekly meetings held with evaluator of record during prep, lunch, and before & after school. (Level 2, Healy)

The grievance regarding Langston Hughes wherein teachers were directed to hold classes on their prep periods on half/ in-service days during the 2017-2018 school year has been settled and resolved.

**FAST** By Carla Hinds, Chairperson

The FAST Committee met, and I am so pleased at the work we see happening around the district. First, let me thank all who joined us for our Speak Up, Speak Out on Saturday, November 3, 2018. We were honored to have present: Mayor Ted Green, (East Orange), Superintendent, Dr. Kevin West (East Orange BOE), Honorable Judge Keith Harvest, Esq. (Retired Judge in Essex Co.), Ms. Rosie Grant (Exec. Dir. Of the Patterson Education Fund) and Ms. Debra Jennings (Exec. Co-Director of SPAN) as our speakers and workshop facilitators. We would further like to thank Dr. Deborah Harvest for her leadership and support as an active participant in this event; along with our President, Jacqui Greadington for her leadership in facilitating our location and as a committee member. One of the highlights of the day was the outstanding Maria Priadka School of Dance. Phenomenal!! Let me not leave out a very integral part of this work and event, the President of the NAACP of the Oranges and Maplewood, Mr. Thomas Puryear. We definitely make a good team. We look forward to other collaborative efforts.

The Next Step Book Club (males) is looking to meet in November. Please consider joining them at STEM. Contact the office for more information or contact Pedro Azcona at STEM.

Finally, have a wonderful Thanksgiving!! We all have much to be grateful for!

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

Hello EOEА members! Pride has added a new event that any school can host, called, Friends and Family Day. All schools are encouraged to be as creative as possible.

Please note that this is not an event that Pride will reimburse up to 100 dollars. The Pride Committee has purchased water canteens, which will be available for all schools based on the estimated number of visitors who could attend each school during "Friends and Family Day".

Please note, if any school hosts an event that is not reported to the Pride Committee, then it cannot be reimbursed for any funds expended. Also, not all events sponsored by Pride are eligible for reimbursement. Some events are designed to only provide giveaways and materials; but not to include refreshments.

If you have any questions about any of the information noted above please feel free to reach out to the EOEА office. Thank you.



**Visit our new website:**

<http://www.EastOrangeEA.org>

**MEMBERSHIP** By Jill Rogers, Chairperson

**NEA Insurance**-My committee and I felt that it was necessary to remind our members that just 27 percent of EOEА members have named a beneficiary. Many of us don't realize we have this important coverage. Sometimes we confuse this coverage with our "Contributory Life" insurance that is provided by the state of NJ where the premium comes out of our paycheck. The NEA's "Complimentary" Life Insurance Program is a free and automatic benefit of membership! Members may name or update a beneficiary by calling the Member Service Center at 1-800-637-4636 where you can confirm an existing beneficiary or make changes if you like. And there's always the online method: <https://www.neamb.com/insurance/nea-complimentary-life-insurance.htm>

**Membership Card**-You should have received your current NJEA membership card in the mail. If you did not, please update your profile on [njea.org](http://njea.org). If you are unable to update your profile because you don't know your login information, please contact Murjani Andrews @ 609-599-4594 Ext. 2279.

**NJEA Web Giveaway**-This month, one lucky member will win: **\$100 Voucher toward vision services/eyewear at Optical Academy.**

**NJEA members may also visit one of the Optical Academy locations for vision services/eyewear:**  
**1430 Main Avenue, Clifton, NJ      222 Bergen Blvd, Fairview, NJ**  
**75 – 37 31<sup>st</sup> Avenue, Jackson Heights, NY**

**INSTRUCTION & TRAINING**

By Byron Carter, Chairperson

The following five (5) professional development workshops are being planned for the 2018-2019 school year:

- **Problem-Based Learning, Elementary (Grades K to 5)**
- **Problem-Based Learning, Secondary (Grades 6 to 12)**
- **The Differentiated Classroom**
- **Preparing for Your Summative Evaluation**
- **Higher-Order Question Strategies**

The committee is waiting for final notification from NJEA. Once approved the workshops will begin in January and end May 2019.

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