



Ms. Jacqui Greadington
EOEA President

E OEA Informer

PRESIDENT'S MESSAGE

APRIL 2019

COMMON PLANNING TIME:

Dr. West indicated that all principals have signed a “statement of assurance” that they are providing Common Planning Time-CPT. Even so, we continue to get reports that this is NOT happening on a regular and meaningful basis. It was mentioned that missing CPT should only happen in a crisis situation. Odds are that a crisis situation does NOT happen on a regular basis. Teachers are being asked to cover or to do other duties during this time. In one school, the entire math team is assigned to cover lunch during common planning time on a regular basis.

It is my belief that Dr. West believes the documentation he has received from principals. It is, however, NOT the same information we receive from teachers. Either this is a non-negotiable or it isn't. Please continue to inform us of when you do not have CPT. We will move on to further action as we have been talking about this for way too long.

SUPPORT US AND PROVIDE WHAT WE NEED:

Although recent state report cards have shown some improvement within the district, there are some places where the report has not been so good. There has been a mass push to re-educate teachers on writing SGO's and other initiatives designed to “improve” us. Although teachers are the deliverers of instruction, we are but one part of the educational equation. We need administrative support, adequate supplies, consistency and collaboration, to name just a few. Teachers are not magicians.

Did you know that numerous smartboards throughout the district can't be used because they have been missing the necessary replacement bulb all year? Did you know that discipline for the same infraction varies minute by minute, and person to person? Did you know that Wahlstrom Academy, (where the “babies” are) regularly reaches temperatures over 100 degrees? Did you know that teachers submit discipline referrals that, they say, are deleted later to avoid an accurate accounting? Did you know that the average teacher does not feel that he/she can approach their administrator to discuss **anything**? Did you know that teachers continue to complain about CPT because they know that it will improve instruction? Did you know that many teachers receive ONE ream of paper per month and too bad after that? Did you know that teachers are required to copy and resubmit information that has already been submitted online? This is NOT an environment that is conducive to teaching and learning.

It is interesting that all the CHANGES that have been touted over the last few years have, in reality, not rendered districtwide results. Maybe a new approach would be to foster partnerships rather than continue adversarial relationships. At minimum, make sure that teachers have adequate supplies, materials and technology to educate their students.

Teachers are ready, willing and able. Its time for everyone else to do their part.



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

The HSSC met March 14, 2019. There were some issues that the committee observed and they were added in School Dudes. I want to reiterate, if you have any school HSSC issues, please e- mail the head custodian and principal and cc the HSSC. I will follow up. Updates and other issues that were discussed are:

School Safety

- **Magnetic Strips**-It was asked if these magnetic strips could be ordered for distribution district-wide. Mr. Bender got a quote and will share pricing with the committee. Dr. West will recommend that principals order these from the school budget.

Roofing Issues

- Carver-The library is leaking again near the windows. Stairways B and C are leaking again. The SDA visited and are looking into a new roof. We will give more information when we receive it.
- Bowser- will be getting the application of the special material to stop leaks next. The prep work has already been done. The new product is 95% effective but the temperature has to be 40 degrees or higher to apply.
- EOCHS-The roof is leaking above the gym/coach's office. Quotes were received for the roof over the gym but the Board of Ed. is no longer with that company.
- Louverture- The roof is leaking at Louverture but it is coming from the brick pointing. Room 13 is leaking. A quote was received. Repairs will be completed when we have consistent nice weather.
- STEM-Remediation has been done on the storage closet in the gym, using a new product. A certificate has been issued stating that the mold has been removed. In addition, the door to the closet has been changed. Any equipment that was compromised has been discarded. (The growth was visually analyzed as mold.)

Walk-Through Binder-A punch list is generated of issues within the school. This is given to the custodial staff to be put into School Dudes. Dr. West explained that there is a system of checks and balances that reminds the custodians to keep the binders complete and up to date. The custodians at Garvin do a great job keeping records and will be asked to share with others as "best practices". This binder can be seen by staff.

New Issues/Updates

- Banneker-A new gym floor is being installed. There was a water penetration problem.
- STEM-The gym floor is damaged but does not need to be replaced. Patchwork will be done.
- School Temperatures-We have become involved in ESSIP, an energy saving program that does an assessment in all the school. The assessment will show us how to save money and run the schools more efficiently. We are in phase 1, waiting to be bonded. Some very hot schools will need to have their temperatures reduced. The committee asked for an update about plans to phase in air conditioners in all the schools.
- EOCHS- Playoff games are happening in the gym at this time. The bleachers had bannisters but these have been removed. Someone tripped up the steps and did not have a bannister to help stabilize.
- STEM- The seats that are in the auditorium were taken from another school. Those seats are padded and are too high. The committee will check into the safety and comfort of the seats. There will also be an assessment done on the sound system.
- Recycling- A pilot program will start at Carver. Hopefully by next school year, we will begin district wide.
- The follow up walk-through of Dionne Warwick will be announced at a later date due to state testing. Have a restful and relaxing Spring Break!

SOCIAL/COMMUNICATIONS

By Angel Boose, Chairperson

Social

It's finally Spring, and the Social and Communications Committee has a few events in store for you.

First up, is the **South Orange Bar Crawl** on Friday, April 12th. We will begin at 4:00 PM at Toro Loco, located at 23 Valley Street. We will remain there until about 4:30 PM, and then head to Papillion 25 at 4:30 PM, The Fox and Falcon at 5:00 PM, and Gaslight Brewery & Restaurant at 5:30 PM. All of the establishments are within 2 blocks of each other. Come and join in the fun. All drink specials will be included on the 2-page flyer on our website and Facebook. Look out for the flyer via e-mail and Remind text.

On Tuesday, May 28th, join us at Yankee Stadium for a **Yankees vs. Padres baseball game**. The game starts at 6:35 PM. The best way to get there is to hop on the train at Brick Church or Newark Penn Station. The tickets are \$13, or 2 for \$25. Great seats, for a great price. For tickets, stop by the EOEA office, call the office at 973-672-7331, or send an e-mail to coea@aol.com.

The **13th Annual Retirement Party** date has been changed from the original date of June 20th, due to snow days and a conflict with high school graduations. The new date is Wednesday, June 5, 2019 from 6:30 - 10:30 PM at Hanover Manor in East Hanover. Please save the new date! We hope all those who plan to retire will attend.



Communications

NJEA is holding an election for delegates to the state and county, as well as the ECEA. Many teachers from East Orange, your colleagues, are on the ballot. Support them and cast your vote, as they represent you! Their names are **Jacqueline White, Venus Yearwood, Brian Rock, and Kim Scott-Hayden** (order they appear).

You should have received a ballot in the mail. If not, click on the following link to cast your vote online: [NJEA Elections » New Jersey Education Association](#). Your pin is the ID number on your NJEA card. The voting deadline is April 15, 2019.

GRIEVANCES

By Dawn Nichol-Manning, Chairperson



A member was placed on a CAP without the proper steps of the evaluation process being followed. We are waiting for a date to be scheduled. It was moved to Level 3 (former administrator of Langston Hughes).

NEGOTIATIONS

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

It appears that the Board is not trying to move ahead in coming to some type of consensus with settling our contract. We need to show unity by coming together and letting them fully understand that we are valuable to the educational system and we are worth what we are asking for.

The Board is looking to diminish our benefits significantly – with higher copays and coinsurance rates – in order to lower premiums. Under this plan, the Board would save a significant amount of money, but in turn we would be exposed to the risk of significantly increased out of pocket medical expenses. We are not interested in this kind of one-sided “deal”. The time has come for us to show a united front!!!

We will communicate with members via Constant Contact or the Remind app. Please stay tuned.

The next Negotiations session will be held April 30, 2019.

INSTRUCTION & TRAINING

By Byron Carter, Chairperson

The next Instruction and Training Committee meeting will be held on May 9, 2019 at 3:45 PM, followed by a Professional Development workshop titled, “**Higher Questioning Strategies**” on **May 9, 2019 from 4:00PM – 6:00 PM**. Participates will receive two (2) hours Professional Development Credit. The professional development workshop will be held at the East Orange Education Association Office at 576 Central Avenue, East Orange NJ 07018. **RSVP by May 6, 2019 at 973-672-7331 or E-mail coea@aol.com**

A friendly reminder to the East Orange School District Staff, please remember your professionalism when dealing with the Scholars in the East Orange School District. Refer back to the GCN Training Tutorials assigned by Dr. Harvest on communicating and interacting with the Students. Staff members should not be texting, calling students on their personal telephone or emailing from your personal email address. Use classroom Dojo or the East Orange School District communication tools.

VICE PRESIDENT’S MESSAGE

By Dawn Nichol-Manning

It is very important that when you have a complaint, a level 1 session with the administrator and the Association Representative must be held first. If you received a write-up you must request in that level 1 meeting that you want it removed as well as any other actions that you may feel was done without just cause. If you are not satisfied with the results after having the level 1 grievance meeting, speak to your Association Representative and have them contact the EOE. We will then get in contact with you to move forward with the grievance process.

GOVERNMENT RELATIONS

By Jacqueline White, Chairperson

Greetings Members,

“Union membership is like a gym membership. You can pay your dues, but if you don’t show up and participate, you do not become stronger.”



NJEA Review – April 2019

Learn how to influence your elected officials. Download the NJEA Political Action Guide today.

<https://actioncenter.njea.org/>

President Trump’s recent budget proposal eliminates the Public Service Loan Forgiveness (PSLF) program. Urge your representative in Congress to protect PSLF now!

<https://actioncenter.njea.org/protect-public-service-loan-forgiveness/>

Vote for NJEA County Representatives from April 1st -15th. Vote by paper ballot or go to the address below to vote online.

<https://www.njea.org/vote-online-in-njea-elections>

Learn about the candidates in the 2019 ECEA Election Issue <https://drive.google.com/file/d/0B31h1BOCkifuQ1p0UXR5QVlBcmYzNV9WUXhCTFFITEptdEs4/view>



NJ21United is a coalition of educators and community members care about public education in New Jersey.

GOALS:

- *ensure that students have access to necessary resources and supports
- *fairness in compensatory benefits that decrease the educational gap
- *improve the educational environment in the state of New Jersey
- *union protections that all of our members deserve.



Twitter: @Nj21United
Facebook: NJ21United

FAST

By Carla Hinds, Chairperson

The FAST Committee is very grateful to Langston Hughes School, Principal Ramsey, Assistant Principal Tidwell and the wonderful Langston Hughes PTA for their consistent support and participation in our Savvy Sister Book Club. Our March meeting covered the book Friday Black. There was much discussion and analysis of the concepts portrayed in this fictional, satirical book of short stories. The group rated the book approximately 4 out of 5. Thanks again to our facilitator Hassana Shaw. The next book is The World According to Fannie Davis by Bridgett Davis. We will meet on April 17th at 3:45. If you are interested in joining us, we have a couple of books left. Please contact the EOEa office.

The Next Step Book Club is continuing to grow and will meet in May. The book of choice for them is Where the CrowDads Sing by Delia Owens. Please contact Pedro Azcona at STEM for further details.

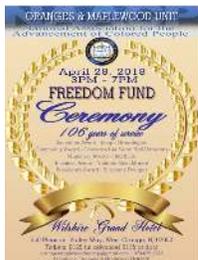
PRIDE nomination forms were sent out a couple of weeks ago. Please adhere to the deadlines. If you have a student, parent or teacher you would like to nominate, please see your building representative. There can only be one teacher, one student, and one parent for each building.

Finally, there will be a workshop on “Rights and Responsibilities,” for parents and students at the Mt. Olive Baptist Church, 11 Ashland Street in East Orange. We are co-sponsoring this event. Please come out and enjoy informed presenters, breakfast and lunch. We continue to be grateful for the commitment of Mt. Olive as we strive to engage the community and make our public schools a beacon of hope and excellence for the students and staff.

Congratulations to Jacqui Greadington

Jacqui is being honored by the NAACP of the Oranges and Maplewood at the Annual Freedom Fund event on April 28 from 3:00 - 7:00PM at the Wilshire Grand, 250 Pleasant Valley Way in West Orange.

The legacy of the NAACP is to provide scholarships for OUR children to set them on the path to success. Please consider attending this event. Tickets are \$125 before April 22nd and \$135 at the door.



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

MEMBERSHIP By Jill Rogers, Chairperson

Perks Program

EOEA welcomes the opportunity to introduce the Perks Program. Perks has been around since 1988 and has a proven track record of success with building local discount programs. EOEa does not benefit monetarily in any way.

Perks will develop a program where our members can receive discounts from local businesses in and around our immediate area. As part of this program, the businesses each pay a fee to participate and agree to offer discounts through Perks.

In the next month, we will distribute an announcement with instructions on how our members will access our Perks website, print out their membership card and download the Perks Connect Plus app. This will help educate our members and their families on how they can utilize the services and in turn save money.

Discount

Save Up to 35% On Your Orlando Vacation! Orlando Employee Discounts offers Exclusive Pricing on Hotels & Vacation Homes in or nearby Disney World and Universal Studios Orlando as well as Discounts on Tickets for Disney World, Universal Studios, Sea World, and ALL Orlando Area Theme Parks and Attractions! In order to access your discounts, go to www.orlandoemployeediscounts.com and enter Username NJEA to log in.

P.R.I.D.E.

By Venus Yearwood, Chairperson

Spring has sprung! Hello members, the Pride Committee is having an art contest for grades k-12. We are encouraging all schools to participate in this event. Flyers will be distributed by your building rep. Those students who place 1st, 2nd, or 3rd, will be honored of this year’s Pride in Public Education Award Ceremony.

Pride reimbursement spring events are, Muffins Mom’s and Danishes with Dad’s. Celebrating Mother’s Day and Father’s Day. Just a reminder, all reimbursements are up to 100 dollars. Should you have any questions please contact the EOEa office.

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

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