



# EAST BRUNSWICK EDUCATION ASSOCIATION

575 Cranbury Road, Suites B1 & B2, East Brunswick, NJ 08816 (732) 390-6600 FAX (732) 390-6603

**TO:** EBEA Members  
**FROM:** Beth Berzanskis, EBEA Secretary  
**RE:** Representative Council Meeting Minutes – 10/4/17

**MEMBERS PRESENT:** *SOF:* S.Miedowicz, A.Montefusco; *Central:* M.Fischer, J.Kroll; *Chittick:* K.Carle; *Churchill:* E.Crupi, K.DiNuzzo, J.Fessel, M.Grigal, N.Russo, K.Shanks, C.Smutko; *Frost:* G.Botwinick, C.Finnegan, J.Lyons; *Hammarskjold:* L.Fitter, M.Green, C.Gregory, M.Haas, T.Kerschner, A.Larrison, M.Sampson, C.Talbot; *High School:* V.Alimonti, L.Anderson, J.Bijas, K.Giambrone, E.Gieser, K.Posluszny, A.Sanelli, C.Scott, C.Willis; *Irwin:* L.Bortono, D.Sountis; *Lawrence Brook:* J.Peterson; *Memorial:* K.Parkinson; *Warnsdorfer:* C.Chacko, K.Johnson, L.Noppenberger

**OFFICERS PRESENT:** D.Zimbicki, M.Wildermuth, N.Comerford, B.Berzanskis

**BUILDINGS NOT REPRESENTED:** Administration, Bowne-Munro

**I. CALL TO ORDER:** President D.Zimbicki called the meeting to order at 4:02 PM.

- A. D.Zimbicki reminded the reps. to sign in, provide voice mail number/personal e-mail address.
- B. Distributions:
  - September Rep Council Minutes – via email to Rep Council members only
  - September Rep Council Update
  - Social – Fall Fest
- C. EBEA Bulletin Board **[POST]** – Please be sure to display all postings on your updated EBEA Bulletin Board. Updates are sent to your buildings EBEA Bulletin Board Steward.
- D. Presidents Update:
  - AP test should not be returned to students as it is part of the contract with College Board.
  - Last day to *Register to VOTE* is October 17, 2017; if you want to see positive change in your paycheck, you need to VOTE on November 7, 2017.
  - Remember to always invoke your *Weingarten Rights* when called in with Administration. You need to ask, “If this meeting could in any way lead to my being disciplined, terminated, or affect my personal working conditions, I respectfully request that my Association Representative be present.” If you are told it is not, and the meeting feels disciplinary, respectfully ask for the meeting to be rescheduled with a Rep present and inform your chief rep or EBEA immediately.
  - *Negotiations* for the next contract will begin shortly. The *Contract Writing Proposal Team* has concluded their meetings and a final proposal has been crafted which includes all 1200 comments from the Stakeholders Interview and all 460 comments from the Blue Survey. Thank you for your input. Contract proposals are to be exchanged approximately October 15, 2017.
  - Please bring any member-to-member issues directly to the Association via your building rep or by calling the EBEA office. We like to solve these issues “in-house.” Thank you.

- *EBEA PRIDE* is in part, hosting the *EB EdCamp Exit 9* on Saturday, October 21, from 8:00 am until 12:30 pm. We hope you will attend this “organic Professional Development” session. Please sign up: <http://ebedcamp.weebly.com>.

E. All members are encouraged to visit the EBEA website ([www.my-ebea.org](http://www.my-ebea.org)) frequently for pertinent Association information.

**II. APPROVAL OF MINUTES:** As per the EBEA constitution, copies of the September Rep. Council minutes were distributed for review. C.Scott motioned to accept the September Rep. Council minutes, seconded by N.Russo. The motion passed unanimously.

**III. TREASURER’S REPORT:** N.Comerford distributed the October financial report and discussed the status of accounts.

**IV. COMMITTEE REPORTS:**

**A. Membership – A.Larrison, Chair**

- Membership numbers include 834 certified staff members, 506 support staff members, 21 members on unpaid leave of absence, 98 rep fee payers/new members, to a total of 1,459 in the bargaining unit.
- Members should also visit the NJEA website ([www.njea.org](http://www.njea.org)) for valuable information, discount programs and monthly web giveaways. Members will need their pin (on NJEA card) and their password (usually the last four digits of social security number) to log in to both websites.
- Members were also encouraged to visit the NEA website ([www.nea.org](http://www.nea.org)) for additional information and opportunities.

**B. Newsletter – The October quarterly issue is in production.**

- Information for future issues and announcements may be emailed to the Association at [EBEA575@hotmail.com](mailto:EBEA575@hotmail.com).
- The newsletter will also be available on the EBEA website under Events/Publications.

**C. P.R.&R. (Grievance) – L.Anderson, Chair,** reported on the status of grievances. Reps are reminded of the timeline (**20 school days**) as per **Article III** of the contract in order to initiate a grievance. If you are interested in becoming a member of this important committee, please contact the EBEA office.

Next meeting: 10/10/17

**D. Educational Support Professional Council – L.Bortono, Chair**

- All interested support professionals are invited to join this committee. If you are interested, please contact the EBEA office.
- We will be holding another Coat Drive this year. More information to follow.

Next meeting: TBA

**E. Elementary School Council – K.Carle & J.Lyons, Co-Chairs**

- From the September 28 meeting:
  - OnCourse is currently NOT required; if it becomes required next year, additional professional development will have to be given.
  - The issue of unattended students being brought to Back-to-School nights in the elementary schools is being moved to District Wide Council.

- D.Zimbicki is reviewing concerns with summer workshop compensation.
- Air conditioning issues (not working; blowing out hot air) are to be reported to the building principal and head custodian.
- If you are interested or know someone who might be interested in this committee to please contact the EBEA office.

Next Meeting: 10/19/17

**F. Government Relations – C.Finnegan, Chair**

- If you will not be around on election day, be sure to get an Absentee Ballot.
- MCEA LAT is conducting important phone banking and canvassing opportunities for the upcoming election. Go to [www.tinyurl.com/njeaforld16](http://www.tinyurl.com/njeaforld16).
- EBEA will be phone banking on Monday, 10/9/17, at the Middlesex Democratic Headquarters in Metuchen. Come out and join us!
- Email the Government Relations committee to find out how to get involved in protecting our students, our schools and our profession.
- Members are encouraged to visit the NJEA website ([www.njea.org](http://www.njea.org)) and to read **The Review** to get the latest information on issues affecting all public school employees. In addition, updated information is posted on the EBEA bulletin board.

**G. District Wide Council – M.Wildermuth, Chair**

- This year on DWC, M.Wildermuth will serve as Chair and Danielle Ruggiero (Administration) will serve as Secretary. Other members of this year's District Wide Council are Jo-anne Bias, Angela Cintron, Melissa Grigal, Jonathan Pawlowski, Susan Showerman and Jaqueline Vellucci

**H. Contract Writing Proposal**

- The Contract Writing Proposal Team has concluded their meetings and a final proposal has been crafted which includes all 1200 comments from the Stakeholders Interview and all 460 comments from the Blue Survey. Thank you for your input.

**I. Negotiations – D.Zimbicki**

- Contract negotiations will begin shortly. Proposals are to be exchanged approximately October 15, 2017.

**J. Teacher Evaluation Advisory – T.Yoselevich & M.Sampson, Co-Chairs**

- SGO's should be uploaded by 10/31/17.
- *Evaluate It!* Workshop will be held on 10/12/17 from 4:00-7:00 pm. Please urge new members to attend.
- Video Protocol – for highly effective teachers – you are allowed to pick your own partner(s).
- EdCamp Exit 9 will be held 10/21/17 from 8:00 am – 12:30 pm (Domain 4). Please consider attending to present or participate.
- Our Teacher Evaluation Advisory committee is always looking for members. Please email Mercedeh Sampson at [mkermanshahisampson@ebnet.org](mailto:mkermanshahisampson@ebnet.org) or Theresa Yoselevich at [tyoselevich@ebnet.org](mailto:tyoselevich@ebnet.org) if anyone is interested.

**K. Health Benefits Review – M.Haas, Chair**

- *Disability Insurance Open Enrollment* – A representative from Prudential will be in each building. Please see your building supervisor for dates/times. Remember, open enrollment will not come around again until 2020.
- *Flu Immunization Clinic* – Flu shots will be available in each building on dates to be announced. The flu immunization is covered at no charge under our Horizon medical insurance and is readily available at many pharmacies. Check with your building principal or nurse for the date for your building.
- *Health & Member Benefits Committee* – Optical Academy visits EBEA members. Tuesday, November 28, 2017 at the EBEA office. Optical Academy will be holding eye exams and eye wear fittings. Registration is required for eye exams. This workshop is open to all staff, administrators, family and friends. Registration NOW! [www.Optical-Academy.com](http://www.Optical-Academy.com), Event Code “EBEA”.
- Negotiated health benefits are as follows:
  - \* Medical Provider: Horizon (Direct Access 10 and Direct Access 15)
  - \* Pharmaceutical (Rx) – Prime Therapeutics LLC (Prime)
  - \* Vision – VSP
  - \* Dental – Delta Dental
- Employees are reminded to complete and return an enrollment form to the payroll within 30 days of the dependents birthday so they can be removed from the plan. Failure to report these changes will result in denial of health benefits plan changes until the next open enrollment. Effective 7/01/16, due to changes in the Affordable Care Act, all dependents covered under the district’s plan will be covered through the end of the month in which they turn 26. (Prior to this change dependents coverage terminated on their 26<sup>th</sup> birthday).
- Reps. and members are reminded of the procedures in place for trying to resolve health benefits issues. Horizon should be called first with any problems at (800) 355-2583. Members should specifically state that they are participants in the Direct Access 10/15 plan. If there is no resolution, members can call Rita Mitchell at A.J. Gallagher (609) 430-4135 or Natalie Fenton (609) 430-4129. Members can also fax information to the EBEA office. Copies can also be sent to B.Giuliana, Business Administrator at the Administration Building.

**L. PRIDE (Partnership Results In Dynamic Education) – J.Bijas & V.Alimonti, Co-Chairs**

- Thank you to everyone who helped distribute the Back-to-School Night fliers.
- ESP/PRIDE Halloween table at the Brunswick Square Mall at 2:30 pm until they run out of coloring books and twistable crayons.
- Churchill Junior High School will be representing EBEA with PRIDE in the “Learning Across the District” segment of the 10/12/17 Board of Education meeting.
- Irwin and Lawrence Brook elementary schools will be representing EBEA with PRIDE at the November 2 Board of Education meeting.
- Sociology Intergenerational Studies Program continues with senior citizens and high school students with breakfast on Fridays.
- Bargain Bear Den clothing store, located in the EBEA basement, will receive a fresh paint this Saturday.

**M. Public Relations – L.Noppenberger, Chair**

Anyone interested in joining the committee are asked to email Lise Noppenberger @ [LNoppenberger@ebnet.org](mailto:LNoppenberger@ebnet.org).

**N. Support Operations Facilities – S.Miedowicz – Chair**

- D.Zimbicki welcomed Steve Miedowicz.

**O. Transportation – K.Deignan and A.Montelfusco, Co-Chairs**

- A smooth start to the school year reported from this department. Still waiting on comfort items for the staff dining room such as a clock, artwork, etc
- Some other items still require attention and are being investigated.

**P. Social Affairs – C.Talbot, Chair**

- EBFA Fall Fest Social event will be held on Wednesday, November 29, 2017 at the Ria Mar Restaurant & Bar in South River from 4:00 to 7:00 pm. \$15 per person; limited to the first 160 members; register by 11/15/17.

If you have any ideas for events please contact CTalbot@ebnet.org or the EBFA office.

**Q. Scholarship Committee – Cheryll Willis, Chair**

D.Zimbicki introduced Cheryll Willis, our new Scholarship Chair.

**V. OLD BUSINESS:**

**A. EBFA Events:**

- *Contract Proposal Writing* – Our CPW Committee attended (5) meetings during the summer and with our final meeting on 10/3/17. Thank you to the (28) EBFA members who assisted in this very important beginning process for our 2018 Negotiations Team.

**B. MCEA Events/Opportunities:**

- *NJEA Fall Focus* was held on Monday, September 25, 2017 with (8) EBFA members in attendance.

**VI. NEW BUSINESS:**

**A. EBFA Events/Opportunities:**

- EBFA PRIDE: *EBFA PRIDE/BOE Presentations* – Thursday, October 12, 2017, 8:00pm; High School staff will be presenting. See EBHS PRIDE chair Conor Scott for more information.
- EBFA PRIDE: *EB Ed Camp Exit 9* – Saturday, October 21, 2017, Hammarskjold Middle School, 8:00am-12:00pm. This unconference empowers educators to maximize professional learning experiences and peer networks. Special sessions will be created with parents in mind! **[POSTed]**
- EBFA Workshop: *Evaluate IT* on Thursday, October 12, 2017 at the EBFA Office. A must workshop for all teachers who have not attended in the past. **[POST]**
- EBFA Workshop: *Optical Academy* – Tuesday, November 28, 2017; EBFA office. Register NOW! **www.Optical-Academy.com**, Event Code “EBFA” **[POSTed]**
- EBFA Social: *Fall Fest* – Wednesday, November 29, 2017; Ria Mar Restaurant & Bar, South River; 4:00-7:00 pm. Limited to the first 160 members. Cost: \$15/member. Register by 11/15/17. **[POST]**
- **MailChimp**: If you have not received an EBFA MailChimp email from us, please sign in to your NJEA account and update your profile information at **www.njea.org** (you will need your NJEA PIN# found on your membership card, passwords are the last 4 digits of your social security #). This is the best way for your Association to communicate with you regarding private, important and contractual information as well as sharing upcoming happenings in your union.

- Please bookmark the **EBEA website [www.my-ebea.org](http://www.my-ebea.org)**. Any suggestions for the website can be directed to our webmaster, Janine Mirena.
- Please “*LIKE*” the East Brunswick Education Association *Facebook* page.

#### **B. NJEA Events/Opportunities:**

- NJEA *Teaching and Learning Symposium* will be held on Saturday, October 22, 2016 at the Hilton East Brunswick. Registration is online only: early bird rate \$30 before 9/15/16, \$60 after **[POSTed]**
- NJEA *Urban Ed Symposium* – October 20-21, 2017; 4:00pm-3:30pm; Princeton Hyatt Regency; Online registration only **[www.njea.org/urbaned](http://www.njea.org/urbaned)**. **[POSTed]**
- NJEA *Jim George Collective Bargaining Summit* on October 27-28, 2017 at the Doubletree Hotel, Somerset; Contact the EBEA Office before 10/6/17 to register. **[POSTed]**
- NJEA *Convention, Atlantic City* - November 9-10, 2017. Visit **[www.njea.org](http://www.njea.org)** for discounted hotel rates at (7) of the major hotels. More entertainment is being offered to all attendees this year. **[POSTed]**
- NJEA *Winter Leadership Conference* – January 5-6, 2017; East Brunswick Hilton. Please contact the EBEA office for registration information. Registration due 11/20/17.

#### **C. MCEA Events/Opportunities:**

- MCEA Reception: *Early Career Member Benefits Reception* – Thursday, October 12, 2017; Grand Marquis, Old Bridge; 4:30-8:30 pm. FREE to all MCEA members. Registration by using the EventBrite link: <http://tinyurl.com/ycg9dnxm>. **[POST]**
- MCEA IPD Workshop: *Succeeding with Challenging Students for ESP* – October 18, 2017, MCEA Office. **[POST]**
- MCEA IPD Workshop: *Succeeding with Challenging Students for Teachers* – October 25, 2017, MCEA Office. **[POST]**
- MCEA Workshop: *XYZ's of Retirement* – November 13, 2017, Grand Marquis, 5:00 pm. **[POST]**
- MCEA Workshop: *ESP Member Benefits* – Tuesday, November 14, 2017, Grand Marquis, Old Bridge, 4:15-9:00 pm. Registration due by 11/6/17 with \$35 refundable check to MCEA. **[POST]**
- MCEA IPD Workshop: *Universal Design for Learning* – Monday, November 20, 2017, MCEA Office. Limited to (60) members. Registration due by 11/10/17 with \$35 refundable check to MCEA. **[POST]**
- MCEA PRIDE: *Socks & Toiletries Drive* – Collections will be accepted throughout the year at all MCEA events and the North Brunswick office as well as the EBEA office.
- Please see calendar of events/registration information for workshops by visiting the MCEA website at [mcea.nj.org](http://mcea.nj.org). MCEA is located at 622 Georges Road, North Brunswick, NJ 08902; (732) 448-0004; **[unity@mceanj.org](mailto:unity@mceanj.org)**; **[www.mceanj.org](http://www.mceanj.org)**
- **Save-the-Dates:** *County Overnight Conference 2/23-2/24/18; XYZ's of Retirement 3/1/18; Black Tie Gala 4/20/18; XYZ's of Retirement 5/15/18*

#### **D. East Brunswick Education Foundation (EBEF):**

- *EB Celebrity Dance-Off* – Sunday, October 15, 2017; JMPAC Hammarskjold; Ticket prices \$35/\$25. Order tickets now to pick your seat by visiting **[www.EBEF.org](http://www.EBEF.org)**
- *Grants:* For more information, visit the EBEF Grants webpage at **[www.EBEF.org](http://www.EBEF.org)**
- Please “*LIKE*” the East Brunswick Education Foundation *Facebook* page.

**E. District Events/Opportunities:**

- Disability Insurance Open Enrollment – A representative from Prudential will be in each building, please see your building supervisor for dates/times.

**F. Please send the following to EBEA:**

- Faculty Meeting Dates – Needed from all buildings.
- Faculty Council Minutes from ALL meetings – Needed from all buildings.
- Electronic copies of Principals' weekly Staff Bulletin – Needed from all buildings.

**G. Next Rep. Council Meeting – Wednesday, November 1, 2017. Please look for the Google Form invitation in your district email account.**

**VII. FOR THE GOOD OF THE ORDER**

- California Casualty – Seven Tips to Reduce Auto Insurance
- Haagen-Daz Discount

**VIII. ADJOURNMENT:**

Move to adjourn by J.Fessel and seconded by L.Bortono at 5:21 pm.

Respectfully submitted,  
Beth Berzanskis, Secretary

BB/jm