



REP COUNCIL UPDATE

October 4, 2017

575 CRANBURY ROAD - SUITE B1 EAST BRUNSWICK, NJ 08816 732-390-6600 FAX 732-390-6603 WWW.MY-EBEA.ORG

Hot Topics from the President...

It is estimated that by June 2018 the Supreme Court will rule on the Janus vs. AFSCME case. Under the current law, every union-represented teacher, police officer, caregiver, or other public service worker may choose whether or not to join the union - but the union is required to negotiate on behalf of all workers whether they join the union or not. Since all workers benefit from the union's gains, it's only fair that everyone chip in toward the cost. That is why 40 years ago a unanimous Supreme Court approved the kind of cost-sharing arrangements known as fair share. The Janus vs. AFSCME case is an effort by powerful corporate interests to outlaw fair share. Because of the strength of our union on all levels (NEA, NJEA, MCEA, and EBEA) we have strong salaries and contract language compared to "right to work" states with weak unions. For example, a person working in North Carolina with 8 years teaching experience has a salary of \$35,000 with a lifetime maximum of \$51,000. In East Brunswick that person would be making \$58,000 with a current lifetime maximum of \$90,000. Union strength is important!

"More than ever, our members must unite and protect each other. Your membership matters and the latest news from the U.S. Supreme Court shows why."

-Aileen O'Driscoll, Esq. - NJEA Attorney

The BOE requested and extension on October 13, 2017 to exchange proposals. The Association was prepared to exchange either October 13, 2017 or October 16, 2017 (date in contract is Oct 15th which was a Sunday this year). The EBEA has granted the extension and proposals will be exchanged at 11am on November 6, 2017.

Upcoming Events

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- November 9-10 –
NJEA Convention
- November 9 –
MCEA Reception at Bally's 4-7pm (you must register)
- November 14-
MCEA ESP Member Benefits Social at Grand Marquis
- November 15 –
NJEA Online Pension Webinar 3:30-5:00pm & 6:30-8:00pm at <https://www.njea.org/events/category/njea/2017-11-5>
- November 20 –
MCEA workshop "Universal Design for Learning"
- November 28 –
Optical Academy at the EBEA office 11am-6pm.
- November 29 –
EBEA Fall Fest Social at the Ria Mar 4-7pm
- December 6 –
MCEA workshop "Open Space"



(all information can be found on our website at www.my-ebea.org)

What You Need to Know...

The first “contractual abbreviated day in exchange for night conferences” will be November 22, 2017. ALL employees benefit from the abbreviated day. This does not include Child Nutrition Staff, Community Programs, and Transportation Department Staff. Please see your immediate supervisor/principal or call the EBEA office if you have questions.

A Pre-conference Question survey will be sent via EBEA email to all those with an email on file through NJEA. The District Evaluation Advisory Committee (DEAC) is looking at

revising the pre-conference questions to make them more meaningful. Please complete the survey with your suggestions. YOUR input is important to us! Also, filling out the pre-conference question form on “my-learning plan” is recommended by the EBEA. However, this should NEVER replace an authentic discussion with the evaluator during the pre-conference. The pre-conference meeting is YOUR chance to explain all components of your classroom and the lesson you are about to teach. You should be afforded ALL the time you need for this

discussion.

Superintendent Dr. Valeski is forming an Assessment Task Force. The Association will recommend 8-10 staff members for this Task Force. EBEA appreciates the open lines of communication regarding assessment. We look forward to meaningful feedback in the meetings ahead.

Actions You Need to Take...

1. EBEA year-end financial statements are available in the EBEA office for review by appointment.
2. As of November 21, 2017, the EBEA Contract Proposal is available for review in the EBEA office by appointment.
3. SGP scores from last year’s PARCC were released by the State Department of Education on October 31, 2017. Once the scores are released the district must issue a CAP to any teacher whose score dropped from the effective range to the partially effective range within 25 days. It is ESSENTIAL you ask to see the list of all the students who determined your score if your score drops below the effective range. A student cannot count toward your score if he/she was **NOT enrolled** in your class 70% of the time PRIOR to PARCC testing. Additionally, If your “tentative score” was in the highly effective range and now drops to “effective” and you are interested in completing the video protocol, you also want to request the list of students who determined your score.
4. Volunteers needed for November 11 and 12 at the “Bear Necessities Clothing Den” (EBEA office) from 8:30am until around noon. Please email or call the EBEA office if you can assist.
5. VOTE on November 7, 2017 – YOUR VIOCE COUNTS! NJEA is endorsing Phil Murphy based on his ideas concerning public education. Please see www.njea.org for a list of NJEA endorsed candidates.