



REP COUNCIL UPDATE

April 18, 2018

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Hot Topics from the President...

April 4, 2018 is a "paid holiday" for all 12-month employees. Therefore, all 12-month employees will be receiving a "paid holiday" back from the District since all employees were required to work that day. EBEA is waiting for the District to determine how the day will be distributed.

If there are on-going health and safety concerns it is very important the principal of the building is notified of any concerns and that the concerns are reported also through Faculty Council. Please also report concerns to your building rep so he/she can fill out the "EBEA Google form" which was sent to all building reps.

Please be guarded if anyone calls you asking about union membership and providing you alternate options. There are groups who are soliciting to NJEA members. Please be careful. You should ask for their information and be very guarded about ANY information you provide to them. These groups are "union busting groups."

YOU are the "I" in UNION!

"This is why democracy is not simply a moral question—we need it if we're going to survive. Union members need to exponentially expand the number of us who have the skills, confidence, and authority to be 'the Union'. Leaders need to welcome, not begrudge, rank-and-file initiative, and to do everything they can to help it happen."

– Alexandra Bradbury, *LaborNotes*

Please keep in mind, you should NEVER be expected to answer emails sent after the work day on Friday and before the work day on Monday. If you receive an email after the work day on Friday telling you that you will be observed on Monday, please let me know. This is not the proper protocol. Kindly ask for it to be rescheduled as announced observations should occur at least 24 hours after "official notification."

I did convey to Dr. Valeski the frustration which was felt about the last-minute announcement of half days for students and full days for staff. I appreciate the emails and examples which were sent by members. Both Dr. Valeski and Dr. Boley apologized for the last-minute notice of half days and also for not taking the time to better understand how this would impact instruction and planning, and impact on the teachers.

Upcoming Events

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April 25 – EBEA Spring Fling Social;
Ria Mar, South River; 4-7pm

May 8 – MCEA Teacher Appreciation
Member Benefits Fair & Social;
Grand Marquis; 5-8:30pm.
2017 & 2018 Teacher of the Year are
Guest of Honors, all members invited

May 9 – AIMS Clinic sponsored free
massages for certificated staff

May 10 – Staff Recognition Awards –
JMPAC; 7pm –dessert reception
follows sponsored by EBEA PRIDE

May 15 – MCEA Workshop XYZs of
Retirement; The Grand Marquis;
4:30pm

May 15 – MCEA workshop Digital
Citizenship; MCEA office; 5-7pm

May 16 – AIMS Clinic sponsored free
massages for ESP staff

June 3 – EBEA Day at Monmouth Park
Horse Track

June 6 – District Retirement Celebration

July 11 – NJEA Summer Professional
Learning Institute – njea.org/spli2018

July 25 - Techstock

August 4-10 – NJEA Summer Leadership
Conference at Harrah's Resort, AC.
EBEA leaders should contact EBEA
office if interested in attending.



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

What You Need to Know...

- **Negotiations...** We have met six times with the Board of Education (BOE) with our next meeting on April 30, 2018. We are discussing exchanging packages and having discussions. Please continue to look for the purple **EBEA Negotiations Update** for more information.
- **The East Brunswick Public Schools Wall of Honor** ceremony will take place on April 26, 2018 at 8:00pm. Please join us as we celebrate the newest inductees Diane Heilman, Robert (Bo) Henning, and Matthew Rutkowski.
- **From District Wide Council...** The Assessment Task force met in March and April. A productive conversation was held at this meeting with a resolution to returning assessments. Dr. Boley forwarded an email to all principals. You should have received this email from your principal. The bus line-up at EBHS at the end of the school day appears to be resolved as crosswalks are no longer being blocked. Irwin school keycard machine in the back of the building still does not work; we are waiting for a response. A security update was given. Concerns were presented regarding a significant number of staff who have contacted the ID Keycard email to request hour changes to their keycards or to report the keycard is not functioning.
- **From the ESP Committee...** The committee and EBEA PRIDE are sponsoring a "Super Social" dance for special needs students grade 9-12. While the students are enjoying themselves, the parents will participate in an information fair which focuses on resources that are available when students age out of the public schools. We have an attorney, members from ARC, and a parent panel who will be presenting. This is being held on April 26, 2018.
- **From the TEAT committee...** Summative Evaluation Timeline: Teachers have 5 days from the Annual Summary Conference to sign it and

10 working days from the signing of the Annual Summary Report to submit a response. The end-of-the-year summary evaluation shall be submitted to staff members by June 15. All teacher comments/responses must be submitted by June 30. You should not be required to sign a blank or incomplete evaluation form. The person who you are having a summative evaluation conference with should have observed you at least once throughout the school year. Summative Conference (remember to bring the following evidence with you to your Summative Conference to boost your Number Teacher Practice Score): *Domain 1* (planning/preparation, 15% of final score) for example, use of Performance Matters data, collaboration/classroom observations of colleagues, etc. *Domain 4* (professional responsibilities, 15% of final score) communication methods with parents (beyond Genesis and email), such as Remind/Google Classroom/website /Classroom Moodle/DOJO/etc., attendance at professional conferences/after-contract hours school-sponsored events, book club, community volunteering, webinars/professional videos viewed, use of Swivl (reflecting on instruction), active service on committees. Make sure to mention anything you do/have done professionally to improve your skills and content knowledge. Additionally, explain how you incorporate technology into your lessons and/or everyday classroom management (*due to district involvement in the Future Ready Schools initiative*). Some examples are the use of Swivl as a self-evaluative tool for us and our students, educational online games, Flip Grid, Edmodo, Kahoot via I-Pads, chrome books, etc. We should be receiving a principal email about inputting evidence for Domain 2 and all of Domain 4 into My Learning Plan.

- **From the Scholarship committee...** The Dine to Donate fundraiser at MJs was a huge success. We raised \$101.40 On June 4, 2018, the EBEA scholarship chair, Cheryll Willis, will present the EBEA Philanthropic Scholarship for a total of \$2,400 given over four years to an EBHS senior majoring in education. EBEA is proud to encourage our students to become educators! Additionally, the Shelli Fishman Philanthropic Scholarship, a one-time amount of \$750 with the theme "others before self", will also be awarded.
- **From the nominations/elections committee...** The EBEA election results are as follows: Dr. Dana Zimbicki-re-elected as EBEA President for a 2-year term; Jenna Lyons-elected as EBEA Treasurer for a 2-year term; elected/re-elected MCEA Delegates-Leslie Anderson, Lucy Bortono, Erin Crupi, Lori Fitter, Caitlyn Jarosiewicz, Mercedes Kermanshahi-Sampson, Nicholas Russo, Conor Scott, Kristan Shanks, Christine Smutko, Sara Tobias, Michael Wildermuth and Theresa Yoselevich; and elected/re-elected NEA Representative Assembly Delegates-Valerie Alimonti, Leslie Anderson, Lucy Bortono, Erin Crupi, Audrey Domond, Marilyn Ryan Weeks, Kristin Shanks, Cheryll Willis and Theresa Yoselevich.
- **From the Government Relations Committee...** Teacher strikes continue in many states across the country, generally meeting with success and public support despite anti-union/anti-worker politicians and ads by dark money groups (i.e. Koch Brothers). NJEA's Political Leadership Academy will offer training for any members interested in running for public office. More information at www.njea.org. NJ Senate President Steve Sweeney has held up Governor Murphy's nominee for Commissioner of Education in an attempt to control the conversation on school funding.

Actions You Need to Take...

1. The **Bear Necessities Clothing Den** (EBEA office) **Grand Opening** was April 14, 2018, from 9-11 am. We will be open twice a month through the summer. We are collecting school aged clothing (Pre-K thru Grade 12), new undergarments, footwear, seasonal clothing, book bags, semi-formal, and formal wear. Please drop off your donations to the EBEA office. If you would like to sign up to assist please complete our survey at: <https://www.surveymonkey.com/r/EBEABearDenGrandOpening>
2. Support our brothers and sisters who work in Middlesex Boro by attending a negotiations rally on May 8, 2018 at 4pm at Middlesex High School - 300 John F. Kennedy Drive. Please wear your RED EBEA shirts. If you need one, contact the EBEA office.
3. Sign up for a "Message Day" at the EBEA office compliments of the AIMS Clinic (Alternative Integrated Medical Services). Support Staff on May 16th from 2pm-6pm by appointment at http://tiny.cc/ESP_Message_Day; and for certificated staff on May 9th from 2pm - 5:30pm by appointment at http://tiny.cc/Teacher_Message_Day. This takes place at the EBEA office!
4. Join us on May 10, 2018 for the EBPS Staff Recognition Awards. We will honor our 2018 Teachers and Support Staff Of the year along with 12 EBEA members who have received 25 Years of Service.
5. S-2455/A-2001 (Sweeney) has passed the Senate and is headed for the Assembly. This bill would ignore collective bargaining rights for NJEA members in higher education and force them into a significantly less generous benefits plan. This bill could be a trial balloon for future attacks on the benefits of K-12 members (Sweeney was also one of the sponsors of Chapter 78). Members should call their assembly representatives AND email them at: <https://www.njea.org/sweeney-bill-attaches-collective-bargaining/>
6. Members should contact their NJ Senate/Assembly representatives to express their support for Governor Murphy's budget, which significantly increases pension funding and school aid for the first time in 8 years!