



# 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 – 5/23/18

**MEMBERS PRESENT:** *Administration:* D.Girgenti, J.Liberty; *SOF:* A.Montefusco; *Central:* J.Kroll; *Chittick:* K.Carle; *Churchill:* E.Crupi; *Frost:* G.Botwinick, C.Finnegan, J.Lyons; *Hammar skjold:* L.Fitter, M.Green, M.Haas, T.Kerschner, A.Larrison, M.Sampson, C.Talbot; *High School:* V.Alimonti, L.Anderson, E.Gieser, K.Posluszny, A.Sanelli, T.Yoselevich; *Irwin:* L.Bortono; *Lawrence Brook:* M.Ascher; *Warnsdorfer:* D.Taylor, L.Noppenberger, J.Ruszala, J.Grant

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

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

**I. CALL TO ORDER:** President D.Zimbicki called the meeting to order at 4:07 PM.

- A. D.Zimbicki reminded the reps. to sign in, provide voice mail number/personal e-mail address.
- B. Distributions:
  - April Rep Council Minutes – via email to Rep Council members only
  - April Rep Council Update
  - Spring Newsletter
  - Negotiations Update #7 5/3/18 (purple flier)
- C. MailChimp communications:
  - 5/11/18 – EBEA What’s Happening?
  - 5/15/18 – EBEA What’s Happening?
  - 5/16/18 – Bear Necessities Clothing Den
  - 5/18/18 – EB District Retirement Celebration
  - 5/22/18 – Take Action – sick Day Payout
- D. 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. **[POSTed]** items are reminders
- E. President’s Update:
  - Caution when in public as an NJEA member. Please be guarded with whom you speak with about any NJEA/EBEA matter. There is a group funded by anti-union corporate America and is conducting “investigations” nationally. Often, they use hidden cameras and audio recording. You may not know you are being recorded. Even if someone identifies themselves as an NJEA member and wants to have a heart to heart conversation, you should be cautious if you cannot verify his/her identity. Those attending NJEA events such as the Summer Leadership in Atlantic City should be extra cautious.
  - 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. All 12-month employees are now off on June 25, 2018.

- If you can volunteer to promote our “EB EdCamp Exit 9” which will be held on October 6, 2018 at HMS. We are looking to promote this with parents and community members at the “Superintendent State of the District Address.” If you can volunteer to hand out flyers and help parents fill out a survey on a chromebook on May 31 from 6:30pm to 8:30pm, please email Kelly Grotrian at [kgrotrian@ebnet.org](mailto:kgrotrian@ebnet.org)
- Please join us on May 31, 2018 at the Pines for the *MCEA Friends of Education Dinner and Awards*. EBEA has nominated Sherri Levy from the AIMS Clinic and we are excited to announce she is receiving the “Community Partner in Education Award.”
- Social media etiquette for public school employees – social media discussion is being encouraged by the District for #edchat’s. Although this is a great way to discuss a topic you may need further professional development on, please be cautious about your social media conduct outside of this edchat. Please be very cautious about what you post on social media as a public school employee. Public school employees are held at a higher standard than other professions. Please be careful about posting stories which occur in your classroom (even if names are not mentioned), sentiments about how the students made you feel during the day, personal pictures that can be misinterpreted and may be seen as unprofessional. In the Fall, EBEA will be hosting a social/workshop in which social media etiquette will be one of the stations. Please look for this in the Fall.
- It is essential that you update your personal contact information (address and home email) on the NJEA website. We use this contact information. If you are using a school email address as your personal contact on the NJEA database, you will be removed from the email distributions.

To update, go to [www.njea.org](http://www.njea.org) and click on “sign in” at the top right-hand corner of the screen. Enter your PIN number from your NJEA card if this is the first time you are logging into the site. You can also enter your email if you are an established user. Then enter your password. Typically, the last four digits of your social security number unless you changed it. \*\*\*If you do not have your NJEA card with your PIN number on it, please email or call the EBEA office and we can provide that information for you. Then click on “My NJEA” on the right side of your screen. Then scroll down to “profile” and click it. Please update your information and click on “submit new information.”

**Subscribe to the EBEA MailChimp by going to <http://eepurl.com/dkb67X>**

- 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 Dana Zimbicki 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.” The weekend is “*your time*” to recharge! Additionally, opening an email with “bad news” from a parent or administrator will likely ruin not only your weekend, but your family’s weekend too. There is little action you can do on a weekend, so JUST RESIST opening emails. You do enough school work on weekends - avoid emails!

F. 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 April Rep. Council minutes were distributed for review. T.Kerschner motioned to accept the April Rep. Council minutes, seconded by F.Taliercio. The motion passed unanimously.

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

**IV. COMMITTEE REPORTS:**

**A. Membership – A.Larrison, Chair**

- Membership numbers include 813 certified staff members, 515 support staff members, 23 members on unpaid leave of absence, 54 rep fee payers, 26 new members, to a total of 1,428 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 Spring quarterly issue has been distributed. The Summer issue is in production and will include our tributes to this year's retirees.

- 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.
- The Summer edition will be last hard copy EBEA retirees will receive. All retirees will be given directions to "opt in" to an email subscription.

**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 to initiate a grievance. If you are interested in becoming a member of this important committee, please contact the EBEA office.

- When in doubt about anything, call the EBEA office for clarification.

Next meeting: TBA

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

- Our committee was interviewed by *The NJEA Review* regarding our PRIDE sponsored "Super Social", a dance for students with special needs. We are looking forward to seeing the article.
- We discussed this year's accomplishments and what we hope to get involved in for next year.
- District-wide council is handling the issue of staff who were not given keys for internal doors

- All interested support professionals are invited to join this committee. If you are interested, please contact the EBEA office.

Next meeting: Next school year

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

- We discussed this Fall’s Back-to-School Nights at the elementary school and the unsupervised children that come each year. We have sent to the District Wide Council so that this may be addressed and any resolutions implemented prior to September.
- We discussed how to improve communication between the ESC and the DWC; to work on fluency.

Next Meeting: TBA

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

- EBEA members attended the MCEA Legislative dinner on 5/9. Only 3 legislators attended. Most of our local legislators, who we have supported and helped elect in years past, chose not to attend due to pressure from NJ Senate President Steve Sweeney.
- Gov. Murphy recently signed the “Workplace Democracy Enhancement Act”, cementing some union rights in legislation in anticipation of an anti-worker ruling in the Janus vs. AFSCME case currently before SCOTUS. The law allows public sector unions to meet with employees and recruit in the workplace and requires employers to provide the union with employee contact information.
- Members are urged to contact their assembly representatives to voice their opposition to A-1851 that ignores collective bargaining rights and prevents workers from being paid for unused sick time earned after the date the legislation is passed.
- More information on issues is available at NJEA.org. Use your membership card to access the members only section.
- 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 employees. In addition, updated information is posted on the EBEA bulletin board.

**G. District Wide Council (DWC) – M.Wildermuth, Chair**

- Meeting held on 5/8
- Aide Access to Classroom keys- J.Boley reported that keys are to be made available to all aides. They should be kept in the main office. Aides will sign for the keys (like a substitute) and if there are not enough keys, custodians need to order more. This should be done as soon as possible.
- ID Keycard Functions- a Google Form was developed by J.Chmielowicz, D.Ruggiero and M.Wildermuth to help consolidate complaints/problems. Forwarded to B.Giuliana by D.Ruggiero.
- Outdoor ID Readers not yet Functioning- J.Boley reported that it is “a work in progress; things are moving forward.”
- M.Gaskell expressed concerns about the Art Wing downhill slope at HMS. The floors are slippery and he wanted a carpet runner, and instead received smaller

rugs, which are not sufficient. Possibly a short term solution before changing the tile type.

- Committee overwhelmingly voted to consider an electronic communication in lieu of the 6/5 meeting.

Next meeting: TBA

#### **H. Contract Writing Proposal – D.Zimbicki**

Nothing to discuss at this time.

#### **I. Negotiations – D.Zimbicki**

The EBEA team will be meeting on May 29, 2018 and on June 18, 2018 from 4pm to 7pm or later, as necessary. We will also meet with the BOE on June 18, 2018 at 7pm. Please be sure you have the correct PERSONAL email address on record with NJEA and EBEA to receive updates throughout the Summer.

#### **J. Negotiations Elections**

Nothing to discuss at this time.

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

**Teacher Leadership Endorsement** - this is being rolled out by Nicole Tibbetts (at HMS on Monday, 5/21/18) ... Nicole Tibbetts stated, "This is premature...there will be coursework... The state has yet to provide requirements...we (EB) will decide what they're (state) is looking for ...This is at no cost to you...We can't promise you an endorsement until the state formally recognizes EB as an approved provider...this will solidify working with difficult colleagues...this is NOT a pathway to leadership." N.Tibbetts also made vague references to "schools" (seemed like higher ed? Other districts?) offering this endorsement - but "you" would need to pay for it - but in EB it's at "no cost" to you.

N.Tibbetts suggested any interested certificated teachers sign up for an information session on May 30, 2018 after school. Can sign up on the staff development Moodle or email Nicole Tibbetts directly.

THERE IS NO SET CRITERIA as of yet and as of now, no SPECIFIC guidelines, no specifics.

#### **DEAC 5/1/18 Report (recap of DEAC)**

- the district has made major strides in including technology into our teaching
- 250 teachers used video reflection
- 30 after school PD topics/sessions
- PD hours form in Oasys
- completed new pre/post conference questions for 18-19
- starting twitter chat for PD  
#EBedchat....first live chat tonight at 8:00 pm, teachers will develop a topic and moderate the chat

#### **Summer PD**

- offering 99 summer workshops across all content areas

#### **Next Year's Goals:**

After-School PD shift for substituting in for the scheduled department and faculty 20 meetings

- goal is to increase offerings and have staff select topics to attend as part of their 20 meetings
- teachers will be able to choose after school PD Meeting the needs of all learners
- focus on questioning (year1)
- engagement strategies (year 2)
- assessment (year 3)
- integrating technology (year 4)
- putting all together including social and emotional needs (next year 5)
- Nov 7, 2018 (PD day) presenter for trauma sensitive schools and creating safe places for all our students

### **SGO Development**

- individualized based on knowledge of students with goals that are achievable and rigorous
- learning will take place in bldg and dept meetings Professional Development Request System will be changing next year
- review and consider what we like and would like to consider changing
- make electronic, work flow from each level of admin

### **FRONTLINE presentation by Jason Kunkle "Professional Development Requests"**

- each teacher will have their own portfolio to keep track of progress for professional development and for evaluation
- one set of credentials that allow you to sign in once and flip between all aspects PD, aesop, and evaluations
- PD will be able to connect closely with Danielson components...admin can offer in-district PD courses/opportunities that align with the teacher's needs to achieve effective and/or highly effective
- help combine the different programs, OASYS, Aesop, IEP, 504s, ...all connected together, PD requests
- utilizing the data to help teachers to help students
- all this information will sink with (cloud based) calendars

Our Teacher Evaluation Advisory committee is always looking for members. Please email Mercedeh Sampson at [mkermanshahisampson@ebnet.org](mailto:mkermanshahisampson@ebnet.org) or Theresa Yoselovich at [tyoselovich@ebnet.org](mailto:tyoselovich@ebnet.org) if anyone is interested.

Next meeting: TBA

### **L. Benefits Review – M.Haas, Chair**

- Please note that if you want to enroll in an FSA (Flexible Spending Plan) or Benefits Dependent Care, you can only do so in May. Check [www.my-ebca.org](http://www.my-ebca.org) website under Financial Services for further information.
- 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.

Next meeting: 5/3/18

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

- ESPs PRIDE-sponsored "Super Social" (Dance for Students with Special Needs on April 26th at EBHS) was a HUGE SUCCESS!! A BIG heartfelt thank you to all the volunteers!!
- PRIDE sponsored refreshments and mints at the EB Staff Awards on May 10<sup>th</sup> (HMS).
- Learning Across the District continues tomorrow with Memorial's Sidra Islam and Taylor Venice's students presenting their 1000-mile road trip that corresponds with the 1000<sup>th</sup> day of school on the 100<sup>th</sup> day of 5<sup>th</sup> grade.
- On May 24, Warnsdorfer is having a Summer Reading Materials table, with PRIDE sponsored refreshments, book lights and a raffle basket.
- PRIDE will be providing refreshments and a raffle basket at the May 31<sup>st</sup> State of the District address at HMS.
- Next year's PRIDE captains are returning (still need response from HS, Chittick, LB, and Bowne) ... PRIDE Grant applications should be submitted by the end of the school year (June 30<sup>th</sup>). The link to the google form can be found on our EBEA website or at <https://docs.google.com/forms/d/1i8AjRjwZ3gZxsQTPfW9hUY2mBM3GX8I8vwJYGvQgmlc/edit>
- The Bear Necessities Clothing Den racks are full, and will be open to registered guests on the 2nd Saturday 9:00am-11:00am, and the 4th Thursday 4:00pm-6:00pm of each month (September – June). Select summer hours will be available as well. We will be closed on holidays and during Fall, Spring and Winter Recesses as per the East Brunswick School district calendar.
- And a thank you from Valerie Alimonti to Jo-Anne Bijas for all of your help and patience in training me! Wishing you all the best as you get ready to enjoy your retirement!!!

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

- Promoted Coat Drive and Spring Fling.

- Live-tweeted the Leadership Dinner.
- Super Social – big hit!
- Frost Dance-a-thon.
- Will be Live-tweeting the District Retirement Dinner.
- EBEA has a twitter account! Follow us or tag us at @ebea575 on twitter!

**O. Support Operations Facilities - S.Miedowicz, Rep.**

- All member employees of this department received a contract for next year.

**P. Transportation – A.Montelfusco, Rep.**

- Overtime

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

- Spring Social held on Wednesday, April 25, at the Ria Mar was a great success.
- Leadership Dinner was a wonderful time with over 90 leaders in attendance.
- District Retirement Dinner will be held on June 6 at The Estate on Farrington Lake.
- Monmouth Racetrack *A Day at the Track* will be held on Sunday, June 3, 2018 for members and their families at the Monmouth Horse Track, Oceanport.

**R. Scholarship Committee – Cheryl Willis, Chair**

- More Dine-to-Donate events being planned for next year.
- And we have nominations for the EBEA Philanthropic Scholarship and the EBEA Shelli Fishman Memorial Award. Recipients TBA.
- EBEA Scholarship Awards will be awarded in June (EBEA Philanthropic Scholarship Award, EBEA Shelli Fishman Memorial Award, and MCEA/EBEA Paul Dimitriadis Scholarship Award. Recipients TBA.

**V. OLD BUSINESS:**

**A. EBEA Events/Opportunities:**

- EBEA Workshop: *How to Write a SGO* was held on Thursday, April 19, 2018 at Pierre's, South Brunswick. (64) EBEA members were in attendance.
- EBEA Social: *Spring Fling* was held on Thursday, April 25, 2018 at the Ria Mar, South River. An amazing attendance of (138) EBEA members had a great time. These members also made a grateful donation of \$226 to the EBEA Bear Necessities Clothing Den.
- Teacher Appreciation Day: AIMS Clinic/Free Massages was held on Wednesday, May 9, 2018 at the EBEA Office. (23) EBEA members took advantage of these services.
- Educational Support Professional Day: AIMS Clinic/Free Massages was held on Wednesday, May 16, 2018 at the EBEA Office. (22) EBEA members took advantage of these services.
- EBEA PRIDE Event: *Staff Recognition Awards* was held on Thursday, May 10, 2018 at the JMPAC Hammarskjold. Congratulations to our 2018 Teachers and Support Staff of the Year Winners and for those who were recognized for their remarkable years of service and dedication to the EB Public Schools.



## B. MCEA Events/Opportunities:

- *MCEA Black Tie Fundraising Gala* was held on Friday, April 20, 2018 at the Renaissance Woodbridge Hotel. Donations benefited Kiddie Keep Well Camp. Several EBEA members were in attendance to enjoy an evening of dining and dancing while also contributing to a worthy cause.

## VI. NEW BUSINESS:

### A. EBEA Events/Opportunities:

- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* – Thursday, May 24, 2018, 8:00pm; Memorial Elementary will be representing EBEA.
- EBEA PRIDE: *EBEA Bear Necessities Clothing Den* – Open Thursday, May 24, 2018 for our invited families.  
We are currently ONLY accepting donations of new/slightly used clothing for Girls (elementary level) sizes 4-18 (XS-XL) and NEW undergarments for all sizes. Items can be dropped off at the EBEA office Monday-Friday 10:00am-4:30pm. Visit our webpage at [my-ebea.org/bear-necessities-clothing-den/](http://my-ebea.org/bear-necessities-clothing-den/) for more information and to volunteer.
- EBEA Social; *A Day at the Track* – Sunday, June 3, 2018; Monmouth Horse Track, Oceanport. Members \$20, Adult family members \$43, Child family members \$17 (12-5 years of age) registration fee. Registration due to the EBEA office by 5/18/18. **[POSTed]**
- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* – Thursday, May 24, 2018, 8:00pm; Memorial Elementary staff will be representing EBEA.
- *Educational Support Professional Day: AIMS Clinic/FREE Massages* – Wednesday, May 16, 2018; 2:00-6:00 pm at the EBEA Office. By appointment only, register at [http://tiny.cc/Teacher\\_Message\\_Day](http://tiny.cc/Teacher_Message_Day). **[POST]**
- EBEA PRIDE: *EB VFW Post #133 5K Run/Walk* – Sunday, July 15, 2018. Please register to run/walk at this event to support our Veterans by visiting [www.compuscore.com](http://www.compuscore.com) or [www.jerseyrunner.com](http://www.jerseyrunner.com) and receive a free top quality T-shirt. **[POST]**
- **MailChimp:** If you have not received an EBEA MailChimp email from us, please sign in to your NJEA account and update your profile information at [www.njea.org](http://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 Summer Professional Learning Institute – Wednesday, July 11, 2018. Online registration deadline 6/27/18, visit [njea.org/spli2018](http://njea.org/spli2018) for more information. **[POST]**
- NJEA Summer Leadership Conference – August 4-10, 2018; Harrah’s Resort in Atlantic City. EBEA will be attending Monday-Wednesday, August 6-8. EBEA

Leaders and interested Leaders are encouraged to attend; contact the EBEA office if you are interested.

- **Save-the-Dates:** *TechStock*, July 25, 2018; *Summer Leadership Conference*, August 4-10, 2018.

**C. MCEA Events/Opportunities:**

- MCEA *Member Activity: Mets vs. Yankees* – Friday, July 20, 2018; Bus departs 4:30pm; Game starts at 7:00pm. Registration due to the MCEA office. **[POST]**
- 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)

**D. District Information:**

- *Save-the-Dates: District Wide Retirement Celebration* – Wednesday, June 6, 2018. Please join us! Sponsored by the EBEA, EBPSA and EBBOE.

**E. East Brunswick Education Foundation (EBEF):**

- *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.

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

- EBEA Representative Council elections should be held before 5/30/18. Rep Council lists for 2018-2019 needed from ALL buildings.
- Faculty Council Minutes from ALL meetings.
- Electronic copies of Principals’ weekly Staff Bulletin.

**G. Next Rep. Council Meeting** – Wednesday, June 13, 2018 at the VFW Post #133, Cranbury Road. **Please bring your RED A/R Handbooks to the meeting**

Current and New Representative are invited – please inform these members that they will receive an **Eventbrite** invite to the June meeting.

**Only an electronic reminder will be sent. Please reply to the Eventbrite invitation.**

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

**VIII. ADJOURNMENT:**

Move to adjourn by E.Geiser and seconded by L.Bortono at 5:56 pm.

Respectfully submitted,  
Beth Berzanskis, Secretary

BB/jm