



# EBEA NEWSLETTER

East Brunswick Education Association

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United in Excellence

Fall 2014

## IN THIS ISSUE

A Message from Our President	1
Summer Leadership Conference	2-3
Calling All EBEA Members	3
Contract Writing Proposal Team	4
Professional Development	5
NJEA Convention	6
Contract & Workshop Corners	7
EBEF Update	8
Thank You ...	8
Working after Retirement	9
Disability Insurance & Web Resources	10
Cheers and Tears	11
In Memory of ...	12

## A Message from Our President – *Dr. Dana Zimbicki*

Welcome back to the birth of a new school year! When one reflects on the word birth many ideas come to mind: emergence of something new and exciting, the dawn of a new day, bonding of a family, the creation of something wonderful, the kindling of new relationships, and a sense of renewal. The word birth seems appropriate to focus on as we start the 2014-15 school year. We have many “births” to celebrate:

- a new superintendent, Dr. Valeski, to lead our district;
- a new EBEA President who is excited to advocate for our members;
- new changes to the TEACHNJ evaluation system which reflect the impact of high stakes testing and irregular data collection;
- over 80 new members to join our family, our association;
- new opportunities for our EBEA members in the form of workshops such as “Evaluate ‘IT,’ ” teaching members how to navigate the Danielson Evaluation system; a Member Benefits Fair; and fun social activities;
- the dawn of new contract settlement for the 2015-16 school year;
- a new mentoring law which will ensure all teachers new to East Brunswick will be nurtured by veteran staff;
- a chance to learn and grow, to empower oneself by learning to advocate;
- new PRIDE in public education events which will allow the EBEA to show the wonderful work going on in our schools and praise the hard work of all educational professionals;
- a new building for our transportation, maintenance and grounds departments is scheduled to open in early 2015 and, most importantly
- a new opportunity for all of us to make a fresh start, to embrace new and old friends as part of our EBEA family, to enrich the lives of our students, and to begin the year with a positive outlook.

Of course there will be challenges this year, but nothing we haven’t faced before or cannot overcome. However, approaching this year as a birth, a new beginning is a great place to start.

One of the issues we face in education today is Corporate Education Reform in America. This is an age in which wealthy, influential people, backed by hand-picked politicians and ideological think tanks, have one-word answers for how our schools should be judged and that word is TESTING! Of course we support high standards, and New Jersey has a long history of supporting curriculum standards and appropriate accountability. However, these reformers want to use standardized test scores to pigeon-hole our students, and of course we know that a child is more than a test score. Corporate reformers want to use test scores to judge how good of a job they think we, the professional educators, are doing and evaluate us based on those test scores. So, perhaps you will consider a new birth for yourself this year... the birth of advocating for yourself, keeping yourself informed, and standing with the EBEA and NJEA to take action when called upon. We can overcome challenges but we need every member to stand up and advocate for themselves. Therefore, I ask our members to read the EBEA newsletter, to regularly scan the NJEA website and the EBEA website in order to keep abreast of the current issues, and when needed take the time to “take action” in order to keep public education strong in New Jersey! It is no surprise to the professionals involved in education in East Brunswick, that last month a leading financial advisory website ranked New Jersey’s public schools NUMBER ONE in the NATION!

## SAVE THE DATES



**October 14<sup>th</sup>**  
**Voter Registration**  
**Deadline**

**October 28<sup>th</sup>**  
**XYZ's of**  
**Retirement**

**October 29<sup>th</sup>**  
**Member Benefits**  
**Fair**

**November 4<sup>th</sup>**  
**General & School**  
**Board Election Day**

## EBEA Leaders Attend Summer Leadership Conference

This year twelve of our association leaders attended the NJEA Summer Leadership Conference. Over forty seminars and five electives were held to help enrich the professional working environment of our members. Perhaps you would like to attend next year in August? It is a great opportunity to learn something new, make new friends with educational professionals from around the state of New Jersey, and empower yourself as member of the association. Here is what a few of our leaders had to say about the seminars they attended.

Mike Wildermuth, Vice President EBEA and Val Nugent, an EBEA building representative, attended the seminar entitled "Combating Corporate Educational Reform." During this seminar the key players behind the pervasive corporate education "reform" movement were exposed. Corporate education seeks to undermine public education, weaken or eliminate unions, and move billions of education dollars (the new cash cow) into their private coffers. This corporate agenda has been developed for over three decades. Currently, an immense corporate establishment (ALEC) and a 2010 Supreme Court decision (Citizens United) give corporations tremendous power and influence in legislation over every day citizens. President Eisenhower's warning in 1961 about misplaced power rings true and louder today regarding corporate education "reform."

*"In the councils of government, we must guard against the acquisition of unwarranted influence, whether sought or unsought. The potential for the disastrous rise of misplaced power exists and will persist. We must not fail to comprehend its grave implications. Only an alert and informed citizenry can prevent the danger to our liberties and democratic processes."*

Therefore, we need to build a strong offense and ask all of our members (3.5 million members in NEA and AFT) on our team to take an offensive position in this game: inform themselves, educate family/friends/neighbors, write letters to editors, contact legislators, and most importantly, vote for education-



friendly legislators. One way to play on the offensive side was demonstrated through a viewing of the film **Standardized**. This film shows the plight of our schools when it comes to the overuse of high-stakes testing and the power of unity between the community and unions in order to combat this issue.

Diane Heilman, Chairperson of the EBEA Teacher Evaluation Advisory Team, attended the workshop entitled, "Using Evaluations as an Organizing Tool." This workshop was about navigating through AchieveNJ, New Jersey's educator evaluation program. Each session revolved around a different topic: the power of a response in your evaluation, why use data collection in your local (EBEA), what is the power of that data collection, how to use Google Docs to collect that data, how to get the community informed about all that the teachers do, and what is your local doing to help teachers become informed about AchieveNJ. The EBEA has developed a Teacher Evaluation Advisory Team in order to share this information with the membership.

Aileen Larrison and Cathy Easley, Co-chairs for EBEA Membership Committee, attended the workshop entitled, "Membership Chair Training." During this seminar, the importance of membership in the state, county, and local associations were discussed. Many members do not take advantage of the wonderful savings opportunities available to them through discount programs such as Buyers Edge. Using this program, members can receive deep discounts on appliances, Bose speakers, technology, car rentals, car purchases, trips, and more. Additionally, these same benefits are afforded to each member upon retirement as long as they join the NJREA. Additionally, when a member is on a leave of absence, membership dues must be paid throughout the absence or all benefits afforded to the member through NJEA will cease.

*continued from page 2*

Beth Berzanskis, EBEA Secretary, and Florence Clark, Irwin Building Rep, attended the workshop entitled, "Advocating for Long-Term Financial Security of Members." This workshop focused on members making financial decisions at different times of their career: starting out, mid career, thinking about retirement. Topics included:

- long and short-term disability insurance – "Do I really need this?" "How do I get it?" "How much do I need?"
- future retirement – "Do I need to supplement my pension?" "How much should I save?" "When should I start?"
- retirement around the corner – "How much will my pension be?" "MBOS - what is it and why should I sign up for it as soon as possible?"
- Social Security – "What can I expect to receive and when should I begin taking my social security?"
- investment basics – "Where to begin?" "What to ask before investing, growing your assets, IRA accounts, 403b accounts, mutual funds?"
- college savings accounts – "How do I set aside funds to help my children?"
- many other important topics.

This workshop was very informative especially in today's climate and recommended for all members.

Norma Comerford, EBEA Treasurer, attended the "Advanced Treasurer's Training." During this workshop, payroll, tax filing requirements, and filling out necessary forms were discussed. Practical time was given for working on Quicken, preparing budgets, and entering data. The role of the treasurer in the association was explained and duties and responsibilities were defined.

Perhaps you would like to attend one of these or one of the many workshops offered at the Winter Leadership in February 2015 or at the Summer Leadership in August 2015. Get involved in your Association and become a leader!

### Calling all EBEA Members... Looking to get involved in YOUR Association?

Getting involved in your association is important. There are several committees looking for members. Most committees meet once a month.

1. **PRIDE** – Pride in Public Education is an excellent committee for non-tenured teachers. Through NJEA PRIDE grants the staff gets involved in community activities in order to spread the news of the wonderful work going on in our schools. If interested, please email Jo-Anne Bijas, PRIDE chair at [jbijas@ebnet.org](mailto:jbijas@ebnet.org)
2. **Government Relations** – This committee is for all members who have a passion for politics and understands the connection between politics and public education. This committee is also great for non-tenured members. You will have the opportunity to attend political events around the state. If interested, please email Lori Fitter, Government Relations chair at [lkrantzfitter@ebnet.org](mailto:lkrantzfitter@ebnet.org)
3. **Grievance Committee** – This committee is for tenured teachers only. The purpose of this committee is to ensure the contract is being followed and possible violations are investigated. While serving on this committee you will become the "guru" of our contract. If interested, please email Leslie Anderson, PR&R chair at [landerson@ebnet.org](mailto:landerson@ebnet.org)
4. **Teacher Evaluation Advisory Team** – Members of this committee should have a deep understanding of the Danielson Evaluation model. Committee members will provide suggestions on how to be an effective teacher. Additionally, members will help other members write teacher comments and responses to the evaluations. If interested, please email Diane Heilman, TEAT chair at [dheilman@ebnet.org](mailto:dheilman@ebnet.org)

You can also call or email the EBEA office to obtain more information.

## A Busy Summer for the Contract Writing Proposal Team

Over the summer, twenty-seven of your EBEA colleagues worked diligently to review the survey results members were asked to fill out in May. Approximately 65% of our members completed the survey and your voices were heard by our Contract Proposal Team. Each of the 29 survey questions were discussed and critically examined in order to determine if it was a high priority for the total membership or for a specific sub group of the membership. The committee then made the decision of what items to include in the contract proposal. Our members wrote 216 comments on the survey. Each comment was discussed. At times, more research was conducted and presented to the committee to further clarify the issue. This process is integral to the negotiations process. In total, the contract writing team met once a week over five weeks for two hours at a time. I would like to send my sincerest appreciation to all members of the Contract Writing Proposal Team for giving selflessly of your time and effort over the summer. Your careful consideration of each survey question and comment demonstrates the desire to represent all members of our association.

On October 8, 2014 the Contract Proposal Committee will meet once again to review the final proposal. On or about October 15, 2014 the Association and the Board of Education will exchange proposals. After October 15th, the EBEA proposal will be available in the EBEA office for any member to review. Kindly make an appointment if you would like to review it.

The negotiations teams for both the Board of Education and the EBEA will meet sometime in November to begin the bargaining process. As many of your comments reflected, it is also the desire of the EBEA leadership to have a fair contract in place before the expiration of the current contract.

Your 2015 Negotiations Team will work hard to represent each member of our association. It is with great pride that I announce the Negotiation Team:

Dana Zimbicki	EBEA President
Michael Wildermuth	EBEA Vice President
Joan Hickman	EBEA Director of Support Staff
Beth Berzanskis	EBEA Secretary
Norma Comerford	EBEA Treasurer
Silvia Colls	computer technician
Jenna Lyons	Frost Speech and Language Specialist
Steve Pecesky	CJHS guidance counselor
Karla Ross	Administration/Special Education secretary
Barbara Slater	Central instructional assistant
Joe Ursino	EBHS math teacher



## Professional Development Opportunities

### Certificated Staff

There are many wonderful opportunities for professional development on the NJEA website. If you complete E-Learning courses related to your PDP or CAP, you can count the hours towards your 20 professional hours for this year. Upon completion of the E-Learning course, a certificate can be printed as proof of successful completion. Simply log on to the following website:

<http://www.njea.org/teaching-and-learning/e-learning-academy>

You must enter your pin and password. If it is the first time you are visiting the NJEA website, your PIN is on your NJEA card and your password is the last four digits of your social security number.

There are many wonderful courses currently available including *Building a Classroom Community that Supports a Differentiated Classroom*, *Character at Work*, *Data in the Classroom*, *Educators Leading for Excellence*, *Cyberbullying Prevention and Awareness*, *Strategies for Differentiation*, *Succeeding with Difficult Students for ESP*, and *The Culturally Responsive Classroom*.

Many of these courses directly relate to the PDP and CAPS our members have signed. Please consider taking advantage of this professional learning opportunity.

### Support Staff

ESP Academy is a NJEA sponsored program to ensure our ESP members are equipped with the vital skills necessary to excel in their diverse careers. There are three components to the ESP Academy.

- Online career development programs offer opportunities to learn the latest trends in your field of expertise from the comfort of your home. This program affords our ESP members a convenient way to brush up on your skills on your own timetable.
- NJEA seminars and workshops will be offered throughout the year. Be on the lookout for fliers from MCEA and EBEA detailing information.
- A college partnership with community colleges in New Jersey and with Thomas Edison State College offers on-site career development training.

If you are interested in the ESP Academy please visit the NJEA website at: <https://www.njea.org/teaching-and-learning/espacademy>

You must enter your pin and password. If it is the first time you are visiting the NJEA website, your PIN is on your NJEA card and your password is the last four digits of your social security number.

**“WHEN WE ARE NO LONGER ABLE TO  
CHANGE A SITUATION, WE ARE  
CHALLENGED TO CHANGE OURSELVES.”**

**~ VIKTOR E FRANKL**

## NEA Convention – Denver, Colorado

*Written by Michael Wildermuth, Vice President EBEA*

This year, Leslie Anderson, Valerie Nugent, Michael Wildermuth, and Cheryl Willis, all from the high school, served as your elected delegates to the 152<sup>nd</sup> annual NEA meeting, the Representative Assembly (NEA-RA). It was held in Denver, Colorado from July 3<sup>rd</sup> through July 6<sup>th</sup>. The Representative Assembly is the NEA's highest decision-making body and with over 7,100 delegates, it is the largest democratic gathering in the world. In addition to serving as your local delegates, Michael Wildermuth was selected by NJEA to be State Contact Expeditor.

Delegates elected new NEA officers: Lily Eskelsen Garcia was elected president, Rebecca Pringle was elected vice president, and Princess Moss was elected secretary-treasurer. All newly elected officers have a three year term. Elections were also held for two executive committee members and eight at-large ESP members, including New Jersey's own Ashanti Rankin.

There was a major constitutional amendment that would have eliminated the requirement that at least 75 percent of the members of NEA committees be classroom teachers. The amendment was defeated by only receiving 53% of the delegates' votes. It needed 67% to pass.

Delegates heard several speeches from educators and allies. Speakers included national Teacher of the Year Sean McComb, ESP of the year Paula Monroe, SEIU President Mary Kay Henry, NEA Executive Director John Stocks, and NEA President Dennis Van Roekel. The speeches' themes focused on the importance of educators to build a successful society and how outside forces are acting to silence our voices. Anti-public school and anti-union activists have been leading a well-funded campaign to undermine our public school

system. First, they openly question our effectiveness and blame us for society's ills. Then, they propose "reforms" that make matters worse by undermining our rights and the students' well-being with sharply increased standardized testing, cookie-cutter lessons, vouchers, charter schools, tenure elimination, seniority elimination and the like. While the education system is not perfect, educators need to lead real reforms, not corporate interest groups or billionaire hedge fund managers.

Much of the time was spent dealing with "new business items." This is when delegates introduce proposals to deal with some of the most important education issues we face. The most striking new business item that made national news upon passage was a call for the resignation of Education Secretary Arne Duncan for his "failed education agenda focused on more high-stakes testing, grading and pitting public school students against each other based on test scores, and for continuing to promote policies...that undermine public schools...." While symbolic, the vote shows the widespread frustration amongst educators with the Obama administration's education policies. Similar items came up at the past several RAs, but this was the first time it passed. Some other adopted new business items included launching a comprehensive campaign to end the high stakes use of standardized tests, identifying and promoting real problems and solutions with the public school system, defending job protections, reforming the college debt problem, and stressing the importance of certified nurses in schools.

Next year's NEA-RA will be held in Orlando, Florida. If interested in attending, you must be elected in March. Contact President Zimbicki for details on how to run. For more information visit <http://www.nea.org/annualmeeting/>.

## Contract Corner

When was the last time you read your contract? Being aware of the language in your contract is important. Be informed, be proactive, and read your contract!

1. Keep track of your faculty meetings, department meetings, and curriculum meetings on your "Record of Professional Hours" form. You are required to attend **no more than 20**. The on-line training completed over the summer or the September 15<sup>th</sup> /16<sup>th</sup> in person meetings count as one meeting. As per page 42 of the contract:

*"Teachers may be required to attend no more than ten (10) building faculty meetings per school year. High School, Jr. High School, and Middle School teachers shall not be required to attend more than ten (10) departmental meetings per year. There shall be no more than ten (10) elementary curriculum meetings per year. Meetings shall begin no later than fifteen (15) minutes after the student dismissal time and shall run for no more than sixty (60) minutes."*

2. Overtime language is in the contract. Check your contract!

*"Overtime opportunities shall be rotated among qualified employees in the work unit in which the overtime exists. Such overtime shall be accepted on a voluntary basis with rotation on a seniority basis. The use of seniority is limited to this issue."*

3. Elementary teachers should have 220 minutes of preparation time a week in useable blocks and excluding recess time, and should teach continuously for no more than two hours and 30 minutes.
4. On September 2, 2014 the district received a waiver from the State granting pre-conferences on the same day as an observation. The pre-conference should be an opportunity for the administrator to collect data about your class and the pre-conference questions should be used. This is NOT a time for the administrator to coach the teacher or ask for a teacher to change the plan or the lesson. Use the "Teacher in the Lead" packet you were given on the first day of school from the EBFA to help guide this pre-conference. For additional copies of the "Teacher in the Lead" packet, log onto the website at: [www.my-ebfa.org](http://www.my-ebfa.org)



## WORKSHOPS

Below is a list of upcoming workshops. See your building representative for more information or log onto the EBFA website at [www.my-ebfa.org](http://www.my-ebfa.org) and the MCEA website at [www.mymcea.org](http://www.mymcea.org)

### MCEA Events:

**Oct 15** CCSS: Elementary LAL  
**Oct 30** CCSS: Elementary Math  
**Nov 18** ScIP Workshop  
**Nov 19** ESP Members Benefit Workshop  
**Dec 4** CCSS: HOQS  
**Dec 9** Domain 4  
**Jan 6** Summary Evaluation Workshop  
**Jan 21** PDP's Workshop  
**Feb 25** ScIP Workshop  
**Mar 24** CCSS: Literacy  
**Apr 23** Google Docs 2: Data  
**May 5** Teacher Appreciation Workshop  
**May 19** Cyberbullying

### XYZ's of Retirement

**Oct 28**  
**Jan 27**  
**Apr 27**

### EBFA Events

**Sept 23 & 30** Evaluate "IT": Learn How to Advocate for Yourself Through the Danielson Model  
**Oct 8** Association Representative: Role & Responsibilities  
**Oct 29** Member Benefits Fair  
**Nov 19** Evaluate "IT": Learn How to Advocate for Yourself Through the Danielson Model

## East Brunswick Education Foundation Update

- Two grants were funded: "Family Reading Night" by Rachel Thomas at Memorial School and "Reading through Listening" by Jaclyn Reilly at Central School.
- The First Lady Grants are due in early October, and EBEF will fund projects up to \$30,000.
- The Fashion Show takes place on October 29th. Fashions for men, women and teens will be provided by Lord & Taylor. Fabulous baskets will be available for the raffle. The Fashion Show begins at 6:30pm. Starting at 3pm the EBEA will hold the EBEA Member Benefits Fair across the street at the Community Arts Center until 8pm. Stop over before the Fashion Show for some appetizers and benefit information!
- The annual Partner in Excellence dinner will take place March 31, 2015. This year the honorees are Frank Noppenberger, Donna Taylor, Katie Spiegler, Jim Wendell and GR Murray.

Check out the  
East Brunswick  
Education Foundation  
website: [www.ebef.org](http://www.ebef.org)



## A Thank You from Our Scholarship Recipient

Dear Members of the EBEA,

Thank you very much for the generous scholarship.

Your thoughtfulness and generosity are greatly appreciated and will always be remembered.

It was an honor to receive this award. As the recipient of this award, the annual scholarships have been beneficial toward my college tuition.

I enjoyed my junior year at Towson University. I have been named to the Dean's List both semesters and invited to become a member of the Golden Key International Honour Society- Towson University Chapter. Also, I have started my student teaching.

I am looking forward to my senior year as I continue to student teach in hoping to have as much success and enjoyment as I had in my first three years at Towson.

Again, thank you for the scholarships and the best wishes as I pursue a career in the field of education.

Thankfully,  
Kirsten Granit  
2011 recipient

## Working after Retirement

The NJ Division of Pensions and Benefits released a Certifying Officers letter on August 22, 2014, with updated information on bona fide retirements and post-retirement restrictions for service and early retirees. This advisory does not apply to members that have retired under a disability retirement.

The complete NJEA Research Advisor relating to working after retirement can be found on the EBEA website under our “NEWS” tab.

### Working after Retirement for Service and Early Retirees (Non-Disability Retirees)

You are retired and wish to return to work for your **previous employer**

- You must wait 180 days before returning to work to establish a "bona fide" separation of employment\* with no form of pre-arrangement to return in any capacity prior to the 180 days
- 10-month employees with a retirement date of July 1: 180-day count begins September 1
- This includes, but is not limited to: subbing, volunteering, employment through an independent contractor, re-employment in a new position, etc.

You are retired and wish to return to work for **the public sector in New Jersey, but not for your former employer**

- You must wait 30 days before your pension becomes due and payable before returning to work\*\*
- 10-month employees with a retirement date of July 1: 30-day count begins September 1

You are retired and wish to work for **the private sector, the federal government, or in a government agency in a state other than New Jersey**

- You may work immediately in the private sector, federal sector or in another State

You are retired and wish to return to your **previous employer as a coach**

- May return to their previous employer as long as certain conditions are met:
  1. The re-employment commences after the retirement allowance becomes due and payable;
  2. The former member had attained normal retirement age, pursuant to his/her pension tier, as of the date of retirement; and
  3. The compensation for the employment is less than \$10,000 year

#### \*Definition of "bona fide retirement":

*Bona fide severance from employment means a complete termination of the employee's employment relationship with the employer for a period of at least 180 days. The following does not constitute a complete termination of the employee's relationship with the employer: (i) employment or re-employment in a part-time position; (ii) employment or re-employment in a position that is not covered by the Defined Benefit Plan; (iii) a change in title; (iv) employment or re-employment as a contract employee, a leased employee, or an independent contractor; or (v) termination of employment with a pre-arranged agreement for re-employment.*

#### Employee Responsibility:

If re-enrollment is required, all pension contributions must be made retroactively to the date of re-employment in the new position. Employees are not permitted to collect from and contribute to the pension system simultaneously, except for certain individuals who are grandfathered into the pension system as dual enrollees.

#### \*\*Definition of "due and payable":

Either more than 30 days after the date of retirement, or more than 30 days after the retirement has been approved by the Board of Trustees, whichever date is the later of the two.

#### Employer Responsibility:

Confirm with the employer that they have submitted the Notification of Employment after Retirement to the Division!

*Disclaimer: This is to be used for information purposes only. Rules and regulations are subject to change. Should you or your employer have specific questions related to your re-employment in retirement, the employer should call the employer hotline at the Division of Pensions and Benefits.*

NJEA Research • September 23, 2014

sgeiger@njea.org

For more information please contact the NJ Division of Pension and Benefits:

Phone: (609) 292-7524

Website: [www.state.nj.us/treasury/pensions](http://www.state.nj.us/treasury/pensions)

Email: [pensions.nj@treas.state.nj.us](mailto:pensions.nj@treas.state.nj.us)

## NJEA – Sponsored Disability Insurance Program Open Enrollment!

Don't let disability jeopardize your financial future. Here's your opportunity to enroll in the NJEA Endorsed Disability Insurance Program – and to take advantage of competitive group rates. It is designed especially for NJEA members by The Prudential Insurance Company of America.

School enrollment meetings occur approximately once every three years. Our district's open enrollment cycle is targeted for this fall. Prudential Account Representative Cindy Cooper will be visiting each school and the Administration Building to talk about the NJEA Endorsed Disability Insurance Program and the enrollment choices available to members. Building visits will occur this fall.

In addition, Cindy will be present at the EBEA Member Benefit Fair on October 29th from 3pm-8pm at the Community Arts Center on Cranbury Road. You can bring your spouse and sit down with Cindy to plan your financial future.

New employees already received informational packets including enrollment forms at the New Member Orientation Luncheon in August.

***Elections Matter... Don't Miss the chance to***



***on November 4, 2014***

### **2014 Election Dates to Remember:**

- ✓ October 14 - Voter registration deadline (for Nov. 4 general elections)
- ✓ October 28 - Vote By Mail ballot applications due by mail to county clerk for general elections
- ✓ November 3 - Deadline for in-person Vote by Mail ballot applications for primary elections (by 3 p.m.)
- ✓ November 4 - GENERAL AND SCHOOL BOARD ELECTION DAY

For all necessary forms, please go to the following website:

<http://www.state.nj.us/state/elections/voting-information-voter-registration-forms.html>

## **Excellent Web Resources**



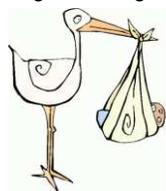
Are you looking for a new idea to use in your classroom? The NJEA website has a link for "web resources" under the "Teaching and Learning – Professional Resources" tab. Simply go to <https://www.njea.org/teaching-and-learning/classroom-tools/web-resources> to explore the many valuable resources which will help improve your teaching practice. On this site, educators can find links to lesson plans, ideas to use with special education students, teaching ideas by topic, teacher networks to share ideas, project ideas, theme ideas, assessment resources, ideas for gifted learners, ideas for ESL learners, subject area ideas, classroom management suggestions, and much more. This site is updated on a monthly basis with new topics added.

Additionally, the website <http://betterlesson.com/> has many lessons by subject matter and grade level which address implementing the common core.

# Cheers and Tears

## Congratulations to:

**Lynn Potkulski**, HMS secretary, on the birth of her granddaughter Isabella Leigh ( June)



**Barbara Carr**, Frost teacher, on the birth of her grandson Ryan Michael ( June)

**Dana (Hauenstein) Terpenning**, Lawrence Brook teacher, on her marriage (June)

**Christina Maffa-Johnson**, CJHS English teacher, on the birth of her daughter Eleanor

Grace (June)

**Kathleen Maffa**, Warnsdorfer instructional assistant, on the birth of her granddaughter Eleanor Grace (June)

**Melissa Goldberg**, EBHS Child Study Team, on the birth of her daughter Leilana Nicole (June)

**Linda Caputo**, Admin secretary, on the birth of her grandson Dante Jae (July)

**Evagelia (Plakoudas) Kapsaskis**, Lawrence Brook teacher, on her marriage (July)

**Joan Hickman**, EBHS secretary, on the birth of her granddaughter Stephanie Faith (July)

**Mary Antonison**, CJHS secretary, on the birth of her granddaughter Evelyn Vera (June)

**Randy Heller**, CJHS guidance counselor, on the birth of his daughter Chloe Grace (July)

**Maryann Hyatt**, Lawrence Brook special ed. Teacher, on her marriage (summer)

**Stephanie Schweighardt**, CJHS guidance counselor, on the birth of her son Austin Michael (August)

**Nita Landman**, Lawrence Brook teacher, on the birth of her grandson Zachary Matthew (August)

**Cathy Rausch**, Admin IT manager, on the birth of her grandson Logan Louis (August)

**Kathleen Kowal**, Frost teacher, on the birth of her granddaughter Madeleine Claire (August)

**Joseph & Jill Ursino**, EBHS math & Frost teachers, on the birth of their son Giovanni Patrick (August)

**Lauren Basselini**, Warnsdorfer instructional coach, on the birth of her son Dominic Peter (September)

**Paulette Barbato**, EBHS secretary, on the birth of her granddaughter Lucia Pauline (September)

**Justine Barbato**, CJHS phys. ed. teacher, on the birth of her son Andrew Michael (September)

**Veronica DePinto**, Central Child Study Team, on the birth of her son Dominic Peter (September)

**Abe & Barbara Brochstein**, EBHS aide and retiree, on the birth of their granddaughter Sydney Morgan (September)

**Karen Takac**, EBHS secretary, on the birth of her granddaughter Maya (September)

**Danielle Puleio**, Lawrence Brook math specialist, on her engagement

**Julie Poleshuk**, Lawrence Brook music teacher, on the birth of her son Ian Jacob (September)

**Stacie DeSio**, Lawrence Brook speech/language specialist, on the birth of her daughter Emma (October)

## Condolences to:

**Trudy Atkins**, Supervisor science, on the death of her brother (June)

**Carol Smith**, Central media specialist, on the death of her mother (June)

**Sandra Wexlin**, retiree, on the death of her husband (June)

**Justin Alsobrook**, EBHS technology teacher, on the death of his grandfather (June)

**Cynthia Scribner**, Elementary Gifted & Talented teacher, on the death of her mother (June)

**Lily Ladman**, Irwin nurse, on the death of her mother (June)

**Terri Forur**, EBHS secretary, on the death of her brother (June)

**DeeAnn DeRuvo**, Central duplicator, on the death of her father (June)

The family of **Lori DiStefano**, CJHS instructional assistant, on her death (July)

**Helen Bitar**, Admin driver, on the death of her mother (July)

**Mary Beth Greene**, HMS instructional assistant, on the death of her father (August)

**Christine Grady**, Central/Bowne-Munro Child Study Team, on the death of her father (August)

**Julianne Elkins**, EBHS secretary, on the death of her mother (August)

**Susan Meklune**, Supervisor secondary special ed., on the death of her mother (August)

**Greg Moreno**, CJHS special ed. teacher, on the death of his mother (September)

**Carol Falco**, EBHS instructional assistant, on the death of her father-in-law (September)

**Paula Storm**, HMS secretary, on the death of her mother (September)

**Maria Maher**, Frost secretary, on the death of her father (September)

**Florence Clark**, Irwin teacher, on the death of her brother (September)

**Bobbi Tu**, CJHS media specialist, on the death of her mother (September)

**Lynne Prevete**, Lawrence Brook instructional assistant, on the death of her father (October)

*With Sympathy*

## Get Well Wishes to:

**Kathy Lopez**, EBHS secretary

**Grazyna Zambrzycka**, CJHS custodian

**Rosemarie Iati**, Lawrence Brook aide

*In Memory of Lori DeStefano*

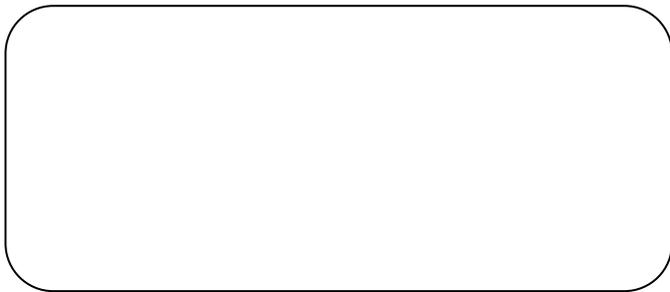
*Instructional Assistant at Churchill (7/21/2014)*



Lori was only with us for two short years, but in that time she touched the heart and souls of many. Each morning she arrived at Churchill with a smile on her face and a funny story to share with us as we prepared to start the day. Lori threw herself into her work and was whole heartedly involved with the students she worked with. Lori was loved by all. She was a loving daughter, sister, aunt, co-worker and friend. Lori had a beautiful smile and a laugh that will be remembered always. God bless her and keep her by your side always. We'll miss you...

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