Welcome back to another school year! Isn’t it amazing how quickly the summer expires and fall slides right in? This school year begins with a ratified contract, the first time in over 20 years we begin a school year with a new contract! I look forward to time spent implementing more positive indicatives and building a stronger rapport with the community. The negotiations team appreciates the support you provided us last year and we hope that all of you make an effort to get involved in EBEA. We have many workshops we will be offering this year as well as a variety of social events.

This summer has been busy on the political front. Last school year teachers were frustrated because too much instructional time was lost due to the PARCC test. Additionally, teacher ratings are tied to those tests, causing further angst. However, I am happy to report NJEA was successful in pressuring the State Department of Education to limit test scores to only 10% of a teacher’s evaluation for a second straight year and the PARCC test will only be given once during this school year.

Of course the pension crisis is an immediate concern for all of our members. Governor Christie refused to provide the revenues needed to pay for the funding he promised when he signed Chapter 78, the same law that raised our pension contributions from 5.5% to 7.5%. Additionally, this law increased our health care contributions by thousands of dollars, as this year we entered tier four – the highest tier. Another concern is the Friedrich case out of California which is being heard by the Supreme Court. A decision will be awarded this spring and if the court rules the wrong way, our unions at the national, state, county, and local levels would all be weakened.

All of this leads to lower morale in the field of education. With that said, we cannot stand idle; we must unite and make a commitment to collective actions. Therefore, I am asking that each of you ensure you are registered to vote. If each person would donate 30 minutes of their time, we could ensure the correct people get elected into office, thereby strengthening public education. Please visit our website for a list of endorsed candidates for the November 3, 2015 elections…and make sure you VOTE!

In order to celebrate the wonderful work you all do in public education, you are invited and encouraged to attend the NJEA Convention on November 5th and 6th in Atlantic City. Hundreds of wonderful workshops are offered where you can join fellow members in learning new skills, techniques, and methodologies. Professional development certificates are provided for the workshops.
Additionally, Middlesex County Education Association will hold an event on November 5th from 4-7 pm at Bally’s. A nice array of food will be provided with a cash bar. You must pre-register for this event in advance by contacting the MCEA office. I hope to see many of you there!

Especially during this tumultuous time it is important to remember the reason you entered this profession…the nurturing and educating of our youth. Each of you impacts the lives of so many youngsters and young adults. You should take great pride and solace in knowing you make a difference every day. Perhaps it was the “hello” as you greeted the student entering the bus, the time you took to assist with a locker issue, the advice you provided during playground recess, or the moment when you witness the light bulb illuminating for your students. Each of you makes a difference. This brings to mind the story of the starfish. I hope this school year allows you to save many starfish!

In unity,
Dana Zimbicki

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**THE LEGEND OF THE STARFISH**

A vacationing businessman was walking along a beach when he saw a young boy. Along the shore were many starfish that had been washed up by the tide and were sure to die before the tide returned. The boy walked slowly along the shore and occasionally reached down and tossed the beached starfish back into the ocean.

The businessman, hoping to teach the boy a little lesson in common sense, walked up to the boy and said, "I have been watching what you are doing, son. You have a good heart, and I know you mean well, but do you realize how many beaches there are around here and how many starfish are dying on every beach every day. Surely such an industrious and kind hearted boy such as yourself could find something better to do with your time. Do you really think that what you are doing is going to make a difference?"

The boy looked up at the man, and then he looked down at a starfish by his feet. He picked up the starfish, and as he gently tossed it back into the ocean, he said, "It makes a difference to that one."

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**New Member Orientation**

The Association welcomed new members at its annual membership orientation meeting at MJ’s in Spotswood on Friday, August 28, 2015. Over 130 guests attended the luncheon to hear about the value of membership in the NJEA, NEA, MCEA and EBEA. President Dana Zimbicki and Membership Chairperson Aileen Larrison greeted guests and presented them with welcome gifts to celebrate membership in all four affiliates. Informational packets containing materials for both certificated and non-certificated employees were also distributed.

MCEA President Lois Yukna presented important information about member involvement in county activities. Tom Hayden, NJEA Uniserv Representative, spoke about the level of professionalism expected of all public school employees. Prudential representative Cindy Cooper provided new members with information about the NJEA endorsed Prudential Disability Program. Wayne Dibosky, Director of Member Service for HealthCare Assistance, shared information about health services available to members and their families. Finally, new members were asked to consider voluntary contributions to PAC and to the association’s scholarship fund.

If you are a new employee for the 2015-2016 school year and were unable to attend the meeting, please call the EBEA office at 732-390-6600 to request a membership packet. Please stop by our office at 575 Cranbury Rd., Suite B1 to meet our staff and pick up your gift. We look forward to hearing from you and meeting you soon.

**WELCOME TO OUR ASSOCIATION...EBEA PROUD!**
This November, the entirety of the 80 member Assembly is up for grabs. NJEA has endorsed 57 candidates for the New Jersey Legislature. All 57 endorsed candidates support NJEA’s position on pension funding!

More than ever we need to take collective action to protect our members, our profession, and OUR PENSION. When we don’t, we find ourselves fighting every day to keep from moving backward! So here’s every EBEA member’s “DO-NOW” because these activities can’t be put off until later:

✓ **Register to vote BEFORE October 13, 2015**
You must register if you haven't voted in 4 consecutive years or you’ve changed your name or address. All EBEA members already received voter registration forms. All others can obtain the voter registration form at www.njelections.org. Click on “Voter Registration and Voting.” Select your county form and follow the directions provided.

✓ **Be sure to apply for a Vote by Mail (VBM) for any reason** – All EBEA members will receive a VBM application soon. All others can find the VBM application at www.njelections.org or at www.njelections.org. The VBM application must be received by October 27 or one can be picked up in person at your county clerk's office by 3pm on November 2, 2015.

✓ **Go to http://www.njea.org/issues-and-political-action/elections** – This site will provide resources on election volunteer opportunities, statewide campaign training, a list of endorsed candidates, and voter registrations links.

✓ **Finally, volunteer to “Get Out the Vote.”** Your vote is critical. You need to take an active role in this election! You cannot afford to wait for someone else to step up. Remember what happened in 2011 – CHAPTER 78 – yes, by doing nothing Governor Christie was elected again! YOU NEED YOUR PENSION!

If there’s one thing we’ve learned in the last four years – it’s this: politics matter. As public school employees, our time is now! **Support and vote for the 57 legislators who have demonstrated that they share our commitment to great public schools!**
This August nine of our association leaders attended the NJEA Summer Leadership Conference. Forty-one seminars and ten 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 a brief overview of the seminars EBEA leaders attended.

- Mike Wildermuth and Leslie Anderson attended the workshop “Association Representative - Key to a Strong Organization.” This workshop discussed the importance of advocacy. The program concentrated on contract enforcement, basic school law, member benefits, emerging instructional issues, and state/national issues.

- Beth Berzanski attended “Health Benefits and Pension for Your Local.” This workshop discussed all health benefits and pension issues including understanding health plan options, minimizing out-of-pocket health care costs, premium sharing contributions, preparing for retirement, understanding pensions and more.

- Lucy Bortono and Florence Taliercio attended “Educational Support Professionals.” Experts on ESP issues introduced the tools necessary to build the careers of ESP members and safeguard ESP interests.

- Diane Heilman attended “Evaluation and the Association.” During this workshop members were taught how to identify opportunities for association action that support members and empower them to focus the results of the evaluation process on effective professional learning systems. The role of the association as the voice of professional advocacy on behalf of educators is more important than ever with the AchieveNJ Educator Evaluation system.

- Aileen Larrison attended “Membership Chair Training.” This workshop introduced the importance of membership in NJEA. Attending members learned about the various membership benefits offered.

- Valarie Nugent attended “Advanced Political Advocacy Training for Legislative Action Teams.” This workshop taught the importance of political action in our local and took it to the next level by learning best practices for developing relationships with policymakers and influencing their decisions. Organizing skills were modeled for use in issue campaigns and in the 2015 legislative elections.

- Dana Zimbicki attended “Vital Skills for Experienced Presidents.” The focus of this workshop was to learn how to strengthen leadership skills, create stronger locals, inspire all members, and develop methods to create a culture of trust.
This year, Leslie Anderson, Audrey Domond, Valerie Nugent, Marilyn Ryan, Liz Soder, Cheryl Willis, and myself, all from the high school, served as elected delegates to the 153rd annual NEA meeting, and the 94th Representative Assembly (NEA-RA). It was held in Orlando, Florida from July 3rd through July 6th. The Representative Assembly is the NEA’s highest decision-making body and with over 10,517 attendees this year, it is the largest democratic gathering in the world. In addition to serving as your delegates, Marilyn Ryan was elected as a state delegate and I was selected by NJEA to be State Contact Expeditor. Michelle Shields-Buono of Middlesex County was elected to the new Resolutions Committee.

This year, delegates elected new NEA officers. These positions included two members of the Executive Committee, one of which is the position currently occupied by former NJEA President Joyce Powell, and five ESP at Large members of the Board of Directors. The winners for Executive Committee were Eric Brown and Shelley Moore. New Jersey’s own Ashanti Rankin was re-elected to his Director position.

There were two major proposed constitutional changes that were fiercely debated this year. The first would have given full voting representation at the RA to five so-called “merged states,” who split their membership between NEA and AFT. NJEA was vehemently opposed to this amendment, because it would have allowed these merged states a large increase in voting power with no more dues being paid. An organized and strong campaign was enacted to ensure the amendment’s failure. It only received 14% of the required 67% needed to be passed.

The other major constitutional issue was changing the rule that NEA committee members must be at least 75% teachers. Both I and Marilyn Ryan have attended most of the RAs since 2006 and we can report this issue has come up in an amendment every year, but the vote failed. This year, it passed. There was also a by-law vote that allowed a temporary surcharge on NEA dues for the purpose of waging pro public school media campaigns to be made permanent. The amendment passed handily.

Much of the time was spent dealing with “new business items (NBIs).” This is when delegates introduce proposals to deal with some of the most important education issues we face. The most striking new business item was developed by the NEA Board of Directors in order to allocate resources to combat institutional racism. Two other NBIs will dedicate NEA funds to convene a panel of public education stakeholders, primarily comprised of NEA members, to develop strategies to achieve our inspirational vision of shared responsibility for the public education system and explore educator support systems with meaningful professional development, as well as a separate NBI for designing an ESP professional development program. There were also quite a few items addressing the impact of poverty on education, combating education reform initiatives and standardized testing, several NBIs involved LGBT student and staff member rights and one hotly contested item involving the confederate flag.

Next year’s NEA-RA will be held in Washington D.C. for the presidential election. If interested in attending, you must be elected in March. Contact President Dana Zimbicki for details on how to run. For more information visit http://www.nea.org/annualmeeting/.

Written by Michael Wildermuth, Vice President EBEA
PRIDE - Bringing Schools and Community TOGETHER!

The East Brunswick Education Association through NJEA sponsorship provides grants for all types of community involvement projects, many of which schools are already doing. PRIDE has been a resounding success as it brings schools and communities together to demonstrate just how great our East Brunswick Public Schools are.

One of the most important aspects of PRIDE projects is the recognition and publicity they often produce. The more a community knows about school events and achievements, the more likely they are to get involved and offer support.

In its second year, the PRIDE Committee aims to highlight the accomplishments of East Brunswick students and staff through student presentations at monthly Board meetings and EBEA sponsored community activities that show PRIDE (Partnerships Result in Dynamic Education). Each building has a PRIDE captain whose responsibility it is to reach out to staff and coordinate various PRIDE events.

The PRIDE Committee sponsors activities involving not only students, but the East Brunswick community as well. For example, PRIDE Building Captains have coordinated the distribution of EBEA “Who We Are” brochures to parents at Back to School Night, sponsored games and prizes at East Brunswick Community Day, and supports the Intergenerational Studies program in the Sociology classes at the high school. Future PRIDE events include “Thank a Hero” at Hammarskjold Middle School, “EBEA PRIDE Supports Our Bears” at the EBHS Football homecoming game, Veterans Day Celebration at Memorial School, and the Senior Citizen Prom at EBHS to name a few. Planning continues for future PRIDE events that will be ongoing throughout the school year.

The PRIDE Committee welcomes volunteers and new ideas. This is a committee that both veteran and new staff members can easily become actively involved in. Please see your building captain if you would like to get involved in this committee or email me at jbijas@ebnet.org.

Administration
  Florence Taliercio
Bowne Munro
  Ivy Schwam
Central
  Amanda Allesandro
Chittick
  Jen Farber
Frost
  Amy Alcantara
Irwin
  Haley Elman
Lawrence Brook
  Susie Lyons
Memorial
  Kathy Mueller & Christine Sce
Warnsdorfer
  Susan McCabe
Hammarskjold
  Brian Lavery
Churchill
  Conor Scott & Kristan Shanks
EBHS
  Kelly Grotrian
All eligible members can take advantage of the valuable, automatic term life insurance coverage provided by NEA Complimentary Life Insurance.

Although you are automatically covered by being an eligible member, please take a moment to register a beneficiary of your choice.

- A guaranteed benefit
- Provided at no cost to Active, Staff, Reserve and Life members
- Up to $1,000 of term life insurance
- Up to $5,000 of accidental death and dismemberment coverage
- Up to $50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an Association Leader
- Up to $150,000 of life insurance for unlawful homicide while on the job

For additional information visit the NEA - Member Benefits website at www.neamb.org, click on the “Insurance” tab at the top. Under Life Insurance you will find the link “NEA Complimentary Life Insurance (formerly known as NEA DUES-TAB)” where you will be able to enroll and/or register for this complimentary life insurance. Or call (800) 637-4636 to speak with an account representative.

Members often call and express their disappointment that the Association did not acknowledge their special life event in the EBEA newsletter. As a reminder, please call the EBEA office at 732-390-6600 or send an e-mail to EBEA575@hotmail.com to report a particular event for a future edition of our newsletter.
VICKI BECKER:

Personal stats:
Resident of EB for 28 years
2 children, both of whom have gone through the school system
Occupation – Business Development for a nonprofit

I have been a member of the East Brunswick Board of Education for 15 years. As I write that, I can hardly believe it! When I first was elected my youngest son was finishing nursery school and now he is a junior in college. Each time I approach re-election I ask myself if there are still things I want to accomplish and the answer is yes. During these 15 years I have developed a keen sense of what this district needs, how it operates and what must be done to continually raise the bar of expectations and take us further into the 21st century.

I don’t pay lip service to the motto of “Excellence in academics, athletics and the arts.” As a former sports parent, I have seen firsthand the value of our athletic program and know that the experience teaches our students the skills of commitment, teamwork and sportsmanship – viable skills that will enable them to be successful in life beyond high school. I have always been passionate about the arts and will continue to champion our programs and initiatives that offer our students so many outlets for their creativity and the opportunity to explore many different disciplines. In terms of academics, I applaud our efforts to support our honor and special need students but never lose sight of the students “in the middle” who need just as much, if not more, support.

Prior to being elected to the board I was PTA President at Lawrence Brook School. This provided me with a hands-on, insightful experience at the building level where I was constantly exposed to the dedication and professionalism of our staff and administrators. Over the years I have witnessed this commitment to our students every time I have been invited into a classroom or a school and I know that all the excellent programs in the world can’t be successful without a top-notch staff to implement them. We have that and more in East Brunswick and I am ready to re-dedicate myself to the task of providing the support that is needed to achieve our goals.

KEVIN T. MCEVOY:

I am seeking a seat on the Board of Education to ensure that policies are created to enhance the welfare and protection of the students in our schools and to reflect adequate responsibility towards the fiscal duty of taxpayers here in East Brunswick.

It has been my pleasure to serve you for the past three years and am now seeking reelection. As a retired EBHS teacher who had spent 36 years in the East Brunswick school system I feel that I have a strong background in the knowledge of how our schools operate. Furthermore, this knowledge has been further enhanced as I have served on the Policy, Buildings and Grounds, and have chaired the Technology committees.

Accomplishments in the district over the past three years have been extraordinary with the hiring of our new superintendent, Dr. Victor Valeski, with the preparation and completion of the protocols
for PARCC testing, with the introduction and distribution of classroom Chromebooks, with improvements to the high school cafeteria and gymnasium, and the swift negotiations during our collective bargaining sessions to complete a teacher’s contract.

I have spent quality time enhancing my knowledge of school board responsibilities by attending numerous professional workshops, visiting the classrooms of our schools and meeting with many of my fellow residents and EBBOE employees to have a better understanding of how our schools operate in the 21st Century and especially to listen to your concerns. I have worked very hard as your elected official and trust that you will come out to vote so that I can continue to serve as an East Brunswick Board of Education member. Thank you.

**MEREDITH SHAW:**

I joined the Board of Education in 2005 following a member’s resignation. I believed that having taught and served as a department chairperson in public schools prior to the birth of my children was good, basic experience that would help inform my decisions as a board member. My work as a preschool gymnastics instructor and NJSIAA high school sports official has allowed me to have continued contact with young people and their families which I believe is instrumental in understanding the community's goals for their school system. However, without question, the best resource for learning about school governance came from raising 3 children here in East Brunswick, including one with significant disabilities, and advocating for each one during their educational journey. Having completed 10 years on the Board of Education, I had to give running for reelection much thought. What had these 10 years meant to me? I must say that I feel a sense of pride in the work I have done being part of a board that puts children first in all respects. I have always tried to focus on providing our students with facilities that are safe and help to provide the kind of physical environment that allows them to explore and learn. I am proud to be a proponent for collaboration with a staff that proves their expertise and dedication every day. East Brunswick is a system that values input from stakeholders from every facet of the community. A belief that each voice and opinion counts helps to explain the many successes we’ve had as a district. And that is a belief that has been fostered by me and my colleagues on the Board of Education. It is no small accomplishment based on what we see on the news concerning other levels of governance. So, yes, I do feel a sense of achievement. We clearly have strong schools. Nonetheless, volunteerism and education share an indelible bond; there are always more issues to be addressed, always more relationships that can strengthened, always more good work to be done. I have worked hard to gain the trust of our students, their families, our teachers, administrators and the residents and taxpayers of East Brunswick. I look forward to carrying that trust into the next three years.
EBEA Public Relations Committee is Proud of OUR Members!

Let’s spread the good word! Our EBEA members do amazing tasks each day to enrich the lives of the East Brunswick children. Each month the Public Relations Committee, chaired by Lise Noppenberger will focus on the impact our members have on the community and in the schools. We would love to hear from all our members. Please go to our website www.my-ebea.org and fill out a survey under the “About” tab, then “Committees” and click on “Public Relations.” We hope to hear from you! Congratulations to our first featured stars!

Amanda Ryan
Amanda Ryan is a Music teacher at Frost Elementary School. She graduated from Rutgers Mason Gross School of Arts and this will be her 5th year working in EB schools! In addition to teaching music, Amanda is involved with the Chorus, School Musical, All District Chorus, the 5th Grade Variety Show, and is a Frost Friends Mentor. So far her FAVORITE memory while being a teacher is, helping her team win Tug Of War on Field Day! We “sat down” with Amanda and asked this amazing teacher some questions to get to know her better:

If you were a world leader, what would you change? “I would focus on bringing clean drinking water to ALL the people on the planet!”

Well what if you had a super power, what would it be? “To FLY! I wouldn’t need to take my car to commute!”

What is on TV show you will always watch and NEVER miss? “The Walking Dead”

And what about a movie you would watch over and over? “Forrest Gump”

What is your most prized possession? “My car is VERY important to me. It is not fancy, but it takes me to all of my jobs and I would be lost without it!”

Other jobs? What work do you do outside of school? “I work as a coach at a Crossfit Gym. I Coach/educate/train members there, and I work out... A LOT! I take fitness and health very seriously. I work at the gym before school 3 days a week and some Saturdays. This summer I actually hosted a Crossfit Competition on the SNY Network!”

Well then what is your guilty pleasure when you unwind? “ICE CREAM!”

Paula Storm
Paula Storm grew up in Staten Island and attended Binghamton University. She is currently a secretary in the Media Center at Hammarskjold Middle School. She has been working with our students for four years now. She is an amazing educator whose dedication goes beyond the school. Paula is involved in Sisterhood, Temple B’nai Shalom, and the PTA. Amazingly, being so busy, Paula still has time to relax. In the free time that she has, Paula loves scrapbooking and spending time with her family. She had a wonderful vacation in Ocean City, Maryland too! After school and all her volunteering, Paula still has time to read leisurely. She most recently was reading “We’ll Always Have Paris” by Jennifer Coburn. In addition to reading, Paula loves the movie Grease and LOVES her chocolate! Recently Paula and her family attended a beautiful wedding together. EBEA and our schools are proud to have Paula on our staff! #EBEAProud
The ratification of the 2015-2018 contract brings several changes in contract language. Please review your 2015-2018 contract carefully. The contract can be found online both in the District “Staff Portal” and also on the EBEA website.

Here are some new language highlights; please read the new contract for more details:

1. If you are interested in applying for a position within the district, it must be done according to the method specified in the job posting.

2. Death in the family language was expanded to include the following: step-parents, step-grandparents, step-children, step-brothers, step-sisters, brother-in-law and sister-in-law.

3. Evaluation language
   a. Certificated Staff
      i. Evaluation language has changed to match the State Statue and regulation P.L.2012, c.26 and N.J.A.C.6A:10.
      ii. One of the most significant changes is the time period you have to submit your “teacher comments.” The 2012-15 contract stated, “teacher comments must be submitted to the evaluator within 15 school days of the post conference and written report.” The current language states “The teacher must submit his/her comments of the evaluation within ten (10) working days following the post-conference/written evaluation.” (10 days from what you receive last…either post-conference or written evaluation.
      iii. All teachers must be given his/her summary evaluation by June 15th. Teachers have 10 working days to submit comments. All comments must be returned by June 30th.
   b. Non-certificated Staff
      i. All non-certificated staff must receive his/her written evaluation, which includes a follow-up conference, within 10 working days after the evaluation (formerly 2 calendar weeks).
      ii. An employee has ten (10) working days to respond to the evaluation. All responses must be received by June 30th.
      iii. All employees shall be provided in advance with the evaluation instrument to be utilized.

4. Employees who worked 20-29 hours during the 2014-15 school year and who were receiving benefits will be grandfathered and will continue to receive benefits as they did during the 2014-15 school year. All employees working less than 30 hours are not eligible for health benefits.

5. All employees, excluding Maintenance/Grounds and Custodians, shall not be required whenever student and administrator attendance is not required due to inclement weather.

6. All Maintenance/Grounds and Custodians who are required to report to work on snow days and are actively engaged in snow removal when other employees are not required to be present shall be compensated at the rate of two (2) times their regular rate for EACH snow day worked per year.

7. Each bus driver shall be reimbursed by the Board up to $100 per year toward the cost of his/her Commercial Drivers’ License (CDL) physical examination. See the specifics in the contract. The employee shall submit the required expense reimbursement invoice in order to receive payment.
Dear EBEA Retiree,

Although you are no longer actively working in a school, you are still an important part of the public education family. That’s why you are invited to join the NJREA - the New Jersey Retirees' Education Association. The NJREA is New Jersey’s largest and most effective organization of retired teachers and education support professionals.

More than ever, NJREA membership is critical during these unprecedented times. Being a member of the NJREA allows you to have immediate access to critical information about your Medicare premium reimbursement.

Annual membership costs are affordable - $79 for certificated retirees and $54 for retired ESPs. Your annual dues include membership in the NJEA, NEA, NEA-retired, and your county retired EA. A lifetime option is also available to interested retirees.

To obtain an application form visit the NJEA website → Members tab → New Jersey Retirees’ Education Association → "Not a Member?" at the bottom of the page, then click the Learn How to Join link. Print and mail a Request for Application form or call NJREA at (609) 599-4561 ext. 2300 or 2352. A personalized application will then be sent to you. Membership in the NJREA provides a terrific value and, more importantly, peace of mind. There is no other retired organization in the country that advocates for retirees as well as the NJREA!

Sincerely,
Ruth Davitt, MCREA Recording Secretary

Show Your Card for Educator Discounts!

All NJEA members are entitled to a 30% discount on approved attorney services. Additionally, each member is entitled to a 30 minute legal consultation annually (September 1 – August 31). Go to www.NJEA.org and click on “Member Benefits” for more information and a list of participating attorneys.

For a comprehensive list of where you can save money while shopping simply by showing your NJEA card, go to: http://www.giftcardgranny.com/blog/the-complete-list-of-66-teacherdiscounts/
When a member is called to a meeting with an administrator:

A. The member should ask in advance (if possible):
   1. What is the purpose of the meeting?
   2. Who will be attending the meeting?
   3. The member should ask an association representative (AR) to accompany him/her to the meeting if there’s a possibility of discipline or reprimand.
   4. The member and AR should review pertinent contract provisions if possible.

B. During the meeting:
   1. The AR should take notes.
   2. The member and/or AR should ask pertinent questions.
   3. The member and/or AR should not offer more information than is necessary.
   4. The member and/or AR can call for a brief recess if they need time to focus and regroup.

This procedure can be set up before meeting. When the meeting is ended the member and/or AR should request time to analyze the information and reschedule a follow-up meeting (if needed).

**Remember your Weingarten Rights!**

If you are called in to speak with an administrator, you may enact your Weingarten Rights if you feel the conversation will be disciplinary or result in a termination. You may request an association representative at any point during the meeting.

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**Weingarten Rights**

If this meeting could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Association representative be present at the meeting. Without representation, I choose not to answer any questions.

**Your Professional Rights**

If you have any work-related problem, follow these guidelines:

1. Do not resign or abandon your location.
2. All communication with your association is strictly confidential.
3. Document the incident.
4. Keep any records that relate to the incident.
5. Representation is strongly advised.
6. Timelines are important. Don’t Delay!
7. Use your contract as a guide.
8. Follow orders unless there is potential for personal injury. You can grieve the orders later.
Condolences to:

- The family of Lucille Fisher, retiree, on her death (in June)
- Alan Brodman, EBHS social studies teacher, on the death of his father (in June)
- Kathleen Takacs, retiree, on the death of her husband (in June)
- Carol Smith, Admin secretary, on the death of her father (in June)
- Kelly Perno, HMS math teacher, on the death of her grandfather (in July)
- Kenneth & Catherine Adriance, retirees, on the death of his father and her father-in-law (in July)
- The family of George Kelly, retiree, on his death (in July)
- Steve Vendome, EBHS science teacher, on the death of his father (in July)
- Barbara Alexander, Admin secretary, on the death of her sister (in July)
- Anthony Alexander, CJHS PE teacher, on the death of his aunt (in July)
- Emily Lefsky, CJHS English teacher, on the death of her father (in August)
- Susan Showerman, Lawrence Brook teacher, on the death of her mother-in-law (in August)
- Kerry Vojir, Chittick custodian, on the death of her mother (in August)
- Carol Smith, Admin secretary, on the death of her mother-in-law (in August)
- Susan Showerman, Lawrence Brook teacher, on the death of her mother (in August)
- Kyle LaForge, CJHS English teacher, on the death of her daughter Julia Rose (in August)
- Jennifer Zema, Central speech and language specialist, on the birth of her son William Joseph (in September)
- Mary Gunderson, EBHS instructional assistant, on the death of her husband (in September)
- Margaret Sasso, Memorial art teacher, on the death of her father (in September)
- Tina Lardieri, Admin driver, on the death of her daughter (in September)
- The family of Tony Yuhas, retiree, on his death (in September)

Get Well Wishes to:

- Catherine Segreto, HMS Child Nutritionist
- Anne Sanelli, EBHS science teacher
- Jolene Buckalo, Admin driver
Dear Mrs. Zimbicki,

I would like to express my gratitude to you and the rest of the Shelli Fishman Scholarship Committee for awarding me this generous scholarship. It is an honor to receive an award that will allow me to pursue my academic goals in honor of Shelli Fishman. As I go on to college I will remember the importance of community service and putting others before myself. This summer I will attend Rutgers “start with service” where I will participate in community service in New Brunswick before orientation.

Sincerely,
Sean O’Sullivan
2015 Shelli Fishman Scholarship Recipient

To Whom It May Concern,

Thank you members of the East Brunswick Education Association Philanthropic Fund for presenting me with the East Brunswick Education Association Scholarship Fund Award. As mentioned in my previous letters, I am studying Special Education MPH Pk-8/Math and Science, grades 4-8. While studying at Kutztown this past year I have made dean’s list both semesters. At the end of my sophomore year I finished with a GPA of 3.92. I used the scholarship money I received to buy my textbooks which were a big part in my educational success. Along with my educational success at college, I also have two on campus jobs which are Intro to Biology tutor and Admissions tour guide. Each of these jobs were very competitive and I am grateful to be given the opportunity to hold both positions. Also I have joined a club sport and am the captain of my intramural soccer team. Again I would like to say I am both honored and grateful to have received this award from the East Brunswick Education Association.

Thank you very much.
Heather Luster
2013 EBEA Philanthropic Scholarship Recipient

THANK YOU

The Negotiations team would like to thank the buildings who generously donated to the team. We appreciate your kindness as you recognize the many volunteer hours spent on behalf of all EBEA members.

United in Excellence,
2015-2018 Negotiations Team