



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 – 1/10/18

MEMBERS PRESENT: *Administration:* J.Liberty; *S.O.F:* A.Montefusco; *Central:* M.Fischer, J.Kroll; *Churchill:* E.Crupi, J.Fessel, K.Shanks; *Frost:* G.Botwinick; *Hammarskjold:* C.Easley, S.DeFalco, L.Fitter, C.Gregory, T.Kerschner, A.Larrison, M.Sampson, C.Talbot; *High School:* V.Alimonti, L.Anderson, J.Bijas, K.Giambrone, E.Gieser, K.Posluszny, C.Willis, T.Yoselevich; *Irwin:* L.Bortono, D.Sountis; *Lawrence Brook:* N.Landman; *Warnsdorfer:* K.Johnson

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

BUILDINGS NOT REPRESENTED: Bowne-Munro, Chittick, Memorial

I. CALL TO ORDER: President D.Zimbicki called the meeting to order at 4:01 PM.

- A. D.Zimbicki reminded the reps. to sign in, provide voice mail number/personal e-mail address.
- B. Distributions:
 - EBEA Social – Bowl-A-Rama
 - December Rep Council Minutes – via email to Rep Council members only
 - December Rep Council Update
 - Negotiations Update #2 (purple flier)
- C. MailChimp communications:
 - December 8, 2017 – Are You Ready For Your Pre-Conference?: Pre-Conference Survey; NJEA ESP Conference
 - December 11, 2017 - #OutOfMyPocket Campaign
 - December 19, 2017 – Contract Corner: (4) Contractual Abbreviated Days
 - January 3, 2018 – EBEA Member Displaced By Fire: How can I help? Donation to Frost music teacher Amanda Ryan can be made by visiting www.gofundme.com/amanda-ryan-forged-by-fire
- 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. Presidents Update:
 - **Negotiations** – We are currently working on verifying the scattergram. The scattergram is a snapshot of all employees and salaries within our bargaining until as of November 15, 2017. This total amount of salary is used to determine the amount of money it would require for each percent of increase bargained. We hope to have this process completed by the end of January.
 - **Bear Necessities Clothing Den** – We are currently collecting school age clothing (new or gently used), footwear, new undergarments, seasonal clothing (coats, bathing

suits, hats, gloves), book bags (no school supplies), semi and formal wear for the semi and the prom.

- Members and family members requiring confidential employee assistance through the NJEA Member Assistance Referral Program in dealing with drug and alcohol dependency, DUI advocacy, stress related conditions, sleeplessness, explosive anger, concentration difficulties, adolescent problems, family problems, relationship problems etc. may call Rutgers Behavioral Health at (732) 235-5930 and the 24-hour hotline at (866) 327-8242.
- Congratulations to East Brunswick's Governor's Teachers of the Year! The EBEA is very excited this will be first time an East Brunswick Teacher will have the opportunity to apply for the County, State, and National Teacher of the Year! Let's cross our fingers for an East Brunswick winner!!!!
- "Right to Work States," states where the Union is NOT mandatory in each district lessons the power of UNION! It leads to less power to advocate for students, results in higher class sizes, provides sub-par health benefits, threatens any type of job security, leads to lower salaries, and weakens the right to bargain.
<http://neatoday.org/2013/03/19/right-to-work-hurts-students-teachers-and-public-education-2/> Also, please read the article "Anti-worker case before US Supreme Court threatens union members' rights" **[POST]**
- NJEA has a plan which starts with the EBEA Reps. Over the next few months you may get a call from a NJEA member who would like to talk with you. I encourage you to take the time to talk with them and help us build the relationships together that will make our union stronger.
- Next year, all certificated staff will write their own SGOs based on the students in your classroom. Administration will check to ensure there is rigor. The EBEA will offer multiple workshop sessions this Spring on "How to Write an SGO." We will learn about all components of SGO writing including requirements, timelines, developing multiple measures, baseline data and more! Please sign up quickly as space is limited.
- Chief Reps, please fill in the Google doc form to schedule my visit to your building. Still need Irwin, Lawrence Brook, CJHS, EBHS, Admin and SOF>

F. All members are encouraged to visit the EBEA website (www.my-ebea.org) frequently for pertinent Association information.

II. APPROVAL OF MINUTES: As per the EBEA constitution, copies of the December Rep. Council minutes were distributed for review. J.Fessel motioned to accept the December Rep. Council minutes, seconded by K.Shanks. The motion passed unanimously.

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

IV. COMMITTEE REPORTS:

A. Membership – A.Larrison, Chair

- Membership numbers include 822 certified staff members, 517 support staff members, 30 members on unpaid leave of absence, 76 rep fee payers, 6 new members, to a total of 1,451 in the bargaining unit.

- Members should also visit the NJEA website (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) for additional information and opportunities.

B. Newsletter – The Winter quarterly issue is in production.

- Information for future issues and announcements may be emailed to the Association at EBEA575@hotmail.com.
- The newsletter will also be available on the EBEA website under Events/Publications.

C. P.R.&R. (Grievance) – L.Anderson, Chair

- Reps are reminded of the timeline (**20 school days**) as per **Article III** of the contract in order to initiate a grievance. If you are interested in becoming a member of this important committee, please contact the EBEA office.

Next meeting: 1/11/18

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

- All interested support professionals are invited to join this committee. If you are interested, please contact the EBEA office.
- Planning will begin at our next meeting for a dance at the High School for special needs students.

Next meeting: 1/22/18

E. Elementary School Council – B. Berzanskis presented for K.Carle & J.Lyons, Co-Chairs

- From the November 14 meeting:
 - Keycard at Irwin's rear entrance has still not been activated.
- If you are interested or know someone who might be interested in this committee to please contact the EBEA office.

Next Meeting: 2/1/18

F. Government Relations – D. Zimbicki presented for C.Finnegan, Chair

- 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) and to read **The Review** to get the latest information on issues affecting all 4employees. In addition, updated information is posted on the EBEA bulletin board.
- Governor Murphy's Inauguration – January 16, 2018! A New Day for Public Education! (fingers crossed)

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

DWC met on January 9, 2018 and the following topics were discussed:

- RICE Notice Timing – Danielle Ruggiero sends out notices first thing Monday morning. Agenda has been posted earlier as per Dana Zimbicki at December Rep. Council meeting. May make notice e-mail more specific in the future, but having the agendas earlier seems to be an improvement.

- ID-Keycard email issues – All issues seem to be resolved. Lost IDs should be reported to Human Resources. **If a member would like to have their access times reconsidered, they should discuss with their principal, who will determine whether to seek changes at the central administrative level**
- Agendas for Meetings – There has been an improvement since Danielle’s meeting with administrators in December. She will reiterate the 2-school day notice language to administrators. In the future, a Google doc may be a living document for more transparency on meeting agenda items.
- Elementary Schedules – Affected members should inform their immediate supervisors about specific issues. The supervisor should relay concerns to building principals. There are cultural issues involved within the buildings with timing. Principals are creating schedules that may meet their needs, but are unaware of specific problems with travelling staff. Schedules will be evaluated again this Summer.
- Parent-Teacher Conference Schedules – having late notice of added conferences is an issue. Secondary timeline for March conferences was reported. Friday – Progress Reports issues; Sunday PM – BlackBoard message to priority parents (D/F/teacher request); Monday – Priority scheduling; Tuesday-Friday – All Scheduling; Tuesday – Conferences begin.
- Substitutes – 87 new subs since 9/1/17, very particular with quality; December is a terrible month; 30 hour per week limit for subs because of Affordable Care Act; Getting hit hard with PD days and field trips on bad days cascades down to elementary schools – How much do we want district culture re absences and field trip days to change?; It was suggested that a Google Calendar be maintained to track approved absences to make sure too many staff are not being approved for the same day; Sub lists are updated annually.

Next meeting: 2/18/18

H. Negotiations – D.Zimbicki

- We are currently working on verifying the scattergram. The scattergram is a snapshot of all employees and salaries within our bargaining until as of November 15, 2017. This total amount of salary is used to determine the amount of money it would require for each percent of increase bargained. We hope to have this process completed by the end of January.

I. Teacher Evaluation Advisory – T.Yoselevich & M.Sampson, Co-Chairs

- We received (minimal) feedback from Mail Chimp re pre-conference questions and Nicole Tibbetts was happy to incorporate them in the new draft of the pre-conference questions.
- Next DEAC meeting is scheduled for February 21 where discussion and possible acceptance of new/potential evaluation questions will take place.
- Video Protocol – for higher effective teachers – should be meeting with your primary evaluator.
- February 15 is the deadline for modifying SGOs...members should be looking at progress and start conversation with administrator to make changes if necessary.

- EBEA SGO writing workshops: March 22 – secondary certificated staff from 1 to 4:30pm; April 19 – elementary certificated staff from 4 to 7 pm at Pierre’s in South Brunswick. Brian Geoffroy, NJEA consultant, will lead the workshops.
- Our Teacher Evaluation Advisory committee is always looking for members. Please email Mercedeh Sampson at mkermanshahisampson@ebnet.org or Theresa Yoselovich at tyoselovich@ebnet.org if anyone is interested.

Next meeting: 1/17/18

J. Health Benefits Review – D. Zimbicki presented for M.Haas, Chair

- The Optical Academy visit for EBEA members and their families was a great success.
- 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 26th 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.

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

- EBEA PRIDE: *EBEA PRIDE/BOE Learning Across the District* on 1/18/18 with presentations from Sherri Cagnina and Jenna Klein from Central School.
- EBEA PRIDE: *EBEA PRIDE/BOE Learning Across the District* on 2/1/18 with presentations from Anna Braun, Sarah Donatelli and Lauren Leclair from CJHS.
- *Irwin Bowl* on 1/19/18 with PRIDE providing headbands, water bottles and raffle basket.
- EBEA PRIDE: *EBEA Bear Necessities Clothing Den* – the tentative opening is Winter 2018 and located in the basement of the EBEA office.
- The annual *MCEA PRIDE in Public Education Fair* will be held on Saturday, January 27, 2018 from 11:00 am to 1:00 pm at the Brunswick Square Mall.

L. Public Relations – D. Zimbicki presented for L.Noppenberger, Chair

- Cat in the Hat coming to Lise Noppenberger’s class at Warnsdorfer for Read Across America on March 1, 2018. Thank you NJEA for this program and congratulations to Lise for being selected.

- Maintenance and Grounds were featured on the EBEA Facebook page and will be featured in the *Spotlight* of the EBEA Newsletter.

Anyone interested in joining the committee are asked to email LNoppenberger@ebnet.org.

M. Support Operations Facilities – D. Zimbicki presented for S.Miedowicz, Rep.

- Water main break at Chittick
- Lack of equipment and broken equipment on snow days required hand shoveling at some schools.

N. Transportation – A.Montelfusco, Rep.

- No clock or art work at facility yet.
- Bus poles – issues with the electric cords going to the engines

O. Social Affairs – C.Talbot, Chair

- Openings still available for the Friday, February 9, 2018, Bowling at Bowlero (4:00 appetizers; 5:00 bowling begins)
- Top Golf event is scheduled for Wednesday, March 28; 2 hours golf and buffet.

If you have any ideas for events please contact CTalbot@ebnet.org or the EBEA office.

P. Scholarship Committee – Cheryl Willis, Chair

Any ideas on how to revamp and promote the scholarship would be greatly appreciated.

V. OLD BUSINESS:

A. NJEA Events/Opportunities:

- NJEA Convention: *Winter Leadership Conference* – January 5-6, 2018; East Brunswick Hilton (2) EBEA leaders bared the weather to attend this winter workshop opportunity.

B. MCEA Events/Opportunities:

- MCEA Holiday *“Night of Giving”* was held on Friday, December 16, 2017 at Colonia Country Club, Woodbridge.

VI. NEW BUSINESS:

A. EBEA Events/Opportunities:

- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* – Thursday, January 18, 2017, 8:00pm; Central staff will be representing EBEA.
- EBEA Social: *Bowl-A-Rama* – Friday, February 9, 2018; Bowlero, North Brunswick; 4:00-7:00 pm. Members only. \$20 registration fee due by 1/26/18. **[POST]**
- EBEA Workshop: *How to Write A SGO* – Thursday, March 22, 2018; 1:00-4:30pm and Thursday, April 19, 2018; 4:00-7:30pm; Pierre’s South Brunswick. \$25 registration fee will be returned at the end of the workshop. Registration deadline 10 days prior to workshop date. **[POST]**
- EBEA Social: *Inside/Outside Golf* – Wednesday, March 28, 2018; Topgolf, Edison; 4:00-7:00pm. Members only. \$30 registration fee due by 3/14/18. **[POST]**
- EBEA PRIDE: *EBEA Bear Necessities Clothing Den* – tentative opening Winter 2018; basement of the EBEA office. Donations of slightly used clothing are being

collected and can be dropped off at the EBEA office Monday-Friday 9:30am-4:00pm. Visit our webpage at my-ebea.org/bear-necessities-clothing-den/ for more information. **[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 (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**. 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 Online Webinars/Pension* – Dates: 1/17/18, 1/25/18, 2/8/18, 2/22/18, 3/8/18, 3/22/18; Times: vary. Visit <https://www.njea.org/events/category/njea/> for more information.
- *NJEA Online Webinars/Degrees Not Debt* – Dates: 1/4/18, 1/23/18, 2/8/18, 2/27/18, 3/7/18, 3/27/18; Times: vary. Visit <https://www.njea.org/events/category/njea/> for more information.
- NJEA Conference: *ESP Conference* – Friday/Sunday, February 2-4, 2018; Hilton East Brunswick; Friday, 4:00pm – Sunday, 2:00pm. Registration closed. **[POSTed]**
- NJEA Conference: *Walter J. O’Brien Legislative & Political Action Conference* – Saturday, February 17, 2018; Doubletree Somerset Hotel, Somerset; 9:00am-2:00pm. Register to EBEA by 1/26/18 **[POST]**
- NJEA Conference: *Exceptional Children Conference* – Saturday, April 21, 2018; Ocean Place Resort, Long Branch. Preregistration is required! View link for cost and early bird specials at www.njea.org/ecc2018. **[POSTed]**
- **Save-the-Dates:** *Minority Leadership & Recruitment Conference*, May 27-28, 2018; *Summer Professional Learning Institute*, July 11, 2018; *TechStock*, July 25, 2018; *Summer Leadership Conference*, August 4-10, 2018.

C. MCEA Events/Opportunities:

- MCEA Workshop: *Runaway Inequality* – Wednesday, January 24, 2018; MCEA Office; 5:00-7:00pm. Register at <https://www.eventbrite.com/e/runaway-inequality-tickets-41804562572> **[POST]**
- MCEA PRIDE: *MCEA PRIDE Fair* – Saturday, January 27, 2018, Brunswick Square Mall. If you would like to assist the EBEA ESP Council at this event please contact Lucy Bortono. **[POSTed]**
- MCEA PRIDE: *MCEA Joint Overnight Conference*: Friday/Saturday, February 23/24, 2018; Ocean Place Resort & Spa, Long Branch. More information coming soon!
- MCEA Workshop: *XYZ’s of Retirement* – Thursday, March 1, 2018; The Grand Marquis, Old Bridge; 4:30 pm registration/5:00 pm seminar. Register NOW as this workshop fills quickly MCEA with a \$50 refunded check. **[POST]**
- MCEA Workshop: *XYZ’s of Retirement* – Tuesday, May 15, 2018; The Grand Marquis, Old Bridge; 4:30 pm registration/5:00 pm seminar. Register NOW as this workshop fills quickly MCEA with a \$50 refunded check. **[POST]**

- MCEA PRIDE: *Socks & Toiletries Drive* – Collections will be accepted throughout the year at all MCEA events and the North Brunswick office as well as the EBEA office.
- Please see calendar of events/registration information for workshops by visiting the MCEA website at mcea.nj.org. MCEA is located at 622 Georges Road, North Brunswick, NJ 08902; (732) 448-0004; unity@mceanj.org; www.mceanj.org
- **Save-the-Dates:** *Black Tie Gala*, April 20, 2018; *Teacher Appreciation Dinner*, May 8, 2018.

D. District Information:

- We Share the Air – Please keep it healthy and fragrance-free notice
- *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):

- *Partner in Excellence Dinner* – Tuesday, March 27, 2018; Pines Manor, Edison. Honorees include: EBHS alumnus and tony and Oscar nominated lyricist Glen Slater, Mayor Brad J. Cohen, EBEA President Dr. Dana Zimbicki and EBEF President Jack Levitt. Tickets are discounted at \$35 for EBPS staff.
- *Grants:* For more information, visit the EBEF Grants webpage at www.EBEF.org
- Please “LIKE” the East Brunswick Education Foundation *Facebook* page.

F. Please send the following to EBEA:

- Faculty Meeting Dates – Needed from **Bowne-Munro, Chittick, Lawrence Brook, Memorial** and **CJHS**.
- Faculty Council Minutes from ALL meetings – Thank you Central, Chittick, Frost, Irwin, Warnsdorfer, HMS and EBHS for their minutes. **Still need from Bowne-Munro, Lawrence Brook** and **Memorial**.
- Electronic copies of Principals’ weekly Staff Bulletin – Thank you Frost, Irwin, Memorial, Warnsdorfer, HMS, CJHS and EBHS for sending them to EBEA each week. **Still needed from Bowne-Munro, Central, Chittick** and **Lawrence Brook**.

F. Next Rep. Council Meeting – Wednesday, February 7, 2018. **Please look for the Google Form link invitation in your district email account.**

- ****Rescheduled March Rep Council Meeting:** The March date of the 14th has been rescheduled to allow for a Negotiations meeting with the BOE. The new date is **TUESDAY, March 13, 2018**; please make the change to your calendar.

VII. FOR THE GOOD OF THE ORDER

VIII. ADJOURNMENT:

Move to adjourn by C.Gregory and seconded by T.Yoselevich at 5:23 pm.

Respectfully submitted,
Beth Berzanskis, Secretary

BB/jm