



# 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 – 2/7/18

**MEMBERS PRESENT:** *S.O.F:* S.Miedowicz, A.Montefusco; *Central:* M.Fischer; *Chittick:* Kelly Carle; *Churchill:* K.DiNuzzo, K.Shanks, C.Smutko; *Frost:* G.Botwinick, C.Finnigan, J.Lyons; *Hammarskjold:* C.Easley, L.Fitter, M.Green, C.Gregory, T.Kerschner, A.Larrison, C.Talbot; *High School:* V.Alimonti, L.Anderson, J.Bijas, K.Giambrone, E.Gieser, K.Posluszny, E.Soder, T.Yosevich; *Irwin:* L.Bortono, D.Sountis; *Lawrence Brook:* D.Terpenning; *Memorial:* K.Parkinson; *Warnsdorfer:* C.Chacko, L.Noppenberger

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

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

**I. CALL TO ORDER:** President D.Zimbicki called the meeting to order at 4:05 PM.

- A. D.Zimbicki reminded the reps. to sign in, provide voice mail number/personal e-mail address.
- B. Distributions:
  - January Rep Council Minutes – via email to Rep Council members only
  - January Rep Council Update
  - Negotiations Update #3 (purple flier)
  - Social – Inside/Outside Golf
  - Workshop – How To Write a SGO 3/22/18
  - Workshop – How To Write a SGO 4/19/18
  - Nomination/Election – 2018 EBEA Election Nominations
- C. MailChimp communications:
  - January 11, 2018 – EBEA What's Happening?
  - February 5, 2018 – VFW Post 133 Cherish the Ladies Dance Ensemble
- D. Moment of Silence for retired EBEA Secretary and Negotiator, Ruth Risman.
- E. Welcome Back Planners/Pens – Motion to purchase for the 2018-2019 school year for EBEA members was made by M.Wildermuth, seconded by L.Bortono, and passed unanimously.
- F. 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
- G. Presidents Update:
  - **“EBEA Strong” campaign** has begun! This campaign is designed to highlight member awareness about the importance of being a part of a union. Currently, our state, with a new Governor, is in a rebuilding process regarding education. Contrary to that,

large public interest millionaires, such as the Koch Brothers, are working against public education and supporting vouchers and charters. This is also an agenda Education Secretary DeVos supports. EBEA leaders will begin to network with members in each building to create an understanding. We are also asking for members to complete the survey “My EBEA Story” which highlights how your association has helped you.

- **Negotiations** – We have met three times with the Board of Education (BOE) to discuss non-financial proposals and have made some nice progress. In fact, the BOE agreed to expand the staff members for cell phone reimbursement as per Policy 7562 to include many members of our IT and Maintenance/Grounds Department starting February 1, 2018. The EBEA team is very grateful for this collaboration and progress. Grand sum totals for the scattergrams have been signed off. We will begin discussing financial proposals with the BOE.
- **MCC dual credit courses** – The stipend received from MCC is set by the college. Dr. Valeski agrees the stipend amount of \$100 is not enough. He has guaranteed the Association he will continue to press MCC for more money and explore other options with the EBBOE. It is important that we provide and encourage capable students in the dual MCC courses to participate in earning college credits.
- **Bear Necessities Clothing Den (BNCD)** – 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. If you can please volunteer to wash a bag of clothes we would appreciate it. If you are interested in volunteering at the BNCD, please let us know. We need help with wash, sorting clothes, setting up the Den, and working the Den when we open.
- 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 **“How to Write an SGO” workshops** on March 22 and April 19. 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.

H. All members are encouraged to visit the EBEA website ([www.my-ebea.org](http://www.my-ebea.org)) frequently for pertinent Association information.

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

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

**IV. COMMITTEE REPORTS:**

**A. Membership** – A.Larrison, Chair

- Membership numbers include 835 certified staff members, 518 support staff members, 32 members on unpaid leave of absence, 75 rep fee payers, 14 new members, to a total of 1,470 in the bargaining unit.

- EBEA will be purchasing the Welcome Back Planners for next year. M.Wildermuth motioned that only members in the 2018-2019 school year receive the Welcome Back Planners; C.Talbot seconded; the motion was unanimously passed.
- Members should also visit the NJEA website ([www.njea.org](http://www.njea.org)) for valuable information, discount programs and monthly web giveaways. Members will need their pin (on NJEA card) and their password (usually the last four digits of social security number) to log in to both websites.
- Members were also encouraged to visit the NEA website ([www.nea.org](http://www.nea.org)) for additional information and opportunities.

**B. Newsletter** – The Winter quarterly issue has been distributed.

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

**C. P.R.&R. (Grievance)** – L.Anderson, Chair, reported on the status of grievances. Reps are reminded of the timeline (**20 school days**) as per **Article III** of the contract 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: 2/15/18

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

- Thanked Dana Zimbicki for Newsletter article on ESPs.
- ESP Conference was held on Friday thru Sunday, February 2-4, 2018 at the Hilton in East Brunswick. (4) EBEA members attended.
- ESP Council members volunteered at the MCEA PRIDE Fair on Saturday, January 27, 2018 at the Brunswick Square Mall where they showed our community “*who we are and what we do*” for the children of the East Brunswick Public Schools.
- 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** – K.Carle & J.Lyons, Co-Chairs

- From the February 1 meeting:
  - Classroom keys for aides
  - Old clocks, intercoms
  - Conference updates
- If you are interested or know someone who might be interested in this committee to please contact the EBEA office.

Next Meeting: 3/1/18

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

- Phil Murphy has been sworn in as Governor; budget proposal should be released in a few weeks.

- Dr. Lamont Repollet named acting education commissioner.
- Rodney Frelinghuysen will not seek re-election in CD-11.
- NJEA is encouraging female members to run for office. Ready to Run, Campaign Training for Women, is a bipartisan program for women who want to run for office, work on campaigns, get appointed to office, or learn more about the political system. This year, the program will be offered March 9-10 at the Douglass Student Center in New Brunswick. NJEA has limited scholarships for members who are interested in attending the program. More information can be found at [www.njea.org/readytorun](http://www.njea.org/readytorun) .
- Bills coming up in NJ include **S-1208 – Prohibits investment of pension and annuity funds** by State in entities that avoid Superfund obligations to State. (Oppose) Reported out of committee with committee amendments, 2<sup>nd</sup> reading in Senate.); **S-837 – Requires spousal consent to election of certain pension payout options under TPAF, JRS and PERS.** (Oppose) (Reported out of committee, 2<sup>nd</sup> reading in Senate); and **S-847 – Requires a public school district to provide a daily recess period** for students in grades kindergarten through 5. (Support) (Amended on Senate floor, 2<sup>nd</sup> reading in Senate).
- More information on issues is available at NJEA.org. Use your membership card to access the members only section.
- Members are encouraged to visit the NJEA website ([www.njea.org](http://www.njea.org)) and to read **The Review** to get the latest information on issues affecting all 4employees. In addition, updated information is posted on the EBEA bulletin board.

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

- The next meeting is scheduled for 2/13/18 and items on the agenda include an update from Joyce Boley on the Assessment Committee; Parent/Teacher Conference scheduling and timing; and Aesop Online functionality.

Next meeting: 2/13/18

#### **H. Nominations – L.Anderson reported for J.Fessel, Chair**

We are accepting nominations for the EBEA offices of President, Treasurer, Delegates to MCEA and Delegates to the NEA-RA. If interested, you must inform the EBEA at [EBEA.Nominations.Elections@gmail.com](mailto:EBEA.Nominations.Elections@gmail.com) by March 1, 2018. Elections will be held April 11, 2018.

#### **I. Negotiations – D.Zimbicki, Chair**

We have met three times with the Board of Education (BOE) to discuss non-financial proposals and have made some nice progress. Grand sum totals for the scattergrams have been signed off. We will begin discussing financial proposals with the BOE.

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

- Encourage teachers to input their evaluation data into our EBEA Evaluation Database found on the [www.my-ebea.org](http://www.my-ebea.org) website.
- 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. Mike Ritzius, Associate Director of Professional Development, will lead the workshops. You can attend either workshop, but emphasis will be given to secondary on March 22 and elementary on April 19.
- Our Teacher Evaluation Advisory committee is always looking for members. Please email Mercedeh Sampson at [mkermanshahisampson@ebnet.org](mailto:mkermanshahisampson@ebnet.org) or Theresa Yoselovich at [tyoselovich@ebnet.org](mailto:tyoselovich@ebnet.org) if anyone is interested.

Next meeting: 1/17/18

**K. 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 26<sup>th</sup> birthday).
- Reps. and members are reminded of the procedures in place for trying to resolve health benefits issues. Horizon should be called first with any problems at (800) 355-2583. Members should specifically state that they are participants in the Direct Access 10/15 plan. If there is no resolution, members can call Rita Mitchell at A.J. Gallagher (609) 430-4135 or Natalie Fenton (609) 430-4129. Members can also fax information to the EBEA office. Copies can also be sent to B.Giuliana, Business Administrator at the Administration Building.

Next Meeting: 3/8/18

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

- EBEA PRIDE: EBEA PRIDE/BOE *Learning Across the District* on 2/15/18 with presentations from Dr. Anna Braun and Sarah Donatelli (Churchill Orchestra directors) brought 5 ninth grade orchestra students who performed the song, Ani Ma’amin, a Jewish song often played at Holocaust Remembrance events; and Lauren LeClaire and her 8<sup>th</sup> and 9<sup>th</sup> grade English students who are involved in Patette (CJHS’s Lit Mag) presented a mini-open mic where they performed their spoken word poetry.
- EBEA PRIDE: EBEA PRIDE/BOE *Learning Across the District* on 2/15/18 with presentations from Vickie Albert and 8 of her students from Frost Elementary School, will share some of the activities that have been designed to foster and cultivate grit and the power of perseverance; Frost is getting ready to celebrate their first Grit Day.

- EBEA PRIDE: *EBEA PRIDE/BOE Learning Across the District* in March with presentations from Administration ESP/Administration and Chittick Elementary School.
- EBEA PRIDE: *EBEA Bear Necessities Clothing Den* – the tentative opening is Winter 2018 and located in the basement of the EBEA office.

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

- Dance-a-thon planned at Warnsdorfer, in honor of EBEA support staff member who has experienced a heart condition. All money raised will go to the “Make a Wish Foundation”.
- 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.

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

**N. Support Operations Facilities** – S.Miedowicz, Rep

- Budget freeze in Maintenance Department means repairs are taking longer.
- Lack of equipment and broken equipment on snow days required hand shoveling at some schools.
- Grounds Department is down 2 workers due to illness (have only 4 out of 6 workers).

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

- Examining the overtime selection process to see if it can be streamlined.

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

- Openings still available for the Friday, February 9, 2018, Bowling at Bolero (4:00 appetizers; 5:00 bowling begins)
- Top Golf event is scheduled for Wednesday, March 28; 2 hours golf and buffet.
- Spring Social is scheduled for Wednesday, April 25, at the Ria Mar in South River.
- District Retirement Celebration is June 6, 2018.

**Q. Scholarship Committee** – Cheryll Willis, Chair

We are planning *Dine-to-Donates* at various restaurants to raise scholarship money; information to follow. Any ideas on how to revamp and promote the scholarship would be greatly appreciated.

**V. OLD BUSINESS:**

**A. EBEA Events/Opportunities:**

- EBEA PRIDE: EBEA PRIDE/BOE Presentations were represented on 1/18/18 by Central Elementary staff with presentations from Sherri Cagnina.
- EBEA PRIDE: EBEA PRIDE/BOE Presentations were represented on 2/1/18 by Churchill Junior High School staff with presentations from Lauren LeClair and Anna Braun.

## **B. NJEA Events/Opportunities:**

- NJEA Conference: *ESP Conference* was held on Friday thru Sunday, February 2-4, 2018 at the Hilton in East Brunswick. (4) EBEA members attended.

## **C. MCEA Events/Opportunities:**

- MCEA PRIDE: *MCEA PRIDE Fair* was held on Saturday, January 27, 2018 at the Brunswick Square Mall. Thank you to our EBEA ESP Council members who volunteered to show our community “*who we are and what we do*” for the children of the East Brunswick Public Schools.

## **VI. NEW BUSINESS:**

### **A. EBEA Events/Opportunities:**

- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* – Thursday, February 15, 2018, 8:00pm; Frost Elementary staff & staff from the Support Operations Facility will be representing EBEA.
- EBEA Social: *Bowl-A-Rama* – Friday, February 9, 2018; Bowlero, North Brunswick; 4:00-7:00 pm. Members only. Registration is currently closed.
- 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. **[POSTed]**
- 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. **[POSTed]**
- EBEA PRIDE: *EBEA Bear Necessities Clothing Den* – tentative opening Winter 2018 within 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/](http://my-ebea.org/bear-necessities-clothing-den/) for more information and to volunteer. **[POSTed]**
- *Save-the-Dates: Ria Mar Spring Social 4/25; A Day at the Horse Track Social 6/3; District Retirement Celebration 6/6*
- **MailChimp:** If you have not received an EBEA MailChimp email from us, please sign in to your NJEA account and update your profile information at [www.njea.org](http://www.njea.org) (you will need your NJEA PIN# found on your membership card, passwords are the last 4 digits of you social security #). This is the best way for your Association to communicate with you regarding private, important and contractual information as well as sharing upcoming happenings in your union.
- Please bookmark the **EBEA website [www.my-ebea.org](http://www.my-ebea.org)**. Any suggestions for the website can be directed to our webmaster, Janine Mirena.
- Please “**LIKE**” the East Brunswick Education Association *Facebook* page.

### **B. NJEA Events/Opportunities:**

- *NJEA Online Webinars/Pension* – Dates: 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: 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: Walter J. O'Brien Legislative & Political Action Conference* – Saturday, February 17, 2018; Doubletree Somerset Hotel, Somerset; 9:00am-2:00pm. (4) EBEA members will be attending.
- *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](http://www.njea.org/ecc2018). **[POSTed]**
- **Save-the-Dates:** *Minority Leadership & Recruitment Conference*, 5/27-28/18; *Summer Professional Learning Institute*, 7/11/18; *TechStock*, 7/25/18; *Summer Leadership Conference*, 8/4-10/18.

#### C. MCEA Events/Opportunities:

- *MCEA PRIDE: MCEA Joint Overnight Conference*: Friday, February 23 thru Saturday, February 24, 2018; Ocean Place Resort & Spa, Long Branch. Open to all members. Registration is currently closed, (23) EBEA members registered for this event.
- *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. **[POSTed]**
- *MCEA Member Activities: NJ Devils vs. NY Rangers hockey game* – Tuesday, April 3, 2018; 5pm bus departs, 7pm game time. **[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. **[POSTed]**
- Please see calendar of events/registration information for workshops by visiting the MCEA website at [mcea.nj.org](http://mcea.nj.org). MCEA is located at 622 Georges Road, North Brunswick, NJ 08902; (732) 448-0004; [unity@mceanj.org](mailto:unity@mceanj.org); [www.mceanj.org](http://www.mceanj.org)
- **Save-the-Dates:** *Black Tie Gala* 4/20/18; *Teacher Appreciation Dinner* 5/8/18.

#### D. District Information:

- *Save-the-Dates: District Wide Retirement Celebration* – Wednesday, 6/6/18. 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](http://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 – TUESDAY, MARCH 13, 2018. Please look for the Google Form link invitation in your district email account.**

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

- VFW Post #133 – Cherish the Ladies Irish traditional music and dance ensemble. **[POST]**

**VIII. ADJOURNMENT:**

Move to adjourn by K.Shanks and seconded by J.Lyons at 5:31 pm.

Respectfully submitted,  
Beth Berzanskis, Secretary

BB/jm