



REP COUNCIL UPDATE

May 23, 2018

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Hot Topics from the President...

Caution when in public as an NJEA member. Please be guarded with whom you speak with about any NJEA/EBEA matter. There is a group funded by anti-union corporate America and is conducting "investigations" nationally. Often, they use hidden cameras and audio recording. You may not know you are being recorded. Even if someone identifies themselves as an NJEA member and wants to have a heart to heart conversation, you should be cautious if you cannot verify his/her identity. Those attending NJEA events such as the Summer Leadership in Atlantic City should be extra cautious.

April 4, 2018 is a "paid holiday" for all 12-month employees. Therefore, all 12-month employees will be receiving a "paid holiday" back from the District since all employees were required to work that day. All 12-month employees are now off on June 25, 2018.

Senator Joe Cryan has introduced S-2606 to provide relief from outrageous premium shares. This legislation will not move unless we take action. Please share your story with NJEA about how your paycheck has gone down since 2011. How this has impacted you and your family? How it impacts your school – are people leaving the profession? Have other colleagues taken on second jobs and now have less time for after school activities?

Share: <https://www.njea.org/issues/chapter-78/chapter-78-share-your-story/>

It is essential that you update your personal contact information (address and home email) on the NJEA website. If you are using a school email address as your personal contact on the NJEA database, you will be removed from email distributions. Go to www.njea.org, click on "sign in" at the top right-hand corner of the screen to update your profile. Enter your NJEA PIN number if this is the first time you are logging into the site, you can also enter your email if you are an established user. Then enter your password (the last four digits of your social security number unless you changed it.) **If you do not have your NJEA membership card with your PIN number on it, please email or call the EBEA office and we can provide that information for you. Then click on "My NJEA" on the right side of your screen. Then scroll down to "profile" and click it. Please update your information and click on "submit new information." **Subscribe to the EBEA MailChimp by going to <http://tiny.cc/EBEAdigital>**

Please keep in mind, you should NEVER be expected to answer emails sent after the work day on Friday and before the work day on Monday. If you receive an email after the work day on Friday telling you that you will be observed on Monday, please let Dana Zimbicki know. This is not the proper protocol. Kindly ask for it to be rescheduled as announced observations should occur at least 24 hours after "official notification." The weekend is "your time" to recharge! Additionally, opening an email with "bad news" from a parent or administrator will likely ruin not only your weekend, but your family's weekend too. There is little action you can do on a weekend, so JUST RESIST opening emails. You do enough school work on weekends -avoid emails!

Upcoming Events

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- June 3 – EBEA Day at Monmouth Park Horse Track
- June 6 – District Retirement Celebration, The Estate on Farrington Lake 4-7pm
- June 13 – Rep Council meeting for 2017-18 and 2018-19 Reps at the VFW Post #133
- July 11 – NJEA Summer Professional Learning Institute – njea.org/spli2018
- July 15 – PRIDE Sponsored VFW Post #133 5K Run/Walk
- July 20 – MCEA sponsored Mets vs. Yankees game
- July 25 – Techstock
- August 4-10 – NJEA Summer Leadership Conference at Harrah's Resort, AC. EBEA leaders should contact EBEA office if interested in attending.
- August 23 – EBEA sponsored "New Teacher Lunch" – Campoзино, South River; 12-1:30pm



(all information can be found on our website at www.my-ebea.org)

What You Need to Know...

Negotiations... Our next meeting on June 18, 2018. Please continue to look for the purple **EBEA Negotiations Update** for more information and have your personal email updated with NJEA/EBEA to receive information over the summer.

From District Wide Council... Irwin school keycard machine in the back of the building still does not work; however, things are moving forward to correct this. Concerns were presented regarding a significant number of staff who have contacted the ID Keycard email to request hour changes to their keycards or to report the keycard is not functioning. This continue to be monitored. Aide Access to Classroom keys - J.Boley reported that keys are to be made available to all aides. They should be kept in the main office. Aides will sign for the keys (like a substitute) and if there are not enough keys, custodians need to order more. This should be done as soon as possible.

From the ESP Committee... Our committee was interviewed by *The NJEA Review* regarding our PRIDE sponsored "Super Social", a dance for students with special needs. We are looking forward to seeing the article. We are looking for more ways to get involved with the EB community for next year. District-wide council is handling the issue of staff who were not given keys for internal doors.

From the TEAT committee... At HMS on Monday, 5/21/18, regarding the Teacher Leader Endorsement, Nicole Tibbetts stated, "This is premature...there will be coursework... The state has yet to provide requirements...we (EB) will decide what

they're (state) looking for... This is at no cost to you... We can't promise you an endorsement until the state formally recognizes EB as an approved provider... this will solidify working with difficult colleagues... this is NOT a pathway to leadership." N.Tibbetts suggested any interested certificated teachers sign up for an information session on May 30, 2018 after school. Can sign up on the staff development Moodle or email Nicole Tibbetts directly. As of now, no specific guidelines have been presented by the DOE. Via DEAC committee...the district has made major strides in including technology into our teaching, 250 teachers used video reflection, 30 after school PD topics/sessions, PD hours form in Oasys, completed new pre/post conference questions for 18-19, starting twitter chat for PD at #EBedchat, offering 99 summer workshops across all content areas. **Next Year's Goals:** After-School PD shift for substituting in for the scheduled department and faculty 20 meetings. Goal is to increase offerings and have staff select topics to attend as part of their 20 meetings, Meeting the needs of all learners, including social and emotional needs, is over-arching goal. Nov 7, 2018 (PD day) presenter for trauma sensitive schools and creating safe places for all our students. Teachers will be creating SGOs in building and department meetings. New options and opportunities in Frontline technology to make "one stop shopping".

From the Elementary School Council... We discussed this Fall's Back-to-School Nights at the elementary school and the unsupervised children that come each year. We have sent

to the District Wide Council so that this may be addressed and any resolutions implemented prior to September. We discussed how to improve communication between the ESC and the DWC; to work on fluency.

From the Government Relations Committee... EBEA members attended the MCEA Legislative dinner on 5/9. Only 3 legislators attended. Most of our local legislators, who we have supported and helped elect in years past, chose not to attend due to pressure from NJ Senate President Steve Sweeney. Gov. Murphy recently signed the "Workplace Democracy Enhancement Act", cementing some union rights in legislation in anticipation of an anti-worker ruling in the Janus vs. AFSCME case currently before SCOTUS. The law allows public sector unions to meet with employees and recruit in the workplace and requires employers to provide the union with employee contact information.

From the Benefits Review Committee... 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.

Actions You Need to Take...

1. The Bear Necessities Clothing Den (EBEA office) We are only accepting girls school aged clothing sizes small -XL (4-18 girls). If you would like to sign up to assist please complete our survey at: <https://www.surveymonkey.com/r/EBEABearDenGrandOpening>
2. Members are urged to contact their assembly representatives to voice their opposition to A-1851 that ignores collective bargaining rights and prevents workers from being paid for unused sick time earned after the date the legislation is passed. Start writing you letter: [https://www.njea.org/take-action-attack-on-collective-bargaining/?mc_cid=e3f2b933b4&mc_eid=\[UNIQID\]](https://www.njea.org/take-action-attack-on-collective-bargaining/?mc_cid=e3f2b933b4&mc_eid=[UNIQID]) It only takes 20 SECONDS!
3. Subscribe to the EBEA MailChimp by going to <http://eepurl.com/dkb67X>
4. Next year's PRIDE captains are returning (still need response from HS, Chittick, LB, and Bowne) PRIDE Grant applications should be submitted by the end of the school year (June 30th). The link to the google form can be found on our EBEA website or at <https://docs.google.com/forms/d/1i8AjRjWz3gZxsQTPfW9hUY2mBM3GX8I8vwJYGvQgmlc/edit>
5. EBEA has a twitter account! Follow us or tag us at @ebea575 on twitter
6. VFW Post #133 had money and poppies stolen as they were raising money for Vets on the corner of Ryders Lane and Cranbury Road. EBEA would like to make a donation to help replace funds. Please give your donation to the chief building rep, as little as \$1, or checks made out to the VFW Post 133 by June 12, 2018.