
EAST BRUNSWICK EDUCATION ASSOCIATION

 *Heart, Strength & Unity* 

TO: EBEA Members
FROM: Beth Berzanskis, EBEA Secretary
RE: Representative Council Meeting Minutes – 11/14/18

MEMBERS PRESENT: *Administration:* J.Liberty; *S.O.F.:* A.Martin; *Central:* K.Esposito; *Churchill:* J.Fessel, C.Smutko; *Frost:* C.Finnegan, L.Grossman; *Hammar skjold:* L.Fitter, C.Gregory, T.Kerschner, A.Larrison, M.Sampson, C.Talbot; *High School:* V.Alimonti, L.Anderson, E.Gieser, M.Haas, K.Posluszny, A.Sanelli, T.Yoselevich; *Irwin:* L.Bortono, L.Zaloom; *Memorial:* K.Parkinson; *Warnsdorfer:* C.Chacko, J.Grant

OFFICERS PRESENT: D.Zimbicki, M.Wildermuth, J.Lyons, F.Taliercio, B.Berzanskis

BUILDINGS NOT REPRESENTED: Bowne-Munro, Chittick, Lawrence Brook

I. CALL TO ORDER: President D.Zimbicki called the meeting to order at 4:04 PM.

- A. D.Zimbicki reminded the reps. to sign in, provide voice mail number/personal e-mail address.
- B. D.Zimbicki called for a Moment of Silence for Donna Bogdanowicz, Frost Early Morning Aide.
- C. Distributions (also available on our website):
 - October Rep Council Minutes (via email to Rep Council members only)
 - October Rep Council Update
 - Scholarship - Dine-To-Donate at MJ's
 - MCEA ESP Award Honoree – Florence Taliercio
 - EBEA Newsletter
 - Social – Fall Fest
- D. MailChimp Communications (members only-register on our website):
 - 10/24/18 – Let's Kick Some AXE! Social
 - 10/26/18 – EBEA Newsletter
 - 10/29/18 – TAKE ACTION! S-2455/A-2001, A-665
 - 10/6/18 – EBEA What's Happening?
 - 11/02/18 – EBEA What's Happening?
 - 11/12/18 – EBEA Reminder
- E. 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 from previous month.

F. Presidents Update:

- On July 31, 2018 Impasse was declared in Negotiations. There was an Action/Negotiations Team meeting on 11/13/18. We have a mediation date of 11/20/18 at 6:30 pm. Our support is requested, information will follow via your chief building rep.
- Please report any building safety issues to Faculty Council. Also, record the issues on the following link: <https://tinyurl.com/bldgissues18-19>
- **Chapter 78 Relief**
S-2606/A-4352 would tie public employee's premium share for health benefits to a percentage of salary instead of a percentage of premium cost. This bill, sponsored by Senator Joe Cryan and Assembly members Gary Schaer, Verlina Reynolds-Jackson, and Annette Quijano, would reduce the amount most NJEA members pay toward their health insurance and return fairness to the bargaining table.

If you want to read the bill yourself, go to:

https://www.njleg.state.nj.us/2018/Bills/S3000/2606_11.HTM

Contact your own legislators and get them on board! Follow this link to take action!

<https://actioncenter.njea.org/tell-senators-to-change-health-benefit-premium-sharing-laws/>

- **Fight privatization**
S-296 (Holzapfel, Thompson)/**A-3185/A-3395** (Conaway, Dancer, Mazzeo, Armato, Giblin/McGuckin, Dancer, Giblin) would prohibit employers from entering into subcontracting agreements during the term of an existing collective bargaining agreement. Once a collective bargaining agreement expires, an employer would be permitted to enter into a subcontracting agreement only if:
 - The employer provides written notice
 - The employer offers the majority representative the opportunity to meet and discuss the decision to subcontract and negotiate over its impact.AND...each employee replaced or displaced because of a subcontracting agreement would retain all previously acquired seniority and would have recall rights if the subcontracting terminates. **Let's get this bill moving!** <https://actioncenter.njea.org/protect-the-jobs-of-esp-members/>
- **Job Justice for ESPs**
A-3664 would extend to non-teaching employees of local, county or regional school districts, boards or commissions the right to submit to binding arbitration any dispute regarding whether there is just cause for a disciplinary action. **Let's get this bill moving!** <https://actioncenter.njea.org/tell-the-assembly-support-just-cause-arbitration/>
- Chief Building Reps – Please send EBEA copies of all schedules.
- The Bear Necessities Clothing Den needs volunteers. We will be sorting winter inventory from 8:30 to 11:00 am on 11/17/18. This clothing store located in the EBEA office offers free gently used and new clothing, shoes, and accessories to East Brunswick families and students. Please volunteer using the link found on our website: <https://www.surveymonkey.com/r/EBPSDenVolunteer>
- Congratulations to EBEA's Director Support Staff, Florence Taliercio, for being selected as the *Middlesex County Education Support Professional (ESP) of the Year* **AND** for also being selected for the statewide award, *NJEA ESP of the Year*! We were so happy to celebrate Florence at the County ESP Dinner on 11/12/18 as (72) EBEA members attended. Now we look forward to celebrating Florence at the State NJEA Dinner in February!

- Please take the time to recommend a teacher for the *Governor's Educator of the Year Program* by completing the nomination form and returning it via email to your building principal by 11/26/18. Please put the word "nomination" in the subject field. Administrators, staff members, students, parents and community members are encouraged to participate by nominating a deserving professional. Award criteria, as set forth by the state, is outlined on the nomination memo. This program is higher supported by NJEA/MCEA/EBEA.
 - Please bring any member-to-member issues to directly to the Association via your building rep or by calling the EBEA office. We like to solve these issues "in-house". Thank you.
 - Presentation on "Membership Matters" by Lawrence Brook Elementary School.
- G. 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 October Rep. Council minutes were distributed for review. T.Kerschner motioned to accept the October Rep. Council minutes, seconded by J. Lyons. The motion passed unanimously.

III. **TREASURER'S REPORT** (EBEA Treasurer Jenna Lyons) – J. Lyons distributed the October financial report and discussed the status of accounts.

IV. **COMMITTEE REPORTS:**

- A. **Membership** (Chair Aileen Larrison) - Membership numbers include 813 certified staff members, 460 support staff members, 112 members on unpaid leave of absence, 112 potential members, for a total of 1,497 in the bargaining unit. Reps. are reminded of the following:
- 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** (Editor Edna Tu) - D.Zimbicki reported that the October quarterly issue has been distributed to the buildings.
- 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** (Chair Leslie Anderson) – L.Anderson 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. Leslie update the Council on the status of all grievances. Currently there are ten open issues: one arbitration, seven grievances, one ULP, one issue being investigated.
Next meeting: 11/28/18

D. Educational Support Professional Council (Chair Lucy Bortono) –

- Winter Coat Drive – October 17 through November 16, 2018. Collection bins will be located in the main lobby of each building.
- New job descriptions for School Aides and Instructional Assistants have been posted on the district website in the Regulation & Policy under Board of Education.
- Questions regarding breaks for the increased number of five-hour employees – D. Ruggiero said to work out bathroom breaks with teachers and bring a snack to eat during the day
- Lunches should be taken during the time period of the student lunch times.
- D. Ruggiero was open to having request at the end of the year to survey IAs and School Aides as to grade level and program they would like to work
- Newly hired ESPs will be given clear building directions when they start in order to make the move more smooth.
- All interested support professionals are invited to join this committee. If you are interested, please contact the EBEA office.

Next meeting: 12/3/18

E. Elementary School Council (Co-Chairs Kelly Carle & Jenna Lyons) -

- Reminder that there is no homework to be given at faculty meetings.
- Substitutes continue to be an issue; a record of positions filled/unfilled will be kept.
- The inconsistency between clocks, within and between buildings, is impacting student instruction.
- Concerns regarding inconsistencies and inability to give consequences to students for behavior, missed homework, missed tests, etc.

Next meeting: 12/6/18

F. Government Relations (Chair Christopher Finnegan) –

- There was a large turnout and significant gains for education friendly candidates in midterms.
- Scott Walker was defeated.
- NJEA endorsed Bob Menendez won another term as a NJ Senator; all but one seat in NJ is now Democratic.
- Vicki Becker, Barbara Reiss and Jeff Winston won 3-year seats on the East Brunswick Board of Education.
- NJ Board of Education meeting tomorrow, 11/15/18.
- Next LAT meeting will be held on 12/11/18.
- Please continue to contact legislators about ESP support bills (S-296, A3185/A-3395 as well as S-3089, A-3664) and Ch.78 relief (S-2606, A-4352)!

Members are always encouraged to visit the NJEA website (www.njea.org) and to read **The Review** to get the latest information on issues affecting all public school employees. In addition, updated information is posted on the EBEA bulletin board.

G. District Wide Council (DWC) (Secretary M.Wildermuth) – No report as next meeting is scheduled for tomorrow, 11/15/18.

NOTE: Moving forward, M.Wildermuth will send all faculty council chairs, elementary school council chairs and ESP council chairs copies of this report in order to improve communication.

Next meeting: 11/15/18

H. Contract Writing Proposal (Chair Dana Zimbicki) – Nothing to report at this time.

I. Negotiations/Action Team (Chair Dana Zimbicki) – All our members are asked to wear white next Tuesday, 11/20/18, in support of our negotiations team as they meet with the mediator; “Wear White Welcome.”

J. Nominations Elections (Chair Janet Fessel) – Nothing to report at this time.

K. Teacher Evaluation Advisory (Co-Chairs Theresa Yoselevich & Mercedeh Sampson) -

- SGOs are now written...keep watch on results and make any necessary adjustments with admin approval prior to February 15, 2019.
- Encourage members to answer questions pre/post evaluation on OASYS...it allows your voice to be heard.
- Encourage members to write a written response beyond the perfunctory “thank you.” Materials can be found in evaluation binder and on www.my-ebca.org website under the “members” and “teacher evaluation” tabs.
- Encourage your members to join this important committee especially those from the elementary schools.

Reps are needed for this very important committee. Interested members can contact Theresa at tyoselevich@ebnet.org and Merchedeh at mkermanshahisampson@ebnet.org or the EBEA office at ebca575@hotmail.com.

Next meeting: 12/11/18

L. Benefits Review (Chair Margaret Haas) -

- Health & Member Benefits Committee – Optical Academy visits EBEA members. Tuesday, November 27, from 12:00 to 7:00 pm at the East Brunswick Cultural Arts Center, 721 Cranbury Road. Please let us know if you will be attending by visiting https://2018_ebca_member_benefit_fair.eventbrite.com. Optical Academy will be holding eye exams and eye wear fittings. Registration is required for eye exams. This workshop is open to members and their immediate family. Registration required, please call (800) 530-2730, online at www.Optical-Academy.com.
- 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.

Next meeting – January 2019

M. PRIDE (Partnership Results In Dynamic Education) (Chair Valerie Alimonti) -

- EBEA PRIDE is sponsoring ESPs with their Winter Coat Drive.
- EBEA PRIDE sponsored the Mall-o-ween on October 31 at the Brunswick Square Mall where fun was had by all.
- On December 2, there will be a Tree Lighting/Movie Night at the municipal building from 3:30-6:00 pm where we will be serving hot chocolate to the East Brunswick community.
- Learning Across the District continues with Frost 4th grade students presenting on NJ Infographics on 11/15/18 and Memorial (Christina Thomas) presenting on 12/6/18.
- PRIDE Bear Necessities Clothing Den will be open to registered guests on the 2nd Saturday 9:00-11:00 am, and the 4th Thursday 4:00-6:00 pm of each month (September through June). Volunteers are needed! We will be closed on holidays and during Fall, Spring and Winter recesses as per the East Brunswick School District calendar.

N. Public Relations/EBEF Liaison (Chair Lise Noppenberger)

- Our spotlights have begun, and we are excited to continue honoring our amazing members this year!
- Check our Meet the Candidates live stream on Facebook through the EBEA webpage or on EBTv.
- Looking forward to collaborating with the EBEF.

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

O. Support Operations Facilities (Building Rep. Steve Miedowicz) - D.Zimbicki reminded the reps. and all members that they must continue to monitor the cleanliness of the buildings and report any concerns. She reminded the reps. to make sure the proper procedures are followed when reporting problems. They should be reported to the head custodian, the building principal, and written in the custodial services book that is located in the school office. Please ensure a custodial services book is located in each office.

P. Transportation (Building Rep. Alida Martin) – Nothing new to report.

Q. Social Affairs (Chair Colleen Talbot) -

- The *Let's Kick Some Axe! at Bury the Hatchet* event that was held on November 1 was a very fun and successful event.
- The *Fall Fest* will be held on Thursday, November 29, from 4-7pm at the Ria Mar Restaurant & Bar in South River. The cost is \$15.00 per member; please RSVP before November 22.
- *Bowlero*, January 11, 2019; information coming soon.
- *Top Golf*, March 2, 2019; more information coming soon.
- If you have any ideas for events, please contact CTalbot@ebnet.org or the EBEA office.

R. Scholarship Committee (Chair Cheryl Willis) -

- New white EBEA shirts are available for purchase for \$12 each with proceeds going to the scholarship fund.
- The proceeds from the Dine to Donate at MJ's Restaurant, Bar & Grill held on Tuesday, October 23, 2018 in support of the East Brunswick Education Association Philanthropic Scholarship Fund will be reported on at our next meeting.

V. OLD BUSINESS:

A. EBEA Events/Opportunities:

- Scholarship: *Dine-To-Donate at MJ's Restaurant, Bar & Grill* was held on Tuesday, October 23, 2018, donations of (amount to be announced) were donated to the EBEA Philanthropic Scholarship Fund.
- Social: *Let's Kick Some AXE!* was held on Thursday, November 1, 2018 at Bury the Hatchet. (25) EBEA members had a great time learning the skill of axe throwing as they socialized and had some laughs with fellow members.
- Workshop: *ESP Drop-In, Pop-In, Stop-In...* was held on Monday, November 5, 2018 at MJ's Restaurant, Bar & Grill in Spotswood. (17) New Educational Support Professional members attending. EBEA was able to provide them with the knowledge of membership in the NJEA.
- Let's Celebrate: *MCEA ESP of the Year honoring EBEA Director of Support Staff Florence Taliercio* was held on Monday, November 12, 2018 at The Grand Marquis in Old Bridge. Over (75) EBEA members came out to celebrate and honor Florence on this well-deserved honor as the MCEA 2019 ESP of the Year.

VI. NEW BUSINESS:

A. EBEA Events/Opportunities:

- *EBEA PRIDE: Learning Across the District/BOE Meeting Attendance* – Thursday, November 15, 2018, 8:00 pm; Frost Elementary staff will be representing EBEA.
- *ESP Council: Winter Coat Drive* – October 17 through November 16, 2018; collection bins are located in the main lobby of each building. **[POSTed]**
- *EBEA PRIDE: EBEA Bear Necessities Clothing Den* – Open the 2nd Saturday and 4th Thursday of each month for our invited families. We are currently accepting donations of new/slightly used fall/winter clothing and shoes for school aged children and NEW undergarments for all sizes. Items can be dropped off at the EBEA office Monday-Friday, 10:00am-4:30pm. Visit our webpage at my-ebea.org/bear-necessities-clothing-den/ for more information and to volunteer.
- *EBEA Member Benefits Reception with Optical Academy Visit* – Tuesday, November 27, 2018 at the EB Community Art Center; 12:00-7:00pm. Open to EBEA members and their immediate family only. Please visit https://2018_ebea_member_benefit_fair.eventbrite.com to let us know you are coming, and to make an eye exam appointment you must register at <https://optical-academy.com/events/ebea1> **[POSTed]**
- *EBEA SOCIAL: Fall Fest* – Thursday, November 29, 2018; 4:00-7:00 pm, Ria Mar Restaurant, South River. Registration/payment due in the EBEA office by 11/22/18. 160 member limit. *EBEA Underclothing Drive* will take place to help support the EBEA Bear Necessities Clothing Den; please ONLY bring in NEW undergarments.
- EBEA PRIDE is currently accepting PRIDE Grant Requests for the 2018-2019 school year. Please visit the EBEA PRIDE webpage for details, and complete a PRIDE application http://tiny.cc/EBEA_PRIDE_Application **DEADLINE is 11/15/18.**
- **ALERT** – Don't Be Left In The Dark: Sign up for our EBEA MailChimp service and stay informed with all that is going on in your Association and with your PENSION. 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 number). 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. You can also update your MailChimp email address at <http://tiny.cc/EBEADigital>

- **IMPORTANT EVENT REGISTRATION:** Please take the time to register or download the App for Eventbrite as this will be our registration service to attend all EBEA Social and Workshop events.
- 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 – visit www.njea.org to register for the many FREE webinars NJEA has to offer their members, on subject matters such as Pension & Benefits and Degrees Not Debt. **[POSTed]**
- *NJEA WEC Training Program: Preventing Exposure to Workplace Chemicals* - Saturday, December 1, 2018; NJEA Headquarters, Trenton. FREE event for NJEA members. Intended for cafeteria, custodial and maintenance staff. Register via <https://bit.ly/2EFoQTk>. **[POST]**
- *NJEA ESP Conference* – Friday, February 1 – Sunday, February 3, 2019; East Brunswick Hilton. RSVP with registration form and check payable to EBEA by 12/19/18, check will be returned at the end of the weekend. Intended for ESP Council members or members who commit to being actively involved. (EBEA will cover the cost of double occupancy only.)
- *NJEA Winter Leadership Conference* – March 22-23, 2019; Hilton, East Brunswick. To register a Registration form and Registration Agreement form MUST be sent together to the EBEA office by 2/15/19. Intended for current Rep Council members or members who commit to being actively involved. (EBEA will cover the cost of double occupancy only.)
- *NJEA Save-the-Dates:* The Equity Alliance Conference 1/11/19-1/12/19; ESP Conference 2/1/19-2/3/19; T.E.A.C.H. 2019 4/6/19; Higher Education Conference 4/12/19-4/13/19; NJEA Preservice Conference 4/13/19; Summer Professional Learning Institute 7/9/19, 7/11/19, 7/16/19, 7/18/19; Techstock 7/24/19; Summer Leadership conference 8/3/19-8/9/19.

C. MCEA Events/Opportunities:

- *MCEA Workshop: Co-Teaching for Effective Inclusive Classrooms* - Wednesday, December 12, 2018; 4:30-7:00 pm; MCEA office, North Brunswick, RSVP by 12/6/18. **[POSTed]**
- *MCEA Save-the-Dates:* Holiday Night of Giving 12/14/18; LAT Meet & Greet 11/16/18; PRIDE Fair 1/26/19; Joint County Overnight 2/22/19-2/23/19; Black Tie Fundraiser Gala 3/8/19; XYZ's of Retirement 3/14/19; Friends of Public Education Ceremony 5/2/19; Teacher Appreciation Awards Dinner 5/7/19; LAT Dinner 5/15/19; XYZ's of Retirement 5/20/19.
- Please see calendar of events/registration information for workshops by visiting the MCEA website at mcea.nj.org. MCEA is now located at 622 Georges Road, North Brunswick, NJ 08902; (732) 448-0004; unity@mceanj.org; www.mceanj.org

D. East Brunswick Education Foundation (EBEF):

- *Grants:* For more information, visit the EBEF Grants webpage at **www.EBEF.org**
- Please *"LIKE"* the East Brunswick Education Foundation *Facebook* page.

E. Please send the following to EBEA:

- Staff Schedules – Please supply EBEA with all schedules.
- Building Lists – Please supply EBEA with a list of staff members in your building. Need from **Bowne, Central, Chittick, HMS, Warnsdorfer.**
- Faculty Meetings Dates – Please supply EBEA with a list of dates for your building. Need from **Bowne, Frost, Irwin, Lawrence Brook, Warnsdorfer, HMS, EBHS.**
- Faculty Council Minutes – Requested monthly from ALL meetings. Need from **Bowne, Central, Frost, Lawrence Brook, CJHS.**
- Electronic copies of Principals' weekly Staff Bulletin – Requested weekly.

F. Next Rep. Council Meeting – Wednesday, December 12, 2018. Only an electronic reminder will be sent. Please reply to the monthly invitation with your attendance.

VII. FOR THE GOOD OF THE ORDER

- Potential Members

VIII. ADJOURNMENT:

Move to adjourn by M.Wildermuth and seconded by E.Geiser at 5:45 pm.

Respectfully submitted,
Beth Berzanskis, Secretary

BB/jm