

EAST BRUNSWICK EDUCATION ASSOCIATION



Heart, Strength & Unity



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REP COUNCIL UPDATE

March 13, 2019

Hot Topics from the President...

On March 12, 2019 a negotiations update was sent out to all members in the form a letter from the entire team. We are scheduled to meet with the EBBOE on March 28, 2019 at 4:30pm. Both sides have invited the State-appointed mediator in hopes this will lead us to a swift settlement.

The reason this negotiations process has extended much longer than we originally anticipated is we have not seen eye-to-eye with the Board and District Administration on the development of salary guides. The Association has developed guides which meet the charge given to us by membership through the stakeholder interviews and survey conducted in May 2017. Additionally, the guides we have prepared also ensure stability for the future, without providing negative impact.

Collective action by the EBEA membership is not warranted at this time, but please be aware that the negotiations and action teams are prepared to activate the membership should the March 28 meeting not produce an acceptable result.

The EBEA Negotiation Team would like to thank all of you for your patience throughout this stressful process. Your negotiation team has your best interest at heart. We are hopeful of an acceptable resolution at the March meeting. Thank you once again for your support, patience, and confidence.

As per contract - "Where the Board requires employee(s) to utilize new technology, the Board shall provide training in that technology to the employee(s) on work time and at Board expense." – This includes using the new online field trip form. If you have not been trained, contact your principal/supervisor for training.

State Aid numbers are in for East Brunswick. We received a 5.61% increase in funding which amounts to \$1,052,081 additional aid. Our total aid from the state is \$19,813,778. (Remember a portion of this aid will go to the Hatikvah Charter School as it is a public school in East Brunswick.)

If you are accused of a HIB, you are entitled to have an EBEA rep present with you while being interviewed.

Upcoming Events



- March 21 – EBEA Scholarship Dine-to-Donate at Art of Salad
- March 22/23 - NJEA Winter Leadership Conference, EB Hilton
- March 26 – EBEP Partners in Excellence Dinner
- March 27 – EBEA Bear Necessities Seasonal Changeover 4-6pm
- April 3 – EBEA Elections ; EBEA Scholarship Dine-to-Donate at MJ's; EBEA Bear Necessities Seasonal Changeover 4-6pm
- April 4 – Spring Fling, Ria Mar. New DJ
- April 11 – EBEA PRIDE Learning Across the District at EBBOE featuring Warnsdorfer and Chittick
- May 2 – MCEA "Friends of Public Education Ceremony"
- May 7 – MCEA Teacher Appreciation Award Dinner
- May 15 – MCEA Legislative Action Team Dinner
- May 20 – MCEA "XYZs of Retirement"
- June 2 – EBEA Day at the Track, Monmouth Horse Track. Family/friends welcome!
- June 23 – MCEA Yankee Old Timers Game
- August 3-9 – NJEA Summer Leadership



(visit our website at www.my-ebca.org for full details)

What You Need to Know...

From the Benefits Review Committee... Looking to organize a workshop for members who have to perform home visits in order to better protect themselves. When providing home instruction, members are covered by the district. When members require social/emotional/behavioral assistance, Rutgers Behavioral Health must first be suggested to members. However, the Association has worked closely with Florida House. Florida House has provided immediate response and assistance for EBEA members in the past. Additionally, family members can also utilize Florida House, but they cannot utilize Rutgers Behavioral Health. Florida House provides services throughout the state of New Jersey and also in-patient care in Florida.

From District-Wide Council... Instructional assistant qualifications are different than school aides and job descriptions are posted. Principals should be informing the staff about the difference between an instructional assistant and school aides.

From the Educational Support Professionals (ESP) Committee... Butterfly Park cleanup will be held on Sunday, 4/6 from 9:00am-12:00pm for all that want to attend. The Super Social Dance is coming together and will be open to Special Ed students. During the dance there will be a parent forum dealing with "Transitioning to Adult Life" which will be open to the public. The dance/informational center will be held 4/25. The ESP Council will be collecting toiletry donations at the Spring Fling for Women Aware.

From the Elementary School Council... Clock survey – Data is being compiled and coming in. Surveying all staff, not just travel teachers. Lunch staff is also participating and are being affected. DWC may present the data. Discipline issues are continuing and worsening. Teachers feel they are not able to discipline/give consequences, possibly bring up to DWC to see if a committee can be established to talk about district wide solution. The law isn't in effect yet (2019-2020); there is a statement that recess can be taken away if the student breaks the code of conduct. There are not enough Chromebooks in many buildings, especially with the amount of lessons being taught using the technology. E. Haney told the council that the high school will be 1:1 and the Chromebooks from the high school will be distributed to the elementary schools. Key cards: Time change for being able to enter the building at certain times. Can certain

people be coded differently if they have clubs or meetings beyond the time of their specific coding. Keys have not yet been distributed to everyone. Principals put in the key orders. See your principal if you still have a key issue.

From the Government Relations Committee....The Justice for ESP bills are scheduled for a vote in Assembly on 3/25/19. Sweeney's "Path to Progress" is on a tour of the stat. This would move employees to less generous, more expensive health plans and increase retiree health insurance contributions and eliminate the pension for new and recent hires. Members can take action through the link on the EBEA website: "Do Your Homework." Continue to Wear Red for Ed and the Facebook Friday posts. Refer to the bright green papers that had been distributed and the new distribution with talking points for leaders and the EBEA website.

From the Nominations/Elections Committee... Nominations are now closed. M.Wildermuth is the candidate for Vice President; K.Carle and L.Noppenberger are candidates for Secretary; F.Talercio is the candidate for Director of Support Staff. V.Alimonti, M.Wildermuth, T.Yoselevich are candidates for Delegate of MCEA Rep Council. V.Alimonte, C.Willis, T.Yoselevich are candidates for NEA-RA delegates. Elections will be held Wednesday, April 3, 2019.

From the Public Relations Committee...We a changing focus of the PR committee to monthly or bi-monthly articles to highlight groups/ departments within the district to gain greater understanding of our colleagues. Follow us on Twitter @EBEA575. Recently featured staff include posts about Beth Shobe and Wendy Tepper. Interested in joining the committee, email LNoppenberger@ebnet.org.

From the PRIDE Committee...Lindsay Grossman will serve as the as Co-Chair along with Valerie Alimonti. Irwin will present Alex's Lemonade fundraiser, and HMS teacher S.Hewes along with her 7th grade Spanish students, will present "Around EB Brochures" at Learning Across the District at the Board of Education meetings on 3/14. Upcoming Across the District presentations: 4/11/19 Warnsdorfer and Chittick, May 30 Central and Administration building. Senior citizens were thrilled to receive their PRIDE lunch coolers during the Intergenerational Studies Program. Comedy Night at the Stress Factory raised over \$3,500 in

conjunction with Pi Kappa Phi for Embrace Kids Foundation. Upcoming events: 4/3 Senior Citizens prom with DJ and Safety key lights provided by PRIDE, 4/10 Chittick's One School, One Book event with tumblers, lemonade, and cookies provided by PRIDE, 4/25 ESP Super Social Dance with food, DJ, and sunglasses provided by PRIDE Bear Den needs volunteers 3/27 and 4/3 from 4:00-6:00pm for seasonal changeover. All are welcomed to help on these days.

From the Scholarship Committee...Dine-to-Donate at the Art of Salad will occur on 3/21. This will benefit the EBEA Scholarship fund which provides high school seniors entering the field of education with a \$600 scholarship each year for a total of \$2,400.

From the Social Committee...The *Spring Fling* will be held on Thursday, 4/4 and there is a new DJ booked for this event. There will also be a recognition of all the newly tenured members and a collection of toiletries for Women Aware at the event. Sunday, 6/2 will be the event at Monmouth Park Racetrack. We must guarantee 100 attendees, and this event is open to family and friends. If you have any ideas for events, please contact CTalbot@ebnet.org or the EBEA office.

From the TEAT committee...Look for short survey from the committee regarding observations to gather data about evaluation issues. Encourage staff members to take the survey. This replaces the previous form, which had very low participation. All staff should have had one observation by now. Non-tenured should have had all observations by April 30. Reps are needed for this very important committee. Interested members can contact Theresa at TYoselevich@ebnet.org, Mercedeh at MKermanshahiSampson@ebnet.org or the EBEA office at ebea575@hotmail.com.

From the Transportation Committee...Concerns were brought up about buses blocking the crosswalk at the back of the high school. A.Montefusco noted that it is a state law to not block crosswalks; however, drivers have been told to park as close to each other as possible. If staff members have concerns they should report it to Faculty Council.

Actions You Need to Take...

1. Please report any building safety issues to Faculty Council. Also, record the issues on the following link: <https://docs.google.com/spreadsheets/d/1NnMMZxznwypULqA3YQiFJznacbleH6iOhd87MXDXXGM/edit#gid=0>
2. Subscribe to the EBEA MailChimp by going to <http://tiny.cc/EBEAdigital>
3. Please volunteer for the Bearn Necessities Clothing Den: <https://www.surveymonkey.com/r/EBPSDenVolunteer>
4. Continue the fight for FAIR health benefit cost and Justice for ESPs by taking action. Visit: <https://www.my-ebea.org/news/issues-action/>
5. Complete the EBEA Survey regarding Teacher Evaluations at: <https://goo.gl/forms/8XAWdF7rjITSE95W2> Your participation in this survey is essential!