
EAST BRUNSWICK EDUCATION ASSOCIATION



Heart, Strength & Unity



TO: EBEA Members

FROM: Lise Noppenberger, Secretary

RE: Representative Council Meeting Minutes – 5/8/19

MEMBERS PRESENT: J.Liberty (Admin); K.Esposito, J.Kroll (Central); S.Mischik (Chittick); J.Fessel, B.Shobe, C.Smutko (Churhcill); C.Finnegan, L.Grossman (Frost); L.Fitter, M.Green, C.Gregory, T.Kerschner, A.Larrison, M.Sampson, C.Talbot (Hammarskjold); A.Domond, M.Haas, K.Posluszny, A.Sanelli, T.Yoselevich (High School); K.Carle, A.Cintron(Irwin); S.Showerman (Lawrence Brook); C.Chako, J.Grant (Warnsdorfer)

OFFICERS PRESENT: Dana Zimbicki, Micahel Wildermuth, Jenna Lyons, Lise Noppenberger

BUILDINGS NOT REPRESENTED: S.O.F., Bowne-Munro

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

- A. D.Zimbicki reminded the reps. to sign in, provide voice mail number/personal e-mail address.
- B. Distributions: (also available on our website)
 - April Rep Council Minutes (via email to Rep Council members only)
 - April Rep Council Update
 - Ratification Meeting Info
- C. MailChimp Communications: (members only-register on our website)
 - 4/12/19 – EBEA What's Happening?
 - 5/3/19 – EBEA What's Happening?
- 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 from previous month.
- E. Moment of Silence
- F. Presidents Update:
 - 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>
If you previously reported an issue using this link, please update it so we have accurate records heading into the new school year.

- The Bear Necessities Clothing Den needs volunteers for the upcoming spring season to switch out winter and spring clothes. New volunteer dates were added through August. Please volunteer using the link found on our Bear Den webpage.
- WE ARE WORTH IT – EBEA RED for ED Campaign
 - Chapter 78 Relief/Anti-Privatization/Binding Arbitration Bills ACTION Plan – Spring Plan
 - Please continue to have 10-minute meetings to get this information out!
 - Visit: <https://www.my-ebea.org/news/issues-action/>
 - Use the neon green – EBEA Checklist to ensure you are doing your part
 - Wear RED every Wednesday, #WeAreWorthIt – as sign of unity and remind each of us we need to do a task to pass these three bills WEEKLY.
 - Take pictures of yourself and colleagues to post on your social media accounts. Use #FixTheUnfairness #WeAreWorthIt #EBEAProud
 - Use your PERSONAL social media accounts to post.
 - Contact your 2 assembly persons and one senator – use the web address above
 - Call 855-891-CH78 (2478) – you will be connected to a legislator on the Senate State Government, Wagering, Tourism & Historic Preservation Committee. Ask him/her to post and pass S-2606 out of the committee when they meet on May 16th. Please share the phone number with three (3) colleagues and ask them to do the same (show them how easy it is). Also share on social media.
- All evaluations (written received and post-conference) must be completed by June 15th. Responses are due 10 days after the post-conference/written evaluation is received and no later than June 30th.
- Continue to fill out the evaluation survey so we can gather data make recommendations. <https://goo.gl/forms/8XAWdF7rjITSE95W2>
- Sign up for NJEA Summer Leadership by May 25th. Send forms to the EBEA office.
- EBBOE 2019-20 Budget Details: Twelve certificated position are being cut, with eight elementary positions being added due to increased enrollment of 285 elementary students. Eleven clerical positions are being cut. D.Zimbicki spoke at the BOE as the EBEA Executive Committee joined D.Zimbicki in solidarity. During the BOE meeting D.Zimbicki spoke of the importance of using the full \$1,000,000 of extra aid as the State believes that EB should be “fully funded” and receive our “fair share”. The BOE was going to give back \$250,000 of this aid to the residents as tax relief which would have amounted to \$15 a year in saving. After the BOE meeting, D.Zimbicki was notified by Dr. Valeski that the Board decided to use the \$250,000 and four positions would be restored. The Board chose to restore four clerical positions. Net EBEA unit positions losses after the reconsideration will be: 4 certificated and 7 non-certificated positions. <https://www.youtube.com/watch?v=Zh0ZmEpmFI8>
- All evaluations need to be FULLY completed (written and post-observation, summary) by June 15th. THIS IS NEW contract language. Written responses need to be submitted by June 30th.
- Summer leadership: EBEA is attending during the second session, August 5-7. There are many great workshops- NO COST FOR YOU as long as you volunteer your time to EBEA next school year.

II. APPROVAL OF MINUTES As per the EBEA constitution, copies of the April Rep. Council minutes were distributed for review Janet Fessel motioned to accept the April Rep. Council minutes, seconded by Peggy Haas. The motion passed.

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

IV. COMMITTEE REPORTS:

A. Membership (Chair Aileen Larrison) –

Membership numbers include 814 certified staff members, 479 support staff members, 18 members on unpaid leave of absence, 113 potential members, for a total of 1424 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 Bobbi Tu) – D.Zimbicki reported in the absence of E.Tu

- The Spring issue will be short to include significant changes to the Contract , a Spotlight on members section, and Announcements.
- 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) – D.Zimbicki reported in the absence of L.Anderson

- Detailed report of outstanding grievances is in the packet
- We have resolved four grievance and are close to resolving a fifth grievance.
- Remember you have 20 school days from the date of the issue to file a grievance.

D. Educational Support Professional Council (Chair Lucy Bortono) – D.Zimbicki reported in the absence of L.Bortono

- Successful year once again, after years of not having an ESP committee, Flo and Lucy provided a strong voice for all ESPs with creation of the EBEA ESP Council. We were able to resolve a lot of issues and give a voice to ESPs and bring awareness to their profession and issues they may come across.
- Child Nutrition members were celebrated on May 3rd in honor of Child Nutrition Week with S'mores. *"We Need S'more ESPs Like You!"*
- April 25th – the PRIDE Super Social (at EBHS 6:30-9pm) was ran very strongly with decorations, food, vendors. Emails and Facebook posting thanking the association were received.

Next meeting: TBD

E. Elementary School Council (Co-Chairs Kelly Carle & Jenna Lyons) – Kelly Carle reported on the following:

- Working on gathering bell schedules.
- Taking closer look at half day schedules. We need to have consistency for traveling teachers/

- Traveling schedules are all on different times and needs to be addressed.
- Investigating methodology for dealing with student discipline. Looking at proposing a committee for consequences and conduct.

Next meeting: TBD

F. Government Relations (Chair Christopher Finnegan) –

- Busy month with state budget due by June 30th
- Murphy has budget proposal out but it is seeing resistance
- Wednesday May 15, Legislative Action Dinner- Approximately 30 EBEA members have signed up to attend. Sweeney wants to make changes in the pension and insurance plans. Assemblyman Craig Coughlin will attend the Legislative Dinner. It is important for him to hear our voices as he may be “middle man” between Sweeney and Murphy in brokering a deal.
- May 16 will be a town hall meeting with Senator Sweeney at Rutgers University.
- A simple easy phone call: Call the phone banks and share the number with colleagues, Be Part Of The 10k Challenge- a small thing with a big impact
- Keep taking your pictures wearing red on Wednesdays and posting to social media.
- Wear red- it brings us together, raises awareness, and makes us stronger!

G. District Wide Council (DWC) (Secretary Michael Wildermuth)

- Elem clock issue was discussed with detail- THANK YOU FOR THE SURVEY
- Bag Search for overnight field trips at secondary level was discussed.
- Crosswalks being blocked because of mandated areas for buses to park at EBHS- Thank you for pictures and updates. This should be remedied.
- Summer access for all buildings district wide will be communicated by the principals.
- Personal Appliances need to be removed from the rooms. Wall decorations can only cover 20% of each wall, and vents cannot be blocked. It is state law and fire code. They will do inspections and principal will notify individuals if items need to be removed or changed.
- You cannot have paper on the windows. Some people do because they do not have blinds. If you need blinds for your room, please let the principal know. This is a must.
- DWC made a recommendation to the Superintendent regarding IDs and keycards which asks for: 1. general access times before and after school access be adjusted reasonably, 2. district assigned jobs are considered, and 3. established time to respond to any key card issues
- Employee Online: only being able to access at school, “There is progress”-Joe Crotchfelt
- **REMINDER:** all faculty council chairs should be copying MWildermuth@ebnet.org on all emailing of Faculty Council Minutes.

Next meeting: 6/13/19

H. Contract Writing Proposal – Thank you to the members who donating their time to hear changes and vote to accept those changes.

I. Negotiations/Action Team (Chair D.Zimbicki) –

- NJEA UniServ Rep, Tom Hayden and D. Zimbicki spent the majority of the day EBHS on May 2, 2019 in order to meet with as many people as possible to answer questions about the contract.
- If you ever have questions, please contact D. Zimbicki. She would like to hear from you.
- The Team heard more positive than negative and the vote speaks to that
- Should a contract be voted down, a new negotiations team would need to be established and it cannot be anyone from the original team. The entire process would need to start from the beginning – surveying members and developing a proposal.
- D. Zimbicki will let EBEA membership about the timelines for the correct 2018-19 salary and a date for retroactive pay to July 2018.

J. Nominations Elections (Chair Janet Fessel) – The 2018-2021 Contract ratified 905 votes to 59. Thank you to the members and building representatives that helped with the voting on Thursday. A few members had emergencies but were able to vote electronically for the first time, something we will consider moving forward.

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

- Please fill out survey – date is necessary to foster change.
- Print your evaluations, we have had a situation where someone’s evaluation was accidentally changed.
- Please watch evaluation timeline closely.
- DEAC meeting is May 14, 2019.
- Members are needed for this very important committee, if interested contact Theresa at TYoselevich@ebnet.org, Mercedeh at MKermanshahiSampson@ebnet.org or the EBEA office at ebea575@hotmail.com.

Next meeting: 5/22/19

L. Benefits Review (Chair Margaret Haas) –

- Please let building members know May is open enrollment for flex benefits and care- this is HUGE for tax savings- can save up to \$500 – must apply by May 31st.
- Make sure if you waive insurance it has to be completed online by May 31.
- If you have a child who is turning 26, make sure they are not left uncovered by reaching out to payroll in advance of your child’s 26th birthday.

Next meeting: TBD

M. PRIDE (Partnership Results In Dynamic Education) (CO-Chairs Valerie Alimonti & Lindsey Grossman) – L.Grossman reported on the following:

- April 25 – Super Social Beach Bash: very successful and a lot of vendors
- May 9 – Staff Recognition: starts at 7pm with PRIDE providing dessert.
- May 23 – State of District with appetizers and give always.
- May 30 – Learning Across the District: Central Elementary School, Administration Building, and ESPs will present.
- June 1 – Irwin Day: PRIDE will provide water and sun visors.
- July 7 – VFW Post #133 5K Race: starting at 9am at the EB Community Arts Center and Heavenly Farms.

- Pride captains please let V. Alimonti and L. Grossman know if you are returning to this position for next year.
- The PRIDE application for Fall/Winter grants will be posted shortly.

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

- Poem of Spotlight in next newsletter honoring four EBEA members who have been recognized statewide and nationally.
- Speech Therapists will be highlighted in June
- National Celebration of different worker dates to come out next year
- Interested in joining the committee, email LNoppenberger@ebnet.org.

O. Support Operations Facilities (Building Rep. Steve Miedowicz) – D.Zimbicki reported in the absence of S.Miedowicz.

- Maintenance and Grounds staff met prior to the general membership to review changes in contract and salary and the resolution of four grievances.
- All EBEA members who currently work the night shift had the opportunity to vote for either working 37.5 hours a week or 40 hours per week. The vote was 3 to 1 for working 40 hours week. Night shift will also receive a \$1.25 per hour differential for working the night shift.

P. Transportation (Chief Building Rep. April Montefusco) – D.Zimbicki reported in the absence of A.Montefusco

- No report and no problems
- The female bus drivers will now have the opportunity to purchase pants with \$100 reimbursement.

Q. Social Affairs (Chair Colleen Talbot) –

- Leadership dinner next Thursday, please come: Red For Ed theme, with new signs- 50 lawn signs to take
- June 2 -Monmouth Park Racetrack, we invited Highland Park and Edison members as well
- District Retirement Hoedown June 12 at The Estate on Farrington Lake. A buffet dinner will be served.
- If you have any ideas for events, please contact CTalbot@ebnet.org or the EBEA office.

R. Scholarship Committee (Chair Cheryll Willis) – D. Zimbicki reported in the absence of C. Willis

- EBEA Philanthropic Scholarship for a High School student pursuing a degree in education will be awarded on June 10th.
- Shelli Fishman Scholarship with the theme “Others before Self” will be presented on June 10th
- Dine to Donate at MJs raised a little over \$50 for the EBEA Philanthropic Scholarship Fund.

V. OLD BUSINESS

A. EBEA EVENTS/OPPORTUNITIES

- EBEA PRIDE: *Learning Across The District/BOE Meeting Attendance* - Thursday, April 11, 2019, 8:00pm; Warnsdorfer presentation

B. MCEA EVENTS/OPPORTUNITIES

- MCEA Friends of Public Education Celebration – Thursday, May 2, 2019; Cancelled due to low enrollment.

VI. NEW BUSINESS

A. EBEA Events/Opportunities:

- EBEA PRIDE: *Learning Across The District/BOE Meeting Attendance* - Thursday, May 30, 2019, 8:00pm; Central Elementary School staff, Administration Building and Educational Support Professional staff members will be representing EBEA.
- EBEA PRIDE Event: *Staff Recognition Awards* – Thursday, May 9, 2019; 7:00pm; JMPAC Hammarskjold. Join us as we honor and celebrate the 2019 Teacher and Support Staff of the Year winners. **[POSTed]**
- EBEA PRIDE Event: Dr. Valeski's State of the District Address – Thursday, May 23, 2019 7:00pm; JMPAC Hammarskjold. **[POSTed]**
- EBEA Social: *A Day at the Track* – Sunday, June 2, 2019; 11:00am-5:00pm; Monmouth Horse Track, Ocean Port. Open to EBEA members and their family/friends. **Register NOW! This social is now open to Highland Park, Edison and Woodbridge EA members too. [POSTed]**
- EBEA PRIDE Event: *VFW Post #133 5K Race* – Sunday, July 28, 2019; EB Community Arts Center/Heavenly Farms. \$25 registration fee before 7/18/19 at www.compuscore.com, \$30 registration fee after 7/18/19. Come out and support our Veterans, and your Association! **[POST]**
- EBEA PRIDE: *EBEA Bear Necessities Clothing Den* – Open the 2nd Saturday and 4th Thursday of each month for our invited families.
We currently are accepting donations of new/slightly used fall/winter clothing and shoes, winter boots and jackets, 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.
- **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 #.) 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>. NOTE: District email addresses will be eliminated from the database.
- **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. Also be sure to save Eventbrite to your safe sender list in your email accounts.
- 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 10K Challenge – Weeks 5/1/19-5/8/19 and 5/8/19-5/15/19 be part of the 10K challenge by calling your legislators! #1of10k **[POST]**
- NJEA Rally – 15 Offices on the 15th: Wednesday, May 15, 2019; 4:30pm-5:30pm; Legislators' office throughout New Jersey. Wear Red! Register at www.njea.org/may15
- NJEA Conference: *2019 Techstock* – Wednesday, July 31, 2019; Stockton University, Galloway, NJ; 8:15am-3:00pm. Registration online only: www.njea.org/techstock. Early bird: \$25 ends 5/15/19, \$35 until 6/26/19.
- NJEA Conference: *2019 Jack Bertolino Summer Leadership* – August 3-7, 2019; Hilton East Brunswick. EBEA will be attending 8/5-8/7. If you are interested in attending, please contact the EBEA office for information. Registration is due in the EBEA office before 5/24/19.
- NJEA Summer Professional Learning Institute – Tuesday, July 16, 2019; Holiday Inn of East Windsor; 9:30am-3:30pm. Online registration only at www.njea.org/spli2018. Deadline 6/28/19, Early Bird Special by 6/3/19. **[POST]**
- 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 Save-the-Dates*: NJEA Convention 11/7/19-11/8/19

C. MCEA Events/Opportunities:

- MCEA LAT: *Legislative Dinner* – Wednesday, May 15, 2019; 4:00pm registration, 5:00pm panel discussion, 6:30pm dinner; The Grand Marquis, Old Bridge. (26) EBEA members registered to attend.
- MCEA Workshop: *XYZ's of Retirement* – Monday, May 20, 2019; Seminar starts at 5:00pm; The Grand Marquis, Old Bridge. Registration fee \$50 (refunded), deadline 5/10/19. **[POSTed]**
- MCEA Activity: *Yankee Old Timer Game* – Sunday, June 23, 2019; 9:00am-5:00pm; Yankee Stadium, \$120/person. Register to MCEA. **[POSTed]**
- 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 in North Brunswick, NJ 08902; (732) 448-0004; unity@mceanj.org; www.mceanj.org

D. District Information:

- District Wide Retirement Celebration – Wednesday, June 12, 2019; Estate on Farrington Lake; 4:00pm-7:00pm. Please join us as we celebrate our (29) EBPS Retirees by kicking up our boots in a country hoedown! Sponsored by the EBEA, EBPSA and EBBOE.

E. East Brunswick Education Foundation:

- 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 Council Minutes – Requested monthly from ALL meetings.
- Electronic copies of Principal's Staff Bulletin – Requested weekly.

G. Next Rep. Council Meeting – Wednesday, June 5, 2019 at the VFW Post #133 Cranbury Road. **Please bring your RED A/R Handbooks to the meeting.**

Current and NEW Representatives are invited – please inform these members that they will receive an invite to the June meeting.

VII. FOR THE GOOD OF THE ORDER

- Last meeting of the year will be June 5th at the VFW on Cranbury Road. This meeting will be for 2018-19 and 2019-20 reps. Please bring red binders and bound rep book to the meeting.
- Please send names of the 2019-20 reps to the EBEA office ASAP.
- May 24 was supposed to be a contractual abbreviated day, but because we are now off as a returned snow day the schedule has changed. June 7th is now the abbreviated day for the entire school. All 12-month employees will work a full day on May 24th. If you had travel arrangements and need to change this, please email D.Ruggiero and copy your immediate supervisor requesting to work an abbreviated day May 24th and a full day June 7th.

VIII. ADJOURNMENT:

Move to adjourn by Beth Shobe and seconded by Jody Liberty at 5:32pm.

Respectfully submitted,
Lise Noppenberger, Secretary