

# EAST BRUNSWICK EDUCATION ASSOCIATION

 *Heart, Strength & Unity* 

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## REPRESENTATIVE COUNCIL - MINUTES

SEPTEMBER 10, 2020

**I. CALL TO ORDER:** President D.Zimbicki called the meeting to order at 4:02 PM.

### A. ATTENDANCE SHEET

**MEMBERS PRESENT – Admin:** D.Girgent, J.Liberty; **SOF/Transportation:** K.Deignan, A.Martin, A.Montefusco; **Bowne Munro:** K.Parkinson; **Central:** M.Fischer; **Chittick:** E.Haney; **Churchill:** E.Cruip, B.Shobe, C.Smutko, E.Sturr; **Frost:** C.Finnegan, L.Grossman Liguori; **Hammar skjold:** L.Fitter, M.Green, C.Gregory, T.Kerschner, S.Morgen, M.Sampson, C.Talbot, S.Turek; **High School:** V.Alimonti, L.Anderson, L.Cunkleman, K.Desai, M.Haas, M.Helmold, P.Jagannath, K.Posluszny, A.Sanelli, K.Skidmore, J.Ursino, J.Wiener, C.Willis, T.Yoselevich; **Irwin:** A.Cintron, L.Zaloom; **Lawrence Brook:** N.Landman, E.Magley, M.Shelcusky, D.Terpenning; **Memorial:** K.Carle, D.LeSeur, V.Littlefield; **Warnsdorfer:** C.Colgan, J.Grant

**OFFICERS PRESENT:** D.Zimbicki, M.Wildermuth, F.Taliercio, J.Lyons, L.Noppenberger

### B. DISTRIBUTIONS (also available on our website)

- June Rep Council Minutes (via MailChimp to all members)

### C. MAILCHIMP COMMUNICATIONS (members only-register on our website)

- 9/4/20 Keeping You Informed – Update on Ventilation
- 9/1/20 Keeping You Informed – Latest Update on Ventilation, Health & Safety Committee, Check Your Schedules, NJEHP Open Enrollment, NJEA/MCEA Workshops
- 8/29/20 Keeping You Informed – Press Release re: HVAC Filtration
- 8/21/20 Keeping You Informed – Second Letter to the BOE
- 8/12/20 Keeping You Informed – Reopening of Schools and Safety of Staff
- 8/9/20 Keeping You Informed – Reopening Plan, COVID LOA Options, MBOS information
- 8/5/20 Keeping You Informed – Returning to work in Sept, COVID LOA Options, NJSBF & SEL4NJ Webinars, MBOS information
- 7/23/20 Keeping You Informed – Returning to work in Sept, Free at home Nutrition/Exercise, MBOS information.
- 6/17/20 Keeping In Touch – June Rep Council, Summer Newsletter, Vision Ins., 2020 Census
- 6/12/20 Keeping You Informed – Ch78, Healthcare, Video Protocol

**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.

## F. PRESIDENT UPDATE

- **Elections:**
  - New Jersey has one of the most voter-friendly vote by mail programs in the country. **Any registered and eligible New Jersey voter can vote by mail for any election, and for any reason.**
  - However, once you apply to vote by mail, you cannot vote at the polls, even if you did not return your vote by mail ballot. This ensures fair elections and makes things less complicated for poll workers and the Division of Elections.
  - Vote by mail applications must be received by your county clerk's office seven days prior to the election.
  - For the general election on **Tuesday, Nov. 3**, you must apply for a mail-in ballot no later than **Oct. 27** and your completed ballot must be posted by **Nov. 3**.
  - You can choose to vote by mail for all future elections, or you can select specific elections (primary, general, fire, municipal, school, etc.).
  - **To apply to vote by mail, you must fill out the application specific to your county** and return it to your county clerk. (<https://www.nj.gov/state/elections/vote-by-mail.shtml>)
  - Don't delay – apply to vote by mail today and encourage your family and friends to do the same. Protect your ability to participate in these important upcoming elections.
    - **Deadlines**
      - **October 13** -Voter Registration Deadline for General Election
      - **October 27** -Deadline to apply for a Mail-In Ballot by Mail for General Election
      - **November 3** -General Election
        - If voting by mail, your ballot **MUST** be mailed by this date.
- Central Administration Meeting – M.Wildermuth, L.Noppenberger, D.Zimbicki meet this week to discuss current items. The following was discussed:
  - Tech issues were discussed
  - More PD time was discussed – more choice as what happened this week
  - Parent limitations/boundaries discussed.
- EB Reopening Plan – Accepted by the DOE of NJ. It met the guidance for all 57 points, however, EBEA insisted on more for ventilation. EDI was hired by the District for an environmental report, we are still waiting for the full report but were give the cover letter last Friday. Our consultants will review the report (WEC).
- Academic Meetings: M.Wildermuth, D.Zimbicki started meeting weekly with J.Boley and N.Tibbetts to assist in achieving a smooth transition with hybrid learning.
- EBEA Health and Safety Committee – Checklists are being reviewed and feedback is being provided to administration. Responses have been very quick. (Please share issues with building principals)
- Contract Bargaining Council – Met over the Summer, working through the proposals, 222 comments are being discussed, requested extension for contract exchange date.
- Chapter 44 Relief – EBEA meeting will be scheduled prior to the new open enrollment.
- EBEA office was open all summer and all EBEA officers worked diligently to ensure the best possible outcome for opening.

**II. APPROVAL OF MINUTES** – As per the EBEA constitution, copies of the June Rep. Council minutes were distributed for review. C.Gregory motioned to accept the minutes, seconded by F.Taliercio. The motion passed unanimously. T.Yoselevich abstained.

**III. TREASURER’S REPORT** (EBEA Treasurer Jenna Lyons) – J.Lyons distributed the June 2020 financial report and discussed the status of accounts.

**IV. MEMBERSHIP REPORT** (Chair Aileen Larrison) – A.Larrison reported the status of our membership includes 826 certified staff members, 387 support staff members, 17 members on unpaid leave of absence, 94 potential members, for a total of 1,306 in the bargaining unit. Reps. are reminded of the following:

- 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.

**V. COMMITTEE REPORTS**

**A. CONSTITUTION & BYLAWS** (Vice President Michael Wildermuth) – Nothing to report at this time.

**B. NEWSLETTER** (Editor Bobbi Tu) – D.Zimbicki reported that the Fall Issue is in production and will be out at the end of November .

- 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** (Chair Leslie Anderson)

- **MEMBERS NEEDED:** from the Elementary level to join our committee.
- Please send all concerns or questions regarding Grievances to the EBEA office at [EBEA575@hotmail.com](mailto:EBEA575@hotmail.com).

NEXT MEETING: TBD

**D. EDUCATIONAL SUPPORT PROFESSIONAL COUNCIL [ESP]** (Chair-Mariana Helmold & Director of Support Staff Florence Taliercio) –

- Device availability for members is a concern, we understand and are aware of the shipping delay.
- Please send all concerns or questions regarding the ESP Council to [EBEA.ESP@gmail.com](mailto:EBEA.ESP@gmail.com).

NEXT MEETING: 10/12/20

**E. ELEMENTARY SCHOOL COUNCIL [ESC]** (Co-Chairs Kelly Carle & Jenna Lyons) – Nothing to report at this time.

- Please send all concerns or questions regarding the ESC to [EBEA.ESC@gmail.com](mailto:EBEA.ESC@gmail.com).

NEXT MEETING: 10/08/20

## F. GOVERNMENT RELATIONS [GR] (Chair Christopher Finnegan) –

- On July 1, Gov. Murphy signed a Ch. 78 relief law that will save NJEA members hundreds of millions of dollars every year while preserving platinum-level benefits and lowering costs for employers and the state. This is called Ch. 44. Sometime in October, the District will release the plan book and provide an open enrollment. Anyone who began work in the district July 1, 2020 and after will be automatically moved into the New Jersey Educator's Health Plan (NJEHP) starting January 1, 2021. All others will have the choice to move to the NJEHP for January 1, 2021 with the reduced rates OR stay with the current plan and the current high-cost contributions. The new plan will have the SAME providers as the current plan.
- On August 14, he signed a ESP Job Justice law that provides the strongest ESP Due Process rights in the nation. In the technical language of the law, it extends to nonteaching 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 disciplinary action. This means ESPs have due-process protections similar to their certified colleagues as public school employees. With these essential protections in place, students will gain more consistent interactions with educators and build valuable relationships with them over the years.
- On September 11<sup>th</sup>, the job privatization bill was signed into law. This bill will provide common-sense job protections for ESPs employed by New Jersey's public schools. Right now, a district may attempt to privatize ESPs at any time, even during the life of an active collective bargaining agreement. If passed into law, this would prevent that practice that often leaves ESPs and communities and educators organizing against privatization. This bill 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, and the employer offers the majority representative the opportunity to meet and discuss the decision to subcontract and negotiate over its impact.
- "It's simple: these bills became laws because of member power," said NJEA Executive Director Steve Swetsky. "The united, coordinated actions of members was what moved Trenton's mindset on these bills. NJEA members, speaking with one voice, convinced the Legislature that these bills were important for public educators, and by extension, important for public education. Educator's voices are powerful and these new laws should serve as a constant reminder of our ability to use those voices to support policies that support public education, for the good of the children we teach, and the schools we together call home."
- Please send all concerns or questions regarding Government Relations to [EBEA.GR@gmail.com](mailto:EBEA.GR@gmail.com).

NEXT MEETING: TBD

**G. DISTRICT WIDE COUNCIL [DWC]** (Secretary Michael Wildermuth)

- A lot of Distance Learning and Canvas feedback was given to administration and the committee is happy to report that they listened to us and our Association concerns.

NEXT MEETING: TBD

**H. CONTRACT WRITING PROPOSAL** – D.Zimbicki – We have had productive meetings and are moving in a positive direction.

NEXT MEETING: 09/24/20

**I. NEGOTIATIONS/ACTION TEAM** (Chair D.Zimbicki) – Nothing to report at this time.

NEXT MEETING: TBD

**J. NOMINATIONS ELECTIONS** (Chair Janet Fessel) – This is a Presidential Election year!

NEXT MEETING: TBD

**K. TEACHER EVALUATION ADVISORY COUNCIL [TEAC]** (Co-Chairs Theresa Yoselevich & Mercedeh Sampson) – Nothing to report at this time.

- **Members Needed:** if interested contact Theresa or Mercedeh at [EBEA.TEAT@gmail.com](mailto:EBEA.TEAT@gmail.com) or the EBEA office at [ebea575@hotmail.com](mailto:ebea575@hotmail.com).

NEXT MEETING: 10/07/20

**L. MEMBER BENEFITS REVIEW [MBR]** (Chair Margaret Haas) –

- Members should take a close look at Buyers Edge ([www.BuyersEdgeInc.com](http://www.BuyersEdgeInc.com)) and take advantage of their member benefits.
- **Members Needed:** if interested contact Peggy at [M.Haas@ebnet.org](mailto:M.Haas@ebnet.org) or the EBEA office at [ebea575@hotmail.com](mailto:ebea575@hotmail.com).

NEXT MEETING: TBD

**M. PRIDE/FAST** [Partnership Results In Dynamic Education/Families And Schools Together] (Co-Chairs Lindsey Grossman Liguori & JoAnn Peterson) –

- The committee had worked to support the VFW virtual race this weekend, but due to low enrollment the event was canceled. EBEA will be show our PRIDE at the VFW annual July 5k race.
- Members should encourage their school and staff to apply for virtual events and grants, be creative, think outside the box!
- Through an NJEA PRIDE the association was able to provide face shields for all staff and guests who would like to have one.

NEXT MEETING: TBD

**N. PUBLIC RELATIONS/EBEF LIAISON** (Secretary Lise Noppenberger) – Nothing to report at this time.

**O. SUPPORT OPERATIONS FACILITIES [SOF]** (Chief Building Rep. April Montefusco) – Nothing to report at this time.

**P. SOCIAL AFFAIRS** (Chair Colleen Talbot) – Please promote the events with your Social Affairs building chair and colleagues, all registration forms are online.

- The committee would love to put on virtual and socially distant, safe events- please share any ideas!

If you have any ideas for events, please contact [EBEA.Social@gmail.com](mailto:EBEA.Social@gmail.com) or the EBEA office at [EBEA575@hotmail.com](mailto:EBEA575@hotmail.com).

NEXT MEETING: TBD

**Q. SCHOLARSHIP COMMITTEE** (Chair Cheryll Willis) – Nothing to report at this time.

NEXT MEETING: TBD

## VI. OLD BUSINESS

**A. EBEA EVENTS/OPPORTUNITIES** ([www.my-ebea.org](http://www.my-ebea.org) for more information)

- EBEA FAST: COVID19 Emergency Book for Students. District students that were in need were supplied with reading materials during the initial start of our remote learning. Thank you to the Elementary teachers who volunteered to select and distribute these books to their students.
- EBEA FAST: COVID19 Assistance. Snack bags were distributed by our Child Nutrition and Vehicle Drivers to students in the district during the initial start of the COVID19 Pandemic.
- EBEA FAST: COVID19 Journaling our “Living History” and “Giving Back” to our Community. With the help of each grade level at the EBHS, the Class of 2020 has joined with M.C.F.O.O.D.S. to sponsor a Food Drive for the Middlesex County Food Banks. Our NJEA FAST grant funded \$6,000 for the purchase of foods, a journal for our Class of 2020 to record their “living history” of the current COVID19 Pandemic.
- EBEA Workshop: Our first Virtual New Member workshop was held on Thursday, August 27th
- EBEA leaders were present for a short introduction while distributing personalized and boxed lunches to our newly hired certificated staff at the district's new teacher orientation. The afternoon lunch was followed by a virtual Zoom meeting introducing these new members to our NJEA Uniserv Field Rep. Tom Hayden, County President Lois Yukna and Prudential Disability Insurance Rep. Cindy Cooper

**B. NJEA EVENTS/OPPORTUNITIES**

- **[VIRTUAL]** NJEA Jack Bertolino Summer Leadership Conference was held on August 1-5th.
- **[VIRTUAL]** NJEA Radical Imagination Summit for Educators (formerly Summer Professional Learning Institute and Techstock) was held on July 16

## VII. NEW BUSINESS

**A. EBEA EVENTS/OPPORTUNITIES** ([www.my-ebea.org](http://www.my-ebea.org) for more information)

- **[VIRTUAL]** Meet The Candidates Night – Monday, October 5th, 7:00-8:30PM; Live on Facebook and recorded by EB-TV. Meet the Candidates running for a seat on the EB Board of Education. To view the recording visit <https://videoplayer.telvue.com/player/-11ipagMwR9uJX6KR7gKxXlphFR7CXkX/media/592326?autostart=true&fullscreen=false&shwtabsearch=false&jwsource=cl>

- PRIDE: *EBEA Bear Necessities Clothing Den* – We will reopen as time permits. Visit our webpage at [www.my-ebear.org/bear-necessities-clothing-den/](http://www.my-ebear.org/bear-necessities-clothing-den/) for more information and to volunteer.
- **VISIT THE EBEA MEMBER EVENTS WEBPAGE FOR ALL SOCIAL REGISTRATION FORMS!**
- **VISIT THE EBEA PRIDE EVENTS WEBPAGE FOR ALL PRIDE EVENTS AND TO VOLUNTEER!**
- **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. 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>. Be sure EBEA575@hotmail.com is in your safe sender list! **NOTE:** District email addresses will be eliminated from the database.
- Please bookmark the EBEA website [www.my-ebear.org](http://www.my-ebear.org). Any suggestions for the website can be directed to our webmaster Janine Mirena at . Our website will have a new look coming in late fall.
- Please “*LIKE*” the East Brunswick Education Association *Facebook* page, and “*Follow*” us on Twitter and Instagram.

#### **B. NJEA EVENTS/OPPORTUNITIES**

- NJEA Virtual Workshops – visit <https://learning.njea.org> to register for the many free workshops NJEA has to offer their members, on subject matters such as Google Meets (9/14), LGBTQ+ Curriculum (9/15), The Role of ESPs in Online Learning (9/16), Degrees Not Debt (9/16), Screencastify (9/21) , Seesaw (9/14)...and more!
- California Casualty – Keep On Course “Jeep Compass Giveaway”. For NJEA members only, register to win at <http://www.drivesafepromise.com/> deadline 10/4/20. **[POST]**
- **Buyer’s Edge Discounts** – Take advantage of your NJEA membership and use Buyer’s Edge to get the lowest price guaranteed. Group # 3386, Username: 3386, Password: NJEA.
- Please visit NJEA at [www.njea.org](http://www.njea.org) for Member Benefits, Calendar of Events, Legislative and additional member only information.
- **NJEA Save-the-Dates:** Health & Safety Conference 10/2-3; LGBTQ+ Conference 10/16-17

#### **C. MCEA EVENTS/OPPORTUNITIES**

- Please see calendar of events/registration information for workshops by visiting the MCEA website at [www.mcea.nj.org](http://www.mcea.nj.org). MCEA is located at 622 Georges Road in North Brunswick, NJ 08902; (732) 448-0004; [unity@mceanj.org](mailto:unity@mceanj.org); [www.mceanj.org](http://www.mceanj.org)

#### **D. EAST BRUNSWICK EDUCATION FOUNDATION**

- EBEF Partner’s In Excellence Dinner – Tentatively rescheduled for Tuesday, October 13
- 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.

#### **E. PLEASE SEND THE FOLLOWING TO EBEA**

- 2020-2021 Building Lists – Please submit building lists to the EBEA office when they are available
- Faculty Council Minutes (with Principal Comments and Attendance) – Requested monthly from ALL meetings.

- Electronic copies of Principal’s Staff Bulletin – Requested weekly, please submit building newsletters to the EBEA office when they are available.

**F. NEXT REP. COUNCIL MEETING** – Wednesday, October 14, 2020. **VIRTUAL** until further notice. **Only an electronic reminder will be sent. Agenda and Zoom link will be shared to personal email address the night before.**

**VIII. FOR THE GOOD OF THE ORDER**

- **Welcome back!**

**IX. ADJOURNMENT** – Move to adjourn by T. Yoselevich and seconded by B.Shobe at 6:27PM.

Respectfully submitted,  
Lise Noppenberger, Secretary