

EAST BRUNSWICK EDUCATION ASSOCIATION



Heart, Strength & Unity



REPRESENTATIVE COUNCIL - MINUTES

JANUARY 13, 2021

I. CALL TO ORDER: President D.Zimbicki called the meeting to order at 4:03 PM.

A. ATTENDANCE SHEET

MEMBERS PRESENT – Admin: D.Girgent, J.Liberty; **SOF/Transportation:** K.Deignan, A.Martin; **Bowne Munro:** K.Parkinson; **Central:** M.Fischer, J.Kroll; **Chittick:** E.Haney, C.Lee; **Churchill:** E.Cruip, B.Shobe, E.Sturr; **Frost:** C.Finnegan, L.Grossman Liguori; **Hammar skjold:** L.Fitter, M.Green, C.Gregory, T.Kerschner, A.Larrison, S.Morgen, M.Sampson, S.Sullivan, C.Talbot, S.Turek; **High School:** V.Alimonti, L.Anderson, L.Cunkleman, K.Desai, K.Giambrone, M.Haas, M.Helmold, P.Jagannath, K.Posluszny, A.Sanelli, T.Yoselevich; **Irwin:** A.Cintron, L.Zaloom; **Lawrence Brook:** T.Lamendola, N.Landman, J.Peterson, M.Shelcusky; **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)

- December rep council minutes (via Mailchimp to all members)

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

- 1/8/21 Keeping You Informed – Portfolio Process Survey, Horizon Insurance Card, COVID 19 Vaccine Registration, EBEA Socials, EBEA Newsletter (again), NJEA Pandemic Relief Fund, NJDPB Retirement Planning, NJEA Conferences, NJEA Professional Development, Maternity/Paternity Planning, Wear Your Mask, Happy New Year
- 12/23/20 Keeping You Informed – Disability Open Enrollment (ending), Horizon Insurance Card, EBEA Newsletter, December Rep Council Minutes, Dine-to-Donate, EBEA Socials, NJEA Conferences, NJEA Professional Development, Wear Your Mask, Happy Holidays
- 12/22/20 Negotiations Update #1
- 12/18/20 Keeping You Informed – Disability Open Enrollment (ending), MCEA Night of Giving, EBEA Newsletter, Meeting Language, Dine-to-Donate, EBEA Socials, NJEA Conferences, Portfolio Guide, Member Benefits, Wear Your Mask
- 12/9/20 Keeping You Informed – Take Action/FFCRA, Take Action/Coronavirus Stimulus Package, Portfolio Guide (updated), Evaluation for Cert Staff (while remote), Member Benefits, Disability Insurance Open Enrollment, ESP of the Year Nominations Info., MCEA Night of Giving, Professional Learning, Trivia Night, Wear Your Mask

D. EBEA BULLETIN BOARD [SHARABLE] – During this time, items marked SHARABLE means Chief Building Reps can share PDF's and links with members/staff via district email. Not to be shared via Social Media, the Association will share necessary items via MailChimp.

E. GUESTS - Bonnie Harber, Sr. Field Marketing Manager for California Casualty, (732) 547-3269, bharber@calcas.com

- Information from California Casualty will be sent out in the January 15, 2021 EBEA Mailchimp

F. PRESIDENT UPDATE

- Virtual Instruction Observations (certificated staff only) – staff will use the “portfolio process” for evaluation until February 4th. If a school needs to go virtual at any point, we will go directly back to the portfolio process.
<https://www.nj.gov/education/covid19/teacherresources/eevaluation.shtml>.
Resources are on our web page at <https://www.my-ebea.org/teacher-evaluation/>.
- SGOs will not be used for 2020-21 nor will testing for High School seniors. Governor Murphy announced this during his press conference on January 11, 2021 – we are waiting on the official documentation.
- Equity Trainings are taking place between now and March for staff. Training will start in the afternoon and replace supplemental sessions and continue after hours. This will replace a meeting (either Faculty, Department, Curriculum) as per your building.
- Returning to “in-person instruction” will start January 19 for HMS and elementary schools. If the cases rise, it is possible and likely that buildings on a case-by-case basis will close. Be sure to bring everything home with you each day.
- When we return to buildings – all must be 6ft apart with MASKS. This is not optional! Even if you are alone, but it is a common space- your mask must remain on.
- Masks cannot be off for more than 15 minutes during a snack and drink time.
- Percentages for “in-person” learning are still low, between 22% and 39% based on the building.
- Temperature checks need to occur inside the buildings during cold weather- otherwise not accurate.
- **IMPORTANT** – if you are at all symptomatic in any way -**STAY HOME!!!** Staff and students will be required to either provide a negative COVID test or stay home for 14 days until they can return under the new NJ Department of Health guidelines.
- **COVID Diagnosis or Close Contact Notifications:** If you or a member of your household become **symptomatic or test positive** for COVID-19, you must follow the steps below.
 - Email your principal (or Supervisor for Admin/SOF staff), and CC the following:
 - Your school Nurse (if applicable)
 - Danielle Blalock (for health-related support)
 - Danielle Ruggiero;All these people have different roles and ways to support, please be honest and communicative.
- Official documentation regarding the return to “brick and mortar” buildings will be provided by the District.

- Negotiations – The “kick-off” to negotiations with the EBBOE was on December 21, 2020. Our next meeting is January 26, 2021.
- Chapter 44 Relief – For all who selected the NJEHP, the new contribution rates will be reflected in your January 15th paycheck. Coverage under the NJEHP will begin January 1, 2021. To get a copy of your new health insurance card, sign in at <https://www.horizonblue.com/>. You can then print the card. If you have never registered before, you must first register.
- CARES act ended on December 31, 2020. Unless an extension is given through Congress, this means no more “Emergency Paid Sick Act Leave” time or “FFCRA”. If you are forced to quarantine due to a “close contact” at work, the same process will be in play as in 2020. If you need to quarantine or are infected with COVID from a personal source, the Association believes that sick days are to be used as we believe “quarantine is covered under Statute 18A.”

II. APPROVAL OF MINUTES – As per the EBEA constitution, copies of the December Rep. Council minutes were distributed for review. B.Shobe motioned to accept the minutes, seconded by M.Wildermuth. The motion passed unanimously. E.Crupi abstained.

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

IV. MEMBERSHIP REPORT (Chair Aileen Larrison) – A.Larrison reported the status of our membership includes 834 certified staff members, 413 support staff members, 23 members on unpaid leave of absence, 76 potential members, for a total of 1,346 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.

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 Winter Issue is in production. EBEA Chairpersons are asked to write a blurb to update members with information about their committee.

- 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)

- Slow progress, but our committee is moving along.
- **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.

NEXT MEETING: As Needed

D. EDUCATIONAL SUPPORT PROFESSIONAL COUNCIL [ESP] (Chair- M.Helmold & F. Taliercio) –

- The committee recommends that our ESP members attend the virtual NJEA ESP Conference on 2/26/21.
- The ESP members are looking forward to their training on using One Note and Canvas programs available in the district.
- Please send all concerns or questions regarding the ESP Council to EBEA.ESP@gmail.com.

NEXT MEETING: 02/22/21

E. ELEMENTARY SCHOOL COUNCIL [ESC] (Co-Chairs Kelly Carle & Jenna Lyons) –

- The committee wants to reiterate and be sure that members do not need to attend any more than 8 or 9 meetings this year. And just because PD is offered each week, does not mean you need to attend each week.
- Please send all concerns or questions regarding the ESC to EBEA.ESC@gmail.com.

NEXT MEETING: 02/11/21

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

- Miguel Cardona to be nominated as Secretary of Education. He has experience as a public-school teacher (4th Grade) and principal. Cardona grew up as an English Language Learner in a public housing project and is very focused on equity in education. He has also expressed support for Biden’s plan to reopen school buildings in the first 100 days.
- Boston Mayor Marty Walsh will be nominated as Secretary of Labor. Walsh served as a union president prior to running for mayor. Biden has proposed a VERY Pro-Labor agenda that would include:
 - Supporting the Protect the Right to Organize (PRO) Act, which would strengthen unions and increase penalties on employers who retaliate against union members and organizers
 - Establishing a federal right to union organizing and collective bargaining for public-sector employees (essentially reversing the Janus decision)
- NEA endorsed candidates Rev. Raphael Warnock and John Ossoff won the Senate run-off elections in Georgia on 1/5. (Thank you to all members who made phone calls or donated. And of course, a big Thank You to Stacy Abrams and friends!) The importance of this is tremendous. Not only is it historic (Warnock is the first African American Senator from Georgia and Ossoff the first Jewish Senator), it also has huge implications for first 2 years of the Biden Administration. Democrats will now hold a slim majority in the Senate (50-50 with VP Harris as the tie breaker), meaning that Biden’s cabinet picks and judicial nominees will be much more likely to be confirmed, his legislative proposals more likely to be voted upon, and committee chairs will change hands. Extending FFCRA and direct aid to state and local governments are now both MUCH more likely to materialize.

- The day after the Georgia runoff election, 1/6, as Congress met in a joint session to officially tally Electoral College Votes and affirm Joe Biden's victory, a mob of insurrectionists left a rally with President Trump and proceeded to attack the US Capitol building. A Capitol Police Officer (Brian Sicknick, who is originally from South River) was beaten to death with a fire extinguisher by the Trump supporters. For his part in inciting the violent attack and his failure to immediately condemn it, NEA has issued a historic statement calling for the immediate removal of President Trump: <https://educationvotes.nea.org/2021/01/08/nea-calls-for-immediate-removal-of-president-trump/>
- As Congress reconvened after the attack, Rep. Jeff Van Drew (CD-2) was the only member of NJ's Congressional Delegation to vote against ratifying the Electoral College Vote, despite over 90 failed lawsuits and multiple recounts and investigations that failed to produce any credible evidence of voter fraud. Rep. Bonnie Watson Coleman (CD-12) was the first member of Congress to test positive for COVID after the attack, after spending hours in a room with other legislators during the lockdown of the Capitol. Many GOP members and their staff refused to wear masks during this time and are believed to be responsible for the spread of the disease to at least 3 fellow members of Congress.
- Gov. Murphy issued an executive order on 1/11 suspending the use of SGO's in teacher evaluations for this school year, as well as waiving high school exit exams.
- Committee and Dana will reach out to Trudy to try to better prepare for speaking with students if and when another event comes up, if you have any ideas or suggestions please email Dana.
- Last night, East Brunswick Councilman Sterley Stanley was elected to replace Nancy Pinkin as State Assemblyman in the 18th District.
- Please send all concerns or questions regarding Government Relations to EBEA.GR@gmail.com.

NEXT MEETING: As Needed

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

- AP Lockdown Browser Update – this should be coming shortly.
- Employees Online Access –waiting for an update. At this time, if members need an official paystub, they should email payroll@ebnet.org .

NEXT MEETING: 01/14/20

H. CONTRACT WRITING PROPOSAL – D.Zimbicki – Nothing to report at this time.

I. NEGOTIATIONS/ACTION TEAM (Chair D.Zimbicki) –

- A team planning meeting is scheduled for 1/20/21.
- Both teams will be meeting on 1/26/21. More updates for our members will come out at that time.

NEXT MEETING: 01/20/21

J. NOMINATIONS ELECTIONS (Chair Janet Fessel) – The committee is being arranged in preparation for the 2021 EBEA Election.

NEXT MEETING: TBD

K. TEACHER EVALUATION ADVISORY COUNCIL [TEAC] (Co-Chairs Theresa Yoselevich & Mercedeh Sampson) – T.Yoselevich reported, the next DEAC meeting will be held on 1/19/21.

- NJDOE - **No SGOs** as per Governor Murphy
- Please encourage all members to fill in evaluation survey regarding that was in the last mail-chimp <https://forms.gle/SGuWsiggZSkiTVUP6>
- The committee sent out a survey recently about the two week mutually agreed upon window for virtual observation. It seems some administrators are using the 20 minute in class observation as their main score- but the committee wants to remind you- that 20 minutes is just a very SMALL PIECE to your evaluation this year.
- **Portfolio Evaluations -Key points:**
 - 1.) Digital portfolio observation window must be mutually agreed upon.
 - 2.) 20 minute virtual in-class observation is **only a small piece** of the digital portfolio
 - 3.) please refer to the EBEA mail chimp dated 12/9 for specific examples of artifacts as related to the 7 power components (domains 1b, 1e, 2a, 2c, 3b, 3c, 3d, 4c)
 - 4.) Some artifacts overlap multiple domains - artifacts from ALL areas of Danielson may be shared
 - Much of your evidence will overlap in multiple domains, just be sure to indicate that.
 - The domains reported on are: portfolio Danielson domains 1b, 1e, 2a, 2c, 3b, 3c, 3d, 4c
 - Members are encouraged to respond to their observations.
- **Members Needed:** if interested contact Theresa or Mercedeh at EBEA.TEAT@gmail.com or the EBEA office at ebea575@hotmail.com.

NEXT MEETING: 02/10/21

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

- 1/21/21 there is a health and safety chair check in, where the committee hopes to learn a bit more information.
- When staff returns to in-person learning, please remind the Health and Safety committees in you building to check to be sure protocol is being followed and hold everyone responsible
- WEC has many webinars which are free, and members can even get paid to attend.
- NJ Hope and Healing offers an online peer support group just for educators on Tuesday nights facilitated by mental health professionals.
- The Committee would like to remind members, that with the heightened stress levels at this time- please consider employee assistance. If you or a family member may need help, please consider reaching out to EBEA or one of the other outlets so that you can continue to do the wonderful work you do for your family, friends, and students.
- **Members Needed:** : if interested contact Peggy at M.Haas@ebnet.org or the EBEA office at ebea575@hotmail.com.

NEXT MEETING: TBD

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

- If you put in for PRIDE grants, we are in the process of approving them.
- Preschool, sociology, and kindergarten events have already been approved

- Thank you to everyone who came out to the Night of Giving- it was a great event and a success!

NEXT MEETING: TBD

N. PUBLIC RELATIONS/EBEF LIAISON (Secretary Lise Noppenberger) –

- Blue Ribbon in Excellence Grants are due soon!

NEXT EBEF MEETING: 02/11/21

O. SUPPORT OPERATIONS FACILITIES [SOF] (Chief Building Rep. April Montefusco) – Report given by A.Martin & K.Deignen

- There is a concern as 4 drivers have contracted COVID. Who is disinfecting the busses when they are returned after being repaired, the Association will look into this.

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

- **Family Trivia Night** - coming up in two weeks (Friday, 1/29/21). If you have not registered please do so by 1/21/21. No charge! The event will be run by the NYC Trivia League. Family and friends within your household can participate.
- **Sip & Paint with EBEA** – Thursday, 2/25/21. Paint a wine bottle virtually with Pinot's Palette, all supplies provided. \$20 members only.
- If you have any ideas for events, please contact CTalbot@ebnet.org or the EBEA office.

Q. SCHOLARSHIP COMMITTEE (Chair Cheryl Willis) –

- **Dine-to-Donates** – were held on 12/30 at Jersey Shore BBQ, and 12/31 Stefano's Italian Restaurant and Pizzeria. We are still waiting to tally the funds collected.
- Private donations towards the scholarship fund have been received this past month. Thank you to everyone who donates and keeps the scholarship fund going!

VI. OLD BUSINESS

A. EBEA EVENTS/OPPORTUNITIES (www.my-ebea.org for more information)

- **EBEA SCHOLARSHIP:** Two *Dine-To-Donate* were held on December 30th at Jersey Shore BBQ (77 Tice Lane) and on December 31st at Stefano's Italian Restaurant & Pizzeria (3 Lexington Ave). Thank you to those who supported our Philanthropic Scholarship Fund!

B. MCEA EVENTS/OPPORTUNITIES

- **MCEA Night of Giving** was rescheduled for December 18th at the Grand Marquis Parking Lot, Old Bridge. Over 350 toys were collected and donated to various charities: The South Amboy Activity Advisory Committee and the Ozanam Shelter. Donators received a goody box of pastries and a ticket to the PNC Arts Center "Magic of Lights". Remaining goody boxes were delivered to the Sayreville Emergency Squad, Robert Wood Johnson Emergency Room staff and the North Brunswick Police Department.

VII. NEW BUSINESS

A. EBEA EVENTS/OPPORTUNITIES (www.my-ebea.org for more information)

- **SOCIAL:** *EBEA Family Trivia Night* – Friday, January 29th; 7:00-8:30pm. This is a FREE family event! Join your EBEA families and have a little fun. Virtually run by the NYC Trivia League. To register <https://ebea-trivia-night.eventbrite.com> **[SHARABLE]**

- **SOCIAL:** *Sip & Paint with EBEA* – Thursday, February 25th; 6:00-8:00pm. Cost \$20/member, one per member, includes all the materials to paint a spring themed, lighted wine bottle. Virtual instructions/materials supplied by Pinot’s Palette of East Brunswick. To register <https://paint-and-sip-with-ebea.eventbrite.com> **[SHARABLE]**
- **Our only means of communicating with our members, so ‘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. **[SHARABLE]**
- **VISIT THE EBEA MEMBER EVENTS WEBPAGE FOR ALL SOCIAL REGISTRATION FORMS! • VISIT THE EBEA PRIDE EVENTS WEBPAGE FOR ALL PRIDE EVENTS AND TO VOLUNTEER! •** PRIDE: *EBEA Bear Necessities Clothing Den* – We will reopen as time permits. Visit our webpage at my-ebea.org/bear-necessities-clothing-den/ for more information and to volunteer.
- Please bookmark the EBEA website www.my-ebea.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

- **[VIRTUAL]** NJEA Learning: Visit the **NJEA Professional Learning** webpage regularly for a variety of webinars for all members at <https://www.njea.org/learning/professional-learning/> as well as the Advocacy Training page at <https://www.njea.org/learning/advocacy-training/>. A list of monthly NJEA supported webinars can also be found on the **EBEA Professional Learning** page at <https://www.my-ebea.org/professional-development-2/>. **[SHARABLE]**
- **[VIRTUAL]** NJEA Winter Leadership Conferences – Dates: **WLC1** – 1/30/21 (deadline Jan.20), **WLC2** – 2/20/21 (deadline Feb.10), **WLC3** – 3/6/21 (deadline Feb.24); 9:00am 2:30pm; only need to attend one, open to ALL NJEA active members. Each conference will be held from 9:00am-2:30pm with two 15-minute breaks and an hour lunch break. Registration starts 12/1/20 with limited workshop occupancy. For more details and to register visit <https://www.njea.org/wlc2021/> **[SHARABLE]**
- **[VIRTUAL]** Educational Support Professional Conference – Saturday, February 6, 2021; 9:00am-3:30pm. Honoring ESPs from across NJ! Preregistration required by 1/22/21. Workshop and registration information can be found in the January NJEA Review and by going to www.njea.or/esp **[SHARABLE]**
- **[VIRTUAL]** NJEA T.E.A.C.H. Conference – Saturday, April 17th; Conference will have a dynamic lineup of speakers and presenters focused on Teaching, Equity, Access and Childhood Healing. Additional information coming soon! Visit www.njea.org/teach **[SHARABLE]**

- **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 for Member Benefits, Calendar of Events, Legislative and additional member only information.
- **NJEA Save-the-Dates:** visit www.njea.org for virtual events happening.

C. MCEA EVENTS/OPPORTUNITIES

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

D. 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.

E. PLEASE SEND THE FOLLOWING TO EBEA

- 2020-2021 Building Lists – Please submit building lists to the EBEA office when they are available. Still needed from: **Bowne Munro, Central, Chittick, Frost, Lawrence Brook, Memorial, Warnsdorfer, CJHS, EBHS, SOF.**
- Faculty Council Minutes (with Principal Comments and Attendance) – Requested monthly from ALL meetings. To date received: **Bowne Munro** (none), **Central** (none), **Chittick** (Oct., Jan.), **Frost** (Dec), **Irwin** (Oct.), **Lawrence Brook** (Dec.), **Memorial** (Oct., Dec.), **Warnsdorfer** (Dec.), **HMS** (Sept., Nov.), **CJHS** (Oct., Nov.), **EBHS** (none).
- 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, February 17, 2021. **VIRTUAL** until further notice. **Only an electronic reminder will be sent. Agenda and Zoom link will be shared to personal email addresses the night before.**

VIII. FOR THE GOOD OF THE ORDER

- Ventilation Report - Is there any update? It is on our agenda and we are looking at it again, but remember, it has to be conducted during full capacity to get an accurate reading.
- Return to Buildings - If we were to hear a postponed return it would be before Sunday night? Yes, you will know before that. They are looking at the data which shows a rapid transmission.
- Block Scheduling – Will EBEA be working with the district to look at contract issues if block scheduling is proposed? Yes, and although we are not there yet, we will have collected data, language, and guidance from other locals who have block scheduling in place already.

IX. ADJOURNMENT – Move to adjourn by M.Helmold and seconded by L.Cunkleman at 6:14 PM.

Respectfully submitted,
Lise Noppenberger, Secretary

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