

EOEA INFORMER

THE OFFICIAL PUBLICATION OF THE EAST ORANGE EDUCATION ASSOCIATION

From the President's Desk...

Happy New Year!

I pray that this year will bring you great joy and prosperity in all of your endeavors. It is awesome to start the New Year with a contract!!! It took a while but we did it!!

I would like to thank the members of the EOEA who diligently worked, educated our children, and remained dedicated over this last negotiation period. It takes a great deal of time, patience, and work to achieve reaching a fair and reasonable contract. Our Negotiations Team did an excellent job pulling together and making sure that the membership was heard, and worked toward meeting the greater need as best as they possibly could have. I cannot dismiss thanking our Honorable Mayor Ted Green for being a man of his word. He told us at that he wanted us to come to an agreement by December 2019 and assisted greatly in making sure that happened. Also, I would like to thank the East Orange Board of Education President, Terry Tucker, for her efforts in ensuring that the process was properly carried out. The EOEA and EOBOE worked in an amicable and effective manner in the last two months on coming to an agreement. I hope in the future that this will be the nature and practice in which we will make strides in the district.

Members continue to stand unified in our efforts. Let us uphold the contract by reading it. I know that people are concerned with pay but also know about your work time schedule, evaluation process, extra compensation, workload, prep periods, and all those things that were fought for so that you are able to work in a suitable environment protected by rights. Before you know it, we will be facing negotiations again. So, begin now to think about the things that you feel are important to bring to the bargaining table for the next round. Members, I do hope you enjoy the fruit of your labor in attaining our contract.

As always call the office or email me should you have any questions. I look forward to hearing from you and I really mean that.

The next Superintendent's Meeting is scheduled for January 28, 2020. Please send your concerns and suggestions to the EOEA by January 23, 2020



**Dr. Dawn Nichol-Manning,
EOEA President**

Vice President's Message

by Angel Boose

Happy New Year! I hope that each of you had a restful and rejuvenating winter break.

As you begin 2020, have a vision of what you need to do to be successful in your career and in your personal life. Here are 6 major points to keep in mind:

1. Develop the right plan for you. Some people are very detail-oriented and are able to closely follow an intricate plan.
2. Establish times to spend on your plan. It might be every Sunday night.
3. Keep a journal. Take notes.
4. Reflect.
5. Set goals.
6. Act on your plan.

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Vice President's Message (cont'd)

If there is a national, state, or county conference or workshop that you are interested in attending for professional development, please keep in mind that you can apply to receive funds from the Essex County Education Association (ECEA). Funds are set aside yearly for members, but are given out on a first come, first serve basis until the allotted funds are depleted. There are also deadlines to apply for specific conferences or workshops. For more information you can visit <http://www.eceanj.org> or call the ECEA office at 973-736-5650 for more information.

If you have yet to take the NEA Opportunity Checklist (which helps to support NEAs work in addressing racial & social justice) please do so. The information is being gathered by NEA to determine if students and educators across the country have everything they need. They will follow up with relevant resources to help you take the next steps needed to turn your school's needs into its newest asset. It takes about 2 minutes to complete. You can access the checklist at <http://pages.email.nea.org/your-school-checklist/>.

Negotiations

by David Zatorski, Chairperson

Negotiations Highlight Sheets and salary guides are at the EOEA office. Feel free to stop by and pick them up to review for the details of the contract.

I am happy to note that we came to agreeable terms to finalize our contract. It took time but it has been accomplished.

I hope that all members appreciate the work that was put in trying to get relief from Ch. 78. The "holiday" in June will put money back into your pockets for summer break.

I do ask that members stay focused on the fact that we will be back at the bargaining table at the expiration of this contract. So please keep in mind the things you would like to be brought up during that time.

This is our Association and we have to work together to make things happen.

Grievances

by Angel Boose, Chairperson

If you have a grievance, please recall that there is a process. You must have a Level 1 meeting with the person you have a grievance with prior to filing a formal grievance at Level 2. It is **highly suggested that you hold your Level 1 with your Association (Building) Representative**. During that meeting state what you want to happen as a result of the meeting. Document the date, time, and what was discussed. The goal is to have your issue resolved, informally. If the issue is not resolved, and

is a violation of the contract, contact me to set up a meeting so that we can determine next steps. You may also call me and set up a meeting if you need advice prior to having a Level 1 meeting. If you need assistance with writing rebuttals do not hesitate to call the office.

P.R.I.D.E

by Venus Yearwood, Chairperson

ECEA Pride Expo at Livingston Mall:

A performance by Jackson Academy, at 11:30 on March 5th 2020 in the Mall Center, please comes out to show your support.

The deadline to submit essays is Jan 10th. If your school has not submitted any essays there is still time. All essays should be sent to the EOEA office on or before Jan. 10th.

SAVE THE DATE

Please SAVE THE DATE for the following events hosted by the Essex County Pride Committee:

- 1.Spring Festival 4/11/2020
- 2.Drag Queen Story Hour 6/10/2020
- 3.Liver Life Walk 6/28/2020
- 4.Sunset Classic 6/30/2020

Location information for all events to follow

Government Relations

by Jacqueline White, Chairperson

Happy New Year Members!



TAKE ACTION

1. CHECK YOUR VOTING STATUS

Prepare to participate in upcoming elections on all levels by using the link to check your voting status. Also, listen to an election message from NJ Secretary of State, Tahesha Way. One of her initiatives is the NJ Ballot Bowl - A Statewide Non-Partisan Voter Registration Competition in which students compete to register the most students to vote. Her core mission is to boost voter participation and combat voter suppression. Way's viewpoint is that voting is the surest way to keep government honest.

- <http://actioncenter.njea.org/campaigns-and-elections/>
- <https://nj.gov/state/elections/index.shtml>

2. SAY 'NO' TO ATTACKS ON PUBLIC EMPLOYEES

Tell your legislators to oppose S-3770/A-6118. It is a bill, crafted in part by Senator Sweeney, that proposes to create a Path to "Progress" (i.e. Poverty!) commission charged with carrying out an anti-worker agenda. The commission will make recommendations that directly affect the terms and conditions of employment and the economic security of public employees.

Although the bill requires the commission to review employee retirement, health care, and other benefits, it does not require public employee representatives to be included in those discussions.

- <https://actioncenter.njea.org/say-no-to-another-attack-on-public-employees/>

3. CONTACT STATE BOARD

Send an email asking the State Board to support the NJDOE's proposal to keep testing to a minimum. After 18+ months of deliberation, the State Board is close to reducing the number of required statewide standardized tests at the high school level. It's imperative that the board hear the voices of NJEA members, parents, students, and stakeholders on this issue. Keep the pressure on!

- <https://actioncenter.njea.org/ask-the-state-board-of-ed-to-reduce-testing-for-students/>



SHARE THE NEWS

1. SMALL ACTIONS MAKE A BIG DIFFERENCE

As educators and union members, it's easy for us to talk about the progress we've made, but it's often hard to articulate what we actually did during an academic year to make that progress. We're so busy working to help our students learn that we often forget about our participation in all of our day-to-day union actions. Click the link to read about the small, simple actions we took this year and how they made a big difference.

- <https://www.njea.org/small-actions-make-a-big-difference/>

2. 2020 CENSUS

In mid-March, homes across the country will begin receiving invitations to complete the 2020 Census. Once the invitation arrives, you should respond for your home in one of three ways: online, by phone, or by mail.

The Census is mandated by the U.S. Constitution in Article 1, Section 2 and the U.S. has counted its population every 10 years since 1790. Census results help determine how billions of dollars in federal funding flow into states and communities each year. The results also determine the number of Congressional seats each state gets. Click the links for additional information and a NJ Dept. of State video.

- <https://2020census.gov/en/important-dates.html>
- <http://nj.gov/state/census.shtml>

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

by Keith Hinton II, Chairperson

HAPPY NEW YEAR!!! During our December meeting we were able to do a follow up walkthrough of Houston Academy. We discussed several updates. Some issues and updates are as follows:

Temperature in Schools

- It was stated that heat issues are known at the following schools: Hart Complex, STEM, Houston, and Garvin
- ESIP Program to assist with building management. Project manager being hired to manage ESIP.

Security for afterschool activities

- It was stated that each individual program supplies and pays for their own security. EOSD security Dept. must be aware of all security in the schools. EOSD security does outside patrols(driving). EOSD security won't step in unless there is a problem.

STEM electrical outlets

- Maintenance is aware and both issues have been resolved.
- It was stated that custodians know to prime the traps to cut down on the sewer gases by pouring mop water down the drain (that is in the floor).

Door Locks repair

- Maintenance is aware of the schools with the need.
- Currently there is 1 locksmith employed in the district . he will address these issues ASAP.
- Dr. West added it is very important with the recent daytime shooting incident in Jersey City. We do not want to be caught in a position where we can't lock doors during an emergency lockdown.

Carpets in schools update (cleaning protocol)

- Carpets cleaned 2x a year; Summer and Winter. All carpets to be vacuumed daily. All schools have HEPA filter vacuums no bags needed.

Roofing Update (Campus)

- It was reported that construction contractors are working there now.

Our next meeting is scheduled for January 15, 2020 at 9AM. After the meeting we will visit and walkthrough the Early Childhood Dept. Continue to email me the information of your school's issues so I can get the proper results for you.

Social/Communications

by Ashley Greene, Chairperson

Hello EOEA Members!

I hope everyone had a safe and happy holiday break, and that your new year is off to an amazing start. The committee and I are very excited to plan our social events for the rest of this school year.

Upcoming Events: This month, we hope you'll join us for a sipping social at **SuzyQue's, 34 S Valley Rd, West Orange, NJ 07052**. We want to gather and rejoice the start of this New Year from **4-6:30pm**. You'll receive a flyer via the remind app.

In February we hope you and your families join us to celebrate leap year at Sky Zone! "Leap into 2020," on the day of **Saturday, February 29, 2020**, at Sky Zone in Springfield, NJ. A flyer will circulate soon with details.

Our 14th Annual Retirement Party will take place on **Wednesday, June 10, 2020**, from 6:30 to 10:30 PM, at the Hanover Manor in East Hanover, New Jersey. Tickets for guests of retirees will be \$50. I look forward to seeing as many members there as possible.

REMIND APP: the Remind app has been re-launched. Schools have been grouped into sections of two or three. If you have received the invitation, please reply yes to receive text messages from the EOEA. If you did not receive the invite please send us an email stating your first and last name, school, and cell phone number, or see your Building Rep for the code to add yourself.

www.eastorangeea.org: We are asking all members to join our website. Sign in using your NJEA login and password, and click on the icon that says, "Update Your Information". It will allow us to make sure that your contact information is correct and up-to-date.

FAST

by Carla Hinds, Chairperson

The FAST Committee continues to work towards fulfilling the schedule of activities for our winter projects. Thanks to Hasana Shaw for continuing the Savvy Sisters Book Club. We are continuing to evolve as we work to create more opportunities for outreach to parents, staff and community partners. We are now finalizing our Annual Keepers of the Dream Banquet program. This will be our 16th banquet.



We have sent out letters to our prospective honorees and we await getting confirmation from them. Again, it will be held on February 26, 2020 at Bella Italia in Orange. Please call the office if you are interested in attending. Please note that this event is free and therefore we are limited in seating. This is an event that has fostered many great partnerships. Please join us. We will begin promptly at 4:30.

Instructions & Training

by Byron Carter, Chairperson

The Instruction and Training Committee will be hosting a professional development workshop on **Wednesday January 15, 2020 4:00 pm-6:00pm at the EOEA Office 576 Central Ave., East Orange Titled: Succeeding with Challenging Students-Classroom Management, RSVP by January 10, 2020**- Please Contact the EOEA at 973-672-7331 or send email to eoeh@aol.com if you would like to attend this workshop.

Membership

by Annamaria Economidis, Chairperson

As a reminder, please notify your building representative or the EOEA office if you have moved to a new address or are new to our district to update your information. You may also go to the NJEA website and update your information under My NJEA. To log on, it is your personal email and your password is the last 4 digits of your social security number. If you went out of the district for a leave such as a sabbatical or teaching abroad please check your status with the NJEA and make sure you are still an active member. Call the office if you are not sure. Visit www.memberbenefits.njea.org and check out the programs that can assist you in saving money on insurance, big-ticket items, and hundreds of everyday purchases. Along with saving money, other free services offered by NJEA are as follows:

ElderBenefit - CarePatrol

For free assistance in coping with senior care issues from Certified Senior Advisers, please call 866-423-9877.

AID-NJEA

NJEA offers a 24 hour helpline. Call 866-243-6532 to speak with someone about anything that may be adding stress to your life.

Dates to Remember

January 15th- Succeeding with Challenging Students-Classroom Management 4-6pm @EOEA

January 31st- SuzyQue's Happy Hour 4-6:30pm



Want to stay connected with the EOEA? Check out our Facebook page: East Orange Education Association and our Twitter page: EOEA_NJ