



**Ms. Jacqui Greadington**  
EOEA President

# EOEA Informer

## PRESIDENT'S MESSAGE

FEBRUARY 2019

### FIGHTING FOR AFFORDABLE HEALTHCARE/WHY YOU ARE MAKING LESS MONEY

When Governor Chris Christie signed PL 2011 Chapter 78 into law on June 28, 2011, he set a chain of events into effect that would ultimately reduce the take-home pay of public employees.

Chapter 78 mandated that employees pay a percentage of their health insurance premium. Depending on plan choices, level of coverage, and salary, the employee contribution ranges from 3% of the premium to 35% of the premium and is never less than 1.5% of the employee's base salary. When an employee's salary increases, the contribution may jump another to another level of premium sharing, resulting in the pay raise being reduced, or, even worse, decreased. Further, whenever there is a premium increase, a member's contribution subsequently increases further reducing take-home pay.

As a result, NJEA members are seeing significant decreases in take-home pay and that's having devastating consequences on them and their families. Some are unable to meet their basic financial obligations like mortgage, rent and car payments. Others are taking on added debt like short-term loans and increased use of credit cards. While the overall economy is improving, our members are doing worse. Their salaries are not keeping up with the escalating costs associated with Chapter 78.

Chapter 78 has impact at the bargaining table as it affects salaries, benefits and quality of health care.

NJEA is in the forefront of leading the way on cost-effective healthcare reform. NJEA has proposed 3 reforms to save the state more than \$830 million per year. We need every member to contact legislators to get these reforms passed. Politics does indeed affect our profession.

I urge you to take an ACTIVE role by tweeting, emailing, and calling your elected representatives.

### EOEA ACTION COMMITTEE:

Soon you will be asked to volunteer to serve on the Action Committee as we attempt to move forward in the current contract negotiations. Please answer the call as none of us is as strong as ALL of us. GET INVOLVED!!!!!!





**MEMBERSHIP**

By Jill Rogers, Chairperson



**Dues Reminder**

Employees can **NO LONGER** deduct dues in tax years 2018 - 2025 as a result of the [Tax Cuts and Jobs Act \(TCJA\)](#) that Congress signed into law on December 22, 2017 under President Donald Trump.

**Get Tickets**

NJEA members get special pricing for select **NJ Devils** Hockey games. Want to attend with friends? You can pay separately, but get together! A portion of the proceeds benefit the [NJEA Frederick L. Hipp Foundation](#), which provides grants to members.

The **New York Yankees** want to fill their stands with NJEA members! That's why they are offering an exclusive discount through the NJEA website. You can get up to 50 percent off tickets for you, your family, and friends. The current offer includes April and May games.

Check back often because more games will be added as the season progresses.

**NEGOTIATIONS**

By Dawn Nichol-Manning and Brian Rock, Co-Chairpersons

The EOEA Negotiation Team understands the concerns of the members in regard to Chapter 78. We were unable to address this issue due to the illness of a member of the Boards negotiations team . We will continue the conversation at the next session. Chapter 78 remains a top priority and will be addressed.



Negotiation updates are published and emailed to members the very next day after each session. **Please make sure to read your updates.**

*The next session will be held February 26, 2019.*

**Vice President's Message**

By Dawn Nichol-Manning

Hello Members. Make sure you are staying on top of your SGOs, PDP, PD Hours, and the Evaluative Process timelines. Remember you are your first line of defense in keeping your records accurate and straight. If you have any questions in regard to guidelines and procedures, do not hesitate to call the office.

**GRIEVANCES**

By Dawn Nichol-Manning, Chairperson



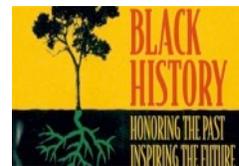
1. A teacher was suspended without just cause. (EO Campus High, Level 3)

*Previous Level 3 meetings are pending. They will be adhered to and updated soon. The EOEA was waiting on the Labor & Human Relations Director to schedule.*

**GOVERNMENT RELATIONS**

By Jacqueline White, Chairperson

**Greetings Members,**



Dr. Martin Luther King, Jr. tells us that ‘the moral arc of the universe bends towards justice.’ Throughout history, we have seen that moral arc bends because people bend it.

The Essex County Legislative Dinner is an excellent opportunity to learn about current legislative issues and how you can make a difference. It's also a great opportunity to meet your district's lawmakers and share your concerns. When you make your concerns a part of their agendas, you bend that moral arc even more.

**VENUE:** Nanina's in the Park  
540 Mill Street  
Belleville, NJ 07109

**DAY:** Wednesday, March 13, 2019

**TIME:** 4pm

**REGISTER:** <https://goo.gl/forms/dcP2Yxj8YtDpV8QK2>



**Follow the EOEA Twitter Feed @eoeagr**



**FAST**

By Carla Hinds, Chairperson

Greetings all! It is a pleasure for me to make this report on the work of the FAST Committee. I will explain the process for submitting projects for the FAST Grant and announce the honorees for Keepers of the Dream.

Overall, the best FAST events are those where parents converse with our members about what they want to see in their schools. FAST team members work with the parents to make things happen. We cannot organize parents around our professional issues, but we can look for places where our issues and parents' issues intersect and build coalitions that are grounded in action around those things. We can also provide opportunities for parents, stakeholders and our members to join together in regards to areas of common interests. (i.e. school safety, literacy, school visits, community advocacy). Some of the types of events that we can assist you in sponsoring are: Partnerships, discussions, and programs focusing on family involvement. Support for legislation that would allow parents to take time away from work, without loss of pay, to address children's needs at school.

Additionally workshops can be:

- Family involvement workshops through which parents and caregivers learn more about helping children succeed in school. These events include activities for children, so that families can attend them together.
- Visits by school employees to participating places of worship and other community meeting places to invite and encourage parents and caregivers to participate in teacher conferences and school activities.

Start thinking now about events that will be beneficial to our schools, parents, stakeholders and students in SY 2019-2020. In June, we will come together to formulate a grant for the next school year. This process is easy to navigate when your events are on the initial grant.

**Keepers of the Dream**

Please be reminded of our 15th Annual Keepers of the Dream Banquet which is scheduled for the 28th of February at 4:30, at Bella Italia in Orange. **RSVP** by calling EOEA at 973-672-7331 by no later than Feb. 15<sup>th</sup>. (Limited Seating)

*Congratulations*

We are pleased to announce the recipients of our Keepers of the Dream Award:

- Principal Anita Champagne, Cicely Tyson Middle/High School
- Councilman and Mrs. Mustafa Brent, City of East Orange
- Posthumous Award on behalf of Kofi Owens

Congratulations to all of our recipients!

**Visit our website: [www.eoemembers.com](http://www.eoemembers.com)**

**SOCIAL/COMMUNICATIONS**

By Angel Boose, Chairperson

February is Black History Month, an annual celebration of the achievements and contributions of African-Americans. To celebrate, check out local events in your area. Many places are hosting special events throughout the month. Here are a few you may be interested in checking out:

- \* Grammy Museum Experience at Prudential Center; Newark, NJ
- \* Eye Witness to African American History Tour at The Crane House & Historic YWCA; Montclair, NJ
- \* The Schomburg Center for Research in Black Culture; New York City, NY
- \* The Apollo Theater; New York City, NY
- \* The Birthplace of Hip Hop at Cedar Playground: New York City, NY

Join us on Friday, February 22, 2019 at Bury The Hatchet - Axe Throwing; 672 Bloomfield Avenue; Bloomfield, NJ from 4:30 - 6:45 p.m. The discounted cost for EOEA members and guests is \$34 per person. It's BYOB (beer and wine) and you are welcome to bring your own food. To purchase tickets, visit or call the EOEA office at 973-672-7331 or see your Building Rep with cash or check (payable to EOEA). The payment deadline is Friday, February 15, 2019. For more info about what to expect visit <http://www.BuryTheHatchet.com>.

**Save the date!** There will be a St. Patrick's Day Happy Hour at Egan and Sons; 118 Walnut Park Drive; Montclair, NJ from 3:00 - 6:00 p.m.

Our committee would like to plan an outing to see the musical "Ain't Too Proud: The Life and Times of the Temptations" at the Imperial Theater in New York City during Mother's Day weekend. We would like your input regarding the date, price, and travel. Please visit the following link to take a short survey

<https://goo.gl/forms/P66jjZagbecAhLR72>.

If you haven't already, please follow and like our Facebook page at "East Orange Education Association" and continue to visit our website <http://www.eastorangeea.org> for updates and more information about the Association.

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