

# EOEA INFORMER

THE OFFICIAL PUBLICATION OF THE EAST ORANGE EDUCATION ASSOCIATION

## From the President's Desk...

The start of this school year finds us in the space called "virtual learning". I would have never thought that in my career as an educator that this would be considered what some deem "the new norm". As we all hope for things to become better sooner than later, we must keep focused on maintaining professionalism in our approach in delivering adequate instruction to our students. I know that juggling our personal lives and our educational duties have become more tedious than ever before. Yet, I encourage members to stay calm and make sure that you are taking care of yourselves to be better equipped to do your job and help others.

Create and organize a plan that will be conducive to your well-being during this time. Make sure you take breaks in the instructional schedule as they are prescribed. Stretch and get away from the computer, try your best not to grade assignments, or remain at the screen during that time. Remember that our contract is to be upheld despite the given situation. Make sure you take your prep and lunch. When the workday has ended take some time to go out and get fresh air, exercise, read at leisure, or watch a show. Do something other than being in front of the computer for at least an hour. You are important to making things work for your students, and for that to happen you must take care of yourself.

I want to thank members who tuned into the NJEA workshops during the summer to stay on top of things and be well informed. Thank you to the teachers that volunteered to assist with the EOEA School Re-Opening Committee, your advice aided greatly in the way things were rolled out regarding returning to school. Your efforts did make a difference.

As we continue to work not knowing exactly how things will pan out due to changes that may occur with health data and codes it is very important to make sure to stay connected. Make sure you are reading your district email from our leaders in the district and your Association. Do not skip over reading Board Policies and Regulations.

I understand there is a lot of changes that are occurring at this time in our district. Please remember that you are responsible for what you have been trained in. Do not allow yourself to be overwhelmed. Attend workshops as they are scheduled and do your best in managing your responsibilities. It is planned for staff to return to school buildings on October 5, 2020. Please make sure you have submitted accommodations or have requested the proper FMLA if the return infringes upon your health or life circumstances.



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

Make sure you are aware of CDC guidelines and that your request is properly backed by your physician.

The EOEA Executive Board and I have spoken with the Superintendent, Mr. Hasan, and his Senior Cabinet regarding your concerns. The update will be sent to you by Tuesday, September 22, 2020. We will continue to hold meetings with the Superintendent and his Senior Cabinet throughout the school year. I will notify you beforehand so that you will be able to submit your concerns. I want to encourage each of you to keep doing what you are doing. Your flexibility speaks volumes in the manner in which you uphold the integrity of education. Let us be considerate and understanding towards one another as we all are dealing with many uncertainties at this time.

Have a great school and let us all stay united and hope for the best.

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## Vice President's Message

by Angel Boose

I hope you all are off to a wonderful start in your virtual classrooms. Over the course of the first full week there were many trainings and a lot of new information you needed to utilize to prepare for your students. We know it's been overwhelming and that each of you is doing the very best you can. Keep your head up! We will get back into our classrooms and reunite with our students in person, but only when it's safe.

We have a new website! Same domain, new look. Please visit our website regularly at <http://www.eastorangeea.org>. There you can find our current and archived newsletters. You will find the members of the Executive Board and the Association Rep(s) for your site. Note: you should be receiving updates from your Association Rep(s) at least once a month in a 10-minute meeting. Under the Members tab, you can find our Contract, but will need your NJEA membership pin to access it. There are areas of the website that are still under construction, but they should be updated by October 1, 2020.

We use Remind to send you important, sometimes time-sensitive information directly to your cell phone. You do not need to download the app to receive text messages. All you have to do is send a text to 81010 to the class code for your site. You can retrieve the code for your location/school from your Association Rep, or you can contact the office secretary.

We will be changing our e-mail address! This school year we will transition away from our AOL email. Soon, if you send an email to our old account you will receive an automated response listing our new e-mail address. When that happens, please forward your e-mail to the new address. Please add our new email to your address book to avoid it being sent to your spam folder: [eoaa@eastorangeea.org](mailto:eoaa@eastorangeea.org).

## Greivances

by Angel Boose, Chairperson

A grievance is any claim by a teacher or the Association, in writing, that there has been a violation, misinterpretation, or misapplication of the terms of the Contract or any educational law. A Level I grievance is an informal meeting with the person the complaint is against to attempt to informally resolve the issue. We **highly recommend** you exercise your Weingarten right and ask that your Association Rep be present at that meeting, especially if you believe it may result in discipline. If you are denied your right, do not leave the meeting. Take detailed notes and when the meeting ends, contact the Association immediately to file a complaint.

The levels of the grievance process must be followed. You must first contact your Association Rep and hold a Level I with him/her.

If the issue cannot be resolved, you should then contact Angel Boose, Grievance Chair, to file a Level II. She will set up a meeting between the involved parties to attempt to resolve the matter.

To contact the grievance chair, send a detailed email with the word "Grievance" in the subject line or call the office at 973-672-7331. The grievance chair is a classroom teacher and will be unable to return calls during school hours. You will be contacted after school hours. During the month of September if you have a grievance, contact Dr. Dawn Nichol-Manning, EOEAA President.

## P.R.I.D.E

by Venus Yearwood

Welcome back everyone, As we embark on this new year, virtually. Maintaining our Pride in education will be a continued goal. The pride committee is working hard to preserve events that we've had in the past while coming up with new events highlighting our Pride in what we do every day, educating our students. We are looking forward to all that this year will bring. Stay encouraged, the Pride committee.

## Government Relations

by Jacqueline White, Chairperson



Greetings Members!

### TAKE ACTION

#### 1) LEARN ABOUT CH44 & THE NJ EDUCATOR'S HEALTH PLAN

Get information about the new NJ Educator's Health Plan. Select the private plan option. Use the link to register for the next webinar being held on **Wednesday, September 23 @ 3:30 PM**

<https://www.njea.org/register-for-webinar-on-upcoming-healthcare-changes/>

#### 2) TACKLE STUDENT LOAN DEBT

NEA Member Benefits is offering a new free member benefit that provides technical support from student loan experts. They can answer your questions and help you fill out and e-file a student or public service loan forgiveness application. Hopefully their assistance will reduce or eliminate some of your student loan debt.

Click the link to learn more:

<https://www.njea.org/tackle-your-student-loan-debt/>

### 3. VOTE BY MAIL INFORMATION

View and share these messages from our Secretary of State Tahesha Way to get informed about how easy and safe it is to VOTE, SIGN, SEAL, and RETURN your Vote By Mail ballot for the upcoming election. Check [www.election.nj.gov](http://www.election.nj.gov) for more information.

Click here to view instructions from Secretary of State Way:

<https://edpuzzle.com/media/5f5d1f743511e940d6ed0abf>

<https://edpuzzle.com/media/5f5d11cc27b17340c47a0e4a>



### SHARE THE NEWS

#### 1) GOVERNOR MURPHY SIGNED ESP JOB JUSTICE BILL

Gov. Phil Murphy signed S-2303/A-4140, a pro-collective bargaining law that prevents subcontracting of ESP members' jobs during the life of negotiated collective bargaining agreements. "Collective bargaining is one of the fundamental rights and values for union members because it gives workers a voice," said Spiller.

Click the link for details.

<https://www.njea.org/murphy-signs-subcontracting-bill/>

#### 2. BECKY PRINGLE ELECTED NEA PRESIDENT

Delegates to the National Education Association Representative Assembly (NEA RA) elected Becky Pringle to be president of NEA. Pringle is a science teacher on leave from the Susquehanna School District in Pennsylvania and currently serves as vice president and previously served as secretary treasurer of NEA.

Click the link to learn more about the new team of leaders at the national level:

<https://www.njea.org/pennsylvania-educator-becky-pringle-elected-nea-president/>



## **EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)**

**by Keith Hinton II, Chairperson**

WELCOME BACK Members! I want to congratulate you on making the proper accommodations to continue to stay safe! I know how most of us want to return to work and have students to interact with but let's understand COVID 19 is still making people sick around the world. The EOEA has been working around the clock to ensure we are safe too. So please stay firm and believe in what our Union is doing to make us all safe and secure!

With that being said, schools have been closed for several months. We are waiting for an update from maintenance and I will forward their response to the EOEA.

One important email I received was in reference to all schools with central air systems are currently up and running with the exception of the following schools. Here are some of the issues that must be addressed:

- **Hart Complex** Honeywell provided us with a list of deficiencies they discovered at the Hart Complex that will compromise the operation of the HVAC system. In-Line our HVAC contractor and our electrical department was assigned to assessed these concerns. We are waiting for quotes and timelines to have these items addressed.
- **Wahlstrom** Repairs to the chiller began on Monday August 31 and continue until it placed back online. We anticipate the repairs to take 2-3 days pending the availability of supplies.
- **Jackson** The sound barrier is being installed around the chiller today. Honeywell anticipates having it running by the start of the school week.
- **HVAC repairs are a top priority for us this upcoming week.**

\*\*\*MERV or Minimum Efficiency Reporting Value is a system used for measuring the amount of particles a filter can be expected to capture. Some of our schools are not equipped with a HVAC system and does not have this MERV system. \*\*\*

Note that additional hazards, outside of those discussed in this newsletter, may exist for returning members. These can include other microbial hazards, changes in water chemistry that lead to corrosion, leaching of metals (such as lead) into stagnant water.

Two important steps to minimize other microbial hazard risks during and after a prolonged shutdown

1. Maintain indoor humidity as low as possible, not exceeding 50%, as measured with a humidity meter. Head custodians may consider continuous monitoring of indoor humidity using a digital humidity meter, ideally more than once daily, to minimize the need to access the building.
2. After a prolonged shutdown and before occupants return, buildings should be assessed for other microbial hazard risks and excess moisture.

For more information go to [CDC.org](http://CDC.org)

## **Social/Communications**

**by Ashley Greene, Chairperson**

Welcome back to the 2020-2021 school year. I hope everyone had a relaxing and enjoyable summer. The social committee has great news! Over the summer, our spring gift for EOEA members was completed and our polo shirts are at the EOEA office. During the week of September 28, 2020, your building rep. will pick them up and will be able to distribute them to you.

## Social/Communications (cont'd)

Upcoming Events: (subject to change or cancelation)

SAVE THE DATE! Our 14th & 15th Annual Retirement Party will take place on Wednesday, June 9, 2021, 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. This year's Retirement Dinner will be a combined celebration for both school years due to the Corona-19 pandemic.

REMIND APP: 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.

The social committee will also be hosting another ZOOM event at the end of this month to welcome back our hard working members. Please plan to join us on Friday, September 25, 2020, invitation details are:

**Topic: Social WELCOME Back!**

**Time: Sep 25, 2020 03:30 PM Join Zoom Meeting:**

[https://us02web.zoom.us/j/4473557756?  
pwd=NENjZWc2ai9qeHlvWEpZSFcxektSdz09](https://us02web.zoom.us/j/4473557756?pwd=NENjZWc2ai9qeHlvWEpZSFcxektSdz09)

**Meeting ID: 447 355 7756**

**Passcode: EOE A**

## FAST

**by Pansy Leblanc and Sharon Johnson, Chairperson**

The committee meet several times over the summer to discuss the submission of the School Year 20 -21 proposals. The NJEA Consultant indicated during FAST training that by the deadline of August 15 we should only submit the proposal for the month of September. Historically, the EOE A does not have any FAST events in the month of September. After a brief discussion we decided to move up our first event to the last day in September in order to comply with the directive. No other proposal would be accepted during the August 15th deadline. However we prepared all of our Fall programming so that we would be prepared when the submission window opens.

Fall programs have been submitted and we are working on submitting our Winter programming. We are currently

configuring our winter programming in a way that we can continue if for any reason we are still in no contact status. Our events for winter season are the book clubs and "Keepers of the Dream". However, we are planning to add Social Justice projects for the winter as well.

Our September program was approved and we have begun planning for the roll-out for that program, more information will be forthcoming.

We continue to desire members to participate in FAST and encourage you reach out if you have an interest in working with the FAST committee.

## Instructions & Training

Aimie Smith will take the position as the new chairperson for Instruction and Training. Information will be forthcoming in the next article. We thank Byron Carter for serving well in this position over the last several years.

## Membership

**by Annamaria Economidis, Chairperson**

Greetings Members! Happy September!

Here are your dues for this school year if you are a certified full time professional:

National- \$200

State- \$991

County-\$58.70

Local-\$252

Total-\$1,501.70

For our new members:

Welcome to EO! Once you receive your membership form, please mail the two white forms to NJEA with the envelope provided. The pink form is to be given to your rep to hand in to EOE A and the gold copy is for you to keep. When NJEA receives your membership form, it is entered into the system and you will receive an e-mail with your pin and a link to your temporary membership card. You will receive your permanent membership card in the mail soon after.

Wishing you all a wonderful start to the school year!

### Dates to Remember

Welcome Back Social  
September 25, 2020

Return to Buildings  
October 5, 2020

Retirement Party  
June 9, 2021



Want to stay connected with the EOE A? Check out our Facebook page: East Orange Education Association and our Twitter page: EOE A\_NJ