

# EOEA INFORMER

THE OFFICIAL PUBLICATION OF THE EAST ORANGE EDUCATION ASSOCIATION

## President's Message

**FULL-TIME RELEASE UPDATE:** Rozenblit v. Lyles was decided on August 22, 2019. The case involves a challenge by the Goldwater Institute, of a contractual provision in the Jersey City BOE and Jersey City EA collective bargaining agreement that provides salary and benefits, paid by the school district to the full-time local president and his/her designee. The collective bargaining agreement also provided JCEA with office space and parking. The Appellate court overturned a lower decision which found in favor of the JCEA/NJEA.

Keep in mind that that every negotiated full-time release provision varies by local contract and it is virtually impossible to deal with the issues on a broad basis. This decision impacts ALL NJ unions who stand in solidarity and partnership with NJEA.

In East Orange, the EOEA has always reimbursed the salary and benefits for a full-time released president. The EOEA does not receive office space or dedicated parking from the district. This decision is being used broadly to diminish bargaining rights and the union statewide.

In the last week, JCEA has filed a motion seeking a stay from the Appellate Division. In addition, a Notice of Petition of Certification was filed with the NJ Supreme Court. The Appellate Division is scheduled to consider the application for the stay on September 19th.

**In the meantime, the JCEA and the JCBOE have reached a tentative agreement that both parties are comfortable with during the pendency of the appeal(s). Many affected school districts have opted to wait for that/those decision(s) before initiating any changes.**

**NEGOTIATIONS:** Our first Mediation Session will be on Thursday, September 12th, at 4:00 at the Board Office. This has been a long time coming, and the team remains committed to reaching a fair and equitable settlement.



**Jacqui Greadington,  
EOEA President**

**LESSON PLANS:** As you know the EOSD has the sole right to create the district lesson plan format. However, EOEA recommended changes in an effort to make the process less time consuming, cumbersome and user-friendly.

**SICK LEAVE BANK:** You must donate a minimum of one sick day to the Bank by September 30th to be eligible to participate in the program. You may donate more days if you so desire. After completion of your initial donation, you may also donate sick days to a specific employee represented by the EOEA. Please email a request to donate sick days to Ms. McKenzie through the district website.

**WE REMAIN COMMITTED TO PROTECTING OUR MEMBERS' RIGHTS BY ANY MEANS NECESSARY!!!!**

The EOEA INFORMER is the official publication of the  
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Ms. Carolyn O'Connell, Treasurer  
Ms. Angel Boose, Secretary  
Mrs. Toi Hinton, Editor

## Vice President's Message

by Dawn Nichol-Manning

Hello Members. We are at a point wherein we must remain focused. It is imperative that you understand what is going on with unions throughout the United States. The plan is to abolish unions altogether. We can not allow that to happen. Unions and Associations ensure that employees are treated with dignity, rights are upheld, and working conditions are suitable. We can not afford to sit by and watch our bargaining units disappear from the fabric of our work force. We must take the initiative to write our legislators, make phone calls, and send emails letting them know we want to preserve our unions and associations. This is not the time to be timid and passive. It is now the time to stand united and show you are UNION STRONG!

## NEGOTIATIONS

by Dawn Nichol-Manning, Chairperson

We are in mediation. We are scheduled to meet with the Board on September 12, 2019. The Board tried to prevent the entire Negotiations Team from joining the first mediation meeting. We insisted that a change be made so that we can all be present at the table. This process is taking longer than expected. The Board knows that we need a contract that is suitable and it should not take this long knowing that it is suppose to be renewed when it expires. This shows a lack of respect. This is nothing new. Therefore, your support is greatly needed. More details to follow so please check your Constant Contact.

## Grievances

by Dawn Nichol-Manning, Chairperson

PERCC scheduled for September 2019

## P.R.I.D.E

by Venus Yearwood

Welcome back everyone! The Pride committee is looking forward to sponsoring and organizing new and "oldies" but good events this year. The committee wishes all members a great start to this new school year, as we thank you in advance for your support.

## GOVERNMENT RELATIONS

by Jacqueline White, Chairperson

Greetings Members!

Welcome back to a new school year! Remember... "Union membership is like a gym membership. You can pay your dues, but if you don't show up and participate, you do not become stronger."  
- NJEA Review - April 2019

Ch.78 - FIND OUT where we stand, where we are going  
- NJEA Review - September 2019

<https://www.njea.org/ch-78-and-esp-job-justice-where-we-stand-where-we-are-going>

TAKE ACTION:

1) Tell the Senate to urge Sen. President Sweeney post Chapter 78 Relief

<https://actioncenter.njea.org/tell-legislators-protect-the-jobs-of-esp-members>

2) Say NO to pension and benefit attacks!

<https://actioncenter.njea.org/say-no-to-pension-and-benefit-attacks>

NJ21United is a coalition of educators and community members who care about public education in New Jersey.

GOALS:

\*ensure that students have access to necessary resources and supports

\*fairness in compensatory benefits that decrease the educational pay gap

\*improve the educational environment in the state of New Jersey

\*union protections that all of our members deserve

Website: [www.nj21united.org](http://www.nj21united.org) ~ Twitter: @Nj21United  
~ Facebook: NJ21United

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

by Keith Hinton II, Chairperson

HAPPY NEW YEAR and I want to welcome everyone back to another exciting school year. During our last meeting in June, we discussed several updates and upgrades for the summer. The committee worked collaboratively to resolve problems and it also allows the committee a chance to understand the difficult problems faced in some schools. Some board members were able to see first-hand what goes on in the schools.

The following is the schedule for the upcoming 2019-2020 school visits.

- September 27, 2019 - 9:00 A.M. meeting at the EOEA office- followed by Campus A/B wing walkthrough.
- October 17, 2019 -10:00 A.M. Follow up Campus A/B wings visit- meeting at 1 P.M at the EOBOE
- November 20, 2019- 9:00 A.M. meeting at the EOEA office- followed by Houston walkthrough
- December 12, 2019-10:00 A.M. Follow up Houston visit- meeting at 1 P.M at the EOBOE
- January 15, 2020- 9:00 A.M. meeting at EOEA office followed by Early Childhood walkthrough
- February 21, 2020- 10:00 A.M. follow up walkthrough of Early Childhood - meeting at 1:00 P.M. at EOBOE
- March 12, 2020- 9:00 A.M. meeting at EOEA office followed by Board of Education walkthrough
- April 22, 2020 - 10:00 A.M. follow up walkthrough of Board of Education - meeting at 1:00 P.M. at EOBOE
- May 14, 2020 - 9:00 A.M. meeting at EOEA office followed by Gibson walkthrough
- June 11, 2020- 10:00 A.M. follow up walkthrough of Gibson - meeting at 1:00 P.M. at EOBOE

Dates are subject to change due to possible conflicts. Everyone have a safe and productive school year! Please e mail me your concerns so I can bring them forward to our team.

## SOCIAL/COMMUNICATIONS

By Angel Boose, Chairperson

Welcome back, welcome back, welcome back!

I hope that you all have had a fun, restful summer and are having an easy transition back into the swing of things. This work is not easy, and can be very stressful at times, which is why the Social & Communications Committee exist. Let's not forget to make time to take care of ourselves and have a little fun with our colleagues outside of the workplace. Doing so allows us all to really get to know one another, build community, and develop a sense of trust.

Our first social event for the year will be a **BACK TO SCHOOL HAPPY HOUR on Friday, September 27, 2019** at McLoone's Boathouse located at 9 Cherry Lane, West Orange, NJ from 3:30 - 6:30 PM. The happy hour includes drink specials, food specials, and will take place at the indoor and outdoor bars. If you've never been, McLoone's Boathouse is a great place to hang out with beautiful views of the park and the reservoir. Please join us! I especially encourage the new educators in East Orange to attend.

The flyer features the EOEA logo (East Orange Education Association) with a red apple icon. The event details are: McLoone's Boathouse, 9 Cherry Lane, West Orange, NJ. The event is titled 'BACK TO SCHOOL HAPPY HOUR' in a large, stylized font. The date and time are 'FRIDAY, SEPTEMBER 27, 2019' from '3:30 - 6:30 PM'. The flyer also mentions 'GREAT SPECIALS ON FOOD AND DRINKS AT THE INDOOR & OUTDOOR BARS'. At the bottom, it lists the president, Jacqueline Greadington, and the office location at 576 Central Avenue, East Orange, NJ, with phone number 973-672-7331 and email EOEa@aol.com.

**EOEA**  
EAST ORANGE EDUCATION ASSOCIATION

**McLoone's Boathouse**  
**9 Cherry Lane**  
**WEST ORANGE, NJ**

**BACK TO SCHOOL**  
**HAPPY HOUR**

GREAT SPECIALS ON  
FOOD AND DRINKS AT THE  
INDOOR & OUTDOOR BARS

3:30 - 6:30 PM  
**FRIDAY, SEPTEMBER 27, 2019**

JACQUELINE GREADINGTON, PRESIDENT  
EOEA OFFICE LOCATED AT 576 CENTRAL AVENUE, EAST ORANGE, NJ  
PHONE: 973-672-7331 | EMAIL: EOEa@aol.com

## FAST

by Carla Hinds

It is my pleasure to welcome you back! We are happy you chose to work here and I trust that you will have an awesome school year!

We are currently working on our 2019-20 NJEA Grant. It will be submitted by the time you read this missive. I'm excited about the work we have done and what we will do this year.

For new teachers, FAST is the outreach arm of NJEA. We sponsor book clubs, parent workshops, community health fairs, and events that support our schools. Share your ideas, but, look on the NJEA website to see guidelines for FAST.

Have a wonderful, productive school year!!!!

## Instruction & Training

by Byron Carter, Chairperson

The Instruction & Training Committee would like to wish everyone a wonderful and productive 2019-2020 school year. Educators please supervise your Scholars in your Learning Communities at all times to protect them and yourselves, also remember your professionalism when interacting with the Scholars and the Professional Staff. Our Committee will be hosting several professional development workshops and attendees will receive professional development hours. Notification will be sent out stating the professional development workshops and the location.

On September 19, 2019, we will begin our Professional Development Workshops, Workshop Title: Making SGO's Work. RSVP by September 13, 2019 please contact the EOEA Office at 973-672-7331 or send an email to eoea@aol.com if you would like to attend this workshop.

## Membership

by Jill Rogers, Chairperson



Happy September! Your dues for the upcoming year are listed below:

Teachers/Certified  
National ~ 196.00  
State~ 950.00  
County~ 57.00  
Local~ 222.00  
Total 1,425.00

This is my final article as your Membership Chairperson. Annamaria Econimidis will be assuming the role effective immediately. I wish you all a phenomenal school year.

### Dates to Remember

**September 12th- Negotiations Meeting**

**September 19th- "Making SGO's Work" Workshop @EOEA office**

**September 27th-Back to School Happy Hour**

**September 30th - Last day to submit days to sick bank**

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

