

EOEA INFORMER

THE OFFICIAL PUBLICATION OF THE EAST ORANGE EDUCATION ASSOCIATION

President's Message

THE FACTS ABOUT FACT-FINDING

After months of the EOEa Negotiations Team operating in good faith, negotiations moved to the mediation phase. We were unsuccessful in achieving a settlement at that meeting. Rather than waste time with another mediation session, the Team opted to move forward to Fact-Finding. The necessary filings have been signed and we are currently waiting for an agreed upon fact-finder to be appointed.

The objective of the fact-finder is to develop a settlement that is acceptable to both parties. In this process each side presents its case to a neutral third party, or fact-finder. The fact-finder makes a "finding of facts" and prepares a report on the terms of the settlement as soon as possible after the hearings.

Your Negotiations Team is committed to achieving a fair and equitable settlement. We need and appreciate your support.

SYNOPSIS OF ISSUES DISCUSSED AT THE EOEa EXECUTIVE BOARD/EOSD SENIOR CABINET MEETING 9/18/19:

PRESENT: EOEa, Angel Boose, Byron Carter, Carla Hinds, Keith Hinton II, Venus Yearwood, Jackie White
EOSD: Dr. West, Dr. Harvest, Ms. Champagne, Ms. McKenzie, Ms. Brooks, Bus. Adm.

Teachers need the support of the EOSD to provide the tools to help students achieve. The frustration is compounded by the fact that the same things happen year after year.

District-wide Issues:

1. Think-Central on-line resources were not available for literacy. Math and science consumable textbooks were not available for elementary students.

Response: All resources are now accessible. This was due to the vacancy and backlogged orders. FOCUS grades are required ONCE a week per Dr. West.

2. There is no social studies curriculum.

Response: The Board has approved funding for writing and updating the curriculum. Teachers are waiting for books, supplies, functioning smart boards and computers.

3. Teachers are being told that FOCUS grades are required twice a week. Is a data wall required?

Response: Science books are not available. Math consumables should be at the schools now.



**Jacqui Greadington,
EOEA President**

District will now do on-line textbooks. A grade-level set will be available to students without home access. There is a link to all textbooks now accessible through the district website. Dr. West will make parents aware of the \$9.99 Comcast Internet. Put issues for technology in writing to Ms. Solomon. Teachers should let administrators know when they don't get a response so that Dr. West is aware. Yes, data walls are absolutely required.

4. Common Planning Time (CPT) problems continue to be reported.

Response: CPT needs to be defined. Every school has the staff to do CPT; it's a matter of scheduling. CPT during prep periods should NOT be happening!

CPT should not be during staff meeting time.

5. What is the acceptable class size for each grade: Pre-K through 12? It has been reported that there are 31 students in ESL and 30 in regular education classes.

Response: Grades Pre-K-2=15; grades K-3=2; 4-12=25. There are some scheduling issues at middle and high schools that need to be adjusted. If a student is not in FOCUS, they should not be in school.

The EOEa INFORMER is the official publication of the East Orange Education Association
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 Ms. Carolyn O'Connell, Treasurer
 Ms. Angel Boose, Secretary
 Mrs. Toi Hinton, Editor

President's Message (cont'd)

6. Is there a method/form for parents to use to not comply with the uniform policy?

Response: The policy is mandatory. Every school has access to get uniforms. All schools have procedures in place to address families who don't have money for uniforms. Students should not be punished for not having uniforms. It is suggested that they be encouraged with incentives. Additionally, the PTO/PTA should be spoken to.

7. What information is accessed via the Biometric Scan?

Response: We are still in the enrollment phase. Your scan is assigned an ID # and is stored in the school database. When you scan your finger, you will see your name and personal information. Eventually, the scan will be tied to payroll. The key fob will still be your door access.

In closing, these are your issues followed by the superintendents Senior Cabinet responses. Please continue to report any deviation or misrepresentation of these answers to us as they occur.

EOEA UNITED FOR ONE AND FOR ALL!!!!!!

Vice President's Message

by Dawn Nichol-Manning

I am proud to hear from members who are ready and willing to take a stand and let their voices be heard about their experiences as professional educators. It is imperative that others outside of the field of education understand the many trials and predicaments we endure to ensure our students are properly educated. I would like to encourage members to remain true to your call and continue to diligently serve your students. Please be mindful as the school year continues to stay on top of the following things: keep hardcopies of PD hours, use Frontline when you will be absent (also call and inform your school), review SGOs, and ensure that your evaluation process is done accordingly (post and pre conferences are held).

NEGOTIATIONS

by Dawn Nichol-Manning, Chairperson

We are waiting for our NJEA Uniserv Rep to give us the date for the Fact Finding session. We are determined to continue to ensure that we attain a reasonable contract. This process may take some time to complete due to the research that has to be done as well as the turn around time to review information. Please be patient and know that the Negotiations Team is staying on top of making sure that we inform membership of what is taking place. Please open and read your Constant Contact so that you are aware of updates as they come in. We will inform you of actions that may be needed, please attend Action Meetings when you are notified and let us remain united in our efforts. We will get through this.

Grievances

by Dawn Nichol-Manning, Chairperson

1. PERC Hearing was held September 24, 2019. It was ruled that a teacher was transferred for disciplinary reasons. The Association prevailed and it was ordered that the teacher will be returned back to the school they were transferred from.

P.R.I.D.E

by Venus Yearwood

Hello members,

It's that time again. The Essex County Education Association PRIDE EXPO at AT LIVINGSTON MALL is back. Any school who would like to perform, display class projects, or display individual students Artwork are welcomed. All information will be provided to you by your building rep. via the Flyer and forms if you are interested. The Pride committee thanks you in advance for your continued support and looks forward to a record breaking turn out this year. LETS GO EOEA and represent for Essex county!

Government Relations

by Jacqueline White

Greetings Members!

"Everything about your job and your day—your salary and benefits, the amount of time you work—is determined by elected officials, or appointed officials they choose. Politics is an important part of your life. Find a way to stay informed and get involved"

--Legislative Action Team, <https://actioncenter.njea.org/lat/>
Follow EOEA on Facebook and Twitter @EOEA_NJ

VOTE:

- <https://www.njea.org/njea-pac-endorses-60-candidates-for-assembly>
- <https://www.njleg.state.nj.us/districts/municipalities.asp>
- For members of the NJ Assembly, Freeholders, and City Council
- Click to find out if you are registered to vote at: <https://voter.njsvrs.com/PublicAccess/servlet/com.saber.publicaccess.control.PublicAccessNavigationServlet?USERPROCESS=PublicSearch>

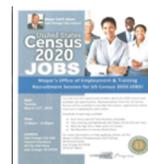
PT & FT OPPORTUNITY:

Earn extra income while helping your community. The U.S. Census Bureau is recruiting thousands of people across the country to assist with the 2020 Census count. Attend information session:

DAY: Tuesday, March 25th, 2019

TIME: 3pm-6pm

PLACE: East Orange City Hall



Government Relations (cont'd)

<https://2020census.gov/en/jobs.html>

https://twitter.com/EOEA_NJ

<https://2020census.gov/en/jobs.html>

https://twitter.com/EOEA_NJ

EOEA HEALTH, SAFETY AND SECURITY COMMITTEE (HSSC)

by Keith Hinton II, Chairperson

During our September meeting, we were able to do a walkthrough of East Orange Campus High School. The maintenance department was visiting doing the sweep of fixing issues within the school. The team welcomed new security supervisor, Hakim Sims.

Some key updates are:

1. School sweeps are back in effect! The maintenance department will begin addressing the more critical issues at schools and work accordingly.
2. The district has a new roofing contractor that has been assessing issues across district.
3. Jackson Academy got some needed patchwork in the parking lot until the pavers can come to complete the job.
4. School identification needs to be worn by ALL employees of the district. If a visitor is in the school, they should have some type of identification or school pass on them as well.

Keep in mind that when reporting problems to the reps at schools, the protocol is the rep will report to the building administrator and head custodian. If nothing is resolved, then the rep reports to the HSSC. Also remember that each school should have a School Safety Team that meets once a month. Address these issues to that team and then report to the HSSC.

Lastly, remember that staff Injuries should be filled out and submitted. Even if you think you are fine right after an incident of any kind at work, you should still fill out the form just in case. Our next meeting is at the Board of Education on October 17, 2019 at 1 P.M.

As always, thank you for sending me the information so I can get the proper results for you! Please email me your concerns so I can bring them forward to our team.

SOCIAL/COMMUNICATIONS

By Angel Boose, Chairperson

Fall is here!! With fall comes pumpkin flavored everything, colored leaves, bobbing for apples, pumpkin picking, hayrides, costumes and more. I'm sure many of you are already planning Halloween festivities for your students. After all the hustle and bustle of Halloween, join us for some adult fun.

The next social event will take place at Bury the Hatchet - Axe Throwing on Friday, November 1, 2019 from 4:45 - 6:45 PM. The address is 672 Bloomfield Avenue, Bloomfield. You can BYOB wine and beer, as well as your own food. Last year's group had a great time! Attendees brought pizza, fried chicken, chips and a host of other things to enjoy as they hung out awaiting their turn to axe throw. It's a great event for those who enjoy friendly competition and hanging out in a relaxed atmosphere. **The cost to attend is \$34 per person due on or before Thursday, October 17th at 4:00 PM.** You can pay with cash or check payable to the EOEA. Please bring your payment to the EOEA office between 10:00 AM - 4:00 PM Tuesdays, Wednesdays, or Thursdays, or give it to your building Rep. We hope to have members from every school represented!

There are many things going on during the month of October. The following are not EOEA organized events, but events the Social Committee felt were interesting enough to share with you:

1) If you're into scary stories and the paranormal, there will be Candlelit Ghost Tours at Liberty Hall Museum at Kean University on Friday, October 18, 2019 at various times. Staff will share their own paranormal experiences with attendees as they embark on a guided tour of the museum. The cost is \$20 for adults, \$18 for Kean alumni and students, and \$13 for children 10 years and older. For more information, call the Liberty Hall Museum box office at 908-527-0400.

2) If you're a philanthropist, consider attending the fourth annual Fall Fest and Duck Derby in Edgemont Memorial Park, Montclair. It will be held on Saturday, October 19, 2019. Enjoy great music, great food, and great fun for the kids! Hundreds of yellow rubber ducks will be set off on the Edgemont Park pond, but only three will have Top Duck honors. Adopt your ducks and cheer them on to victory and a chance to win fantastic prizes. Duck raffle tickets are \$10 and will be available for purchase on-site or in advance at Montclair Recreation, 205 Claremont Avenue, Montclair. All proceeds from the Duck Derby will benefit the MAU. For more information, call Montclair Recreation at 973-509-4915.

3) There is a Pumpkin Patch Day at the Liberty Hall Museum at Kean University on October 26, 2019 from 10 AM - 5 PM. The cost is \$10 for adults, \$6 for seniors, students, and children, and children under 3 are free. Enjoy pumpkin picking, hayrides, pumpkin carving/painting, crafts and more. Reservations are suggested. For more information, call the Liberty Hall Museum box office at 908-527-0400.

To ensure you receive up to date information from the Association, be sure to update your personal email address and cell phone number with the EOEA, and online at <http://www.NJEA.org>. Be sure to also visit our website at <http://www.eastorangeea.org>, and like and follow our Facebook page at "East Orange Education Association."

SOCIAL/COMMUNICATIONS (cont'd)



FAST

by Carla Hinds

I trust that everyone is having a wonderful start to what is hoped to be an amazing school year. Most of our projects have been submitted to NJEA for grant approval. We have already been approved for several. One of them is our Book Clubs. It is our hope to begin this month. I hope even more of you will decide to participate. Last year was amazing success. Keep in mind that our book clubs are open for parents, community and all staff regardless to your affiliation. More details will be emailed out to you shortly.

Secondly, we will be seeking members to join our committee as we seek to engage our parents and community. If this is your goal, please feel free to join us at our first meeting on October 24th at the EOE office at 3:45 p.m. Looking forward to having you share in our goal to create opportunities for parents and community to develop a collaborative relationship as we seek to make all of our schools great.

Instruction & Training

by Byron Carter, Chairperson

EOEA members please be mindful that your 2019-2020 SGO's are due by October 30, 2019. Make sure that you have dialogue with your building Administrators or your evaluator of records to determine what they are looking for in your SGO's and their submission deadlines.

Also, make sure that you are entering your Scholars grades into focus at least twice a week, so the parents and guardians can be informed of their children progress in your classes. Dr. Deborah Harvest Assistant Superintendent of Operations notified the EOE that parents are contacting her and Dr. Kevin R. West Superintendent of Schools EOSD stating that they are not informed of the children academic progress or that they are failing until its' too late.

Some Educators notified the EOE Executive Board Members about not having resources to education our Students. Ms. Anita Champagne Assistant Superintendent, Division of Curriculum informed the EOE Executive Board Members of the location of the East Orange School District Curriculum Resources. On the East Orange School District home page, go to Quick Links and go to **CURRICULUM**. You will see Curriculum Resources, a breakdown of Elementary, Middle School, High School and Educational Technology Resources. For the English Language Arts Educators you can contact your ELA Coach or the Curriculum Department for assistance. The Science Consumables are waiting for Purchase Order to be approved, Math Consumables are being sent to the schools.

Dr. Deborah Harvest Assistant Superintendent of Operations stated the Administration has a budget to purchase technology, also student scores were released to the Teachers and the Coaches have access to the scores. Dr. Kevin R. West Superintendent of EOSD notified your administration of problems with technology.

Membership

by Annamaria Economidis, Chairperson

Greetings Members! Happy Fall!

Convention November 7-8:

You should have received your current NJEA membership card in the mail. If you did not, please go to njea.org and update your profile. If you are unable to update your profile because you don't know your login information, you can click on forgot password and get a link emailed to you to reset your password. You can also get an electronic version of your membership card online under "My NJEA/Profile" that you can show when arrive at the convention.

More than 300 professional development seminars, workshops, and programs designed to help teachers and educational support professionals hone their skills and stay current in their subject areas and chosen fields are the focus of the NJEA Convention.

The Exhibit Floor hours are: Thursday from 9 a.m. to 5 p.m. and Friday from 9 a.m. to 3 p.m.

Visit www.njeaconvention.org for more information.



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

