

# EOEA INFORMER

THE OFFICIAL PUBLICATION OF THE EAST ORANGE EDUCATION ASSOCIATION

## From the President's Desk...

May is here and we have found ourselves still working at home to educate our students. When life gives you lemons, you make lemonade. I have seen the awesome educators of the EOEА diligently engaging students. These are difficult times but the concern and compassion that has been administered by members have made coping with this pandemic easier.

We have to continue to get our students to the finish line. The end of the school year is approaching. The big question is: "what are we going to do when it is time to come back to our buildings?" There are committees that are being developed for re-entry. I am asking that when you are asked to take part in such plans that you step-up and assist. Your expertise, ideas, and suggestions are needed at the planning table. Dr. Harvest and Ms. Champagne will be sending this information out so please check your emails.

I did speak with Ms. Champagne and the other members of the Grading Committee on April 29-30, 2020. Information on how Cycle 4 grading has been discussed and is forthcoming.

There are questions about teacher contracts being signed. This is usually done by May 15 and distributed by email; it has to be signed by you through DocuSign.

I am happy to inform members that the NEA-RA (The National Teacher's Convention) will be conducted through a virtual meeting July 2-3, 2020.

I hope teachers enjoyed last week as you were appreciated for the work that you do. The Zoom Entertainment Session held on Friday, May 8, 2020 was simply amazing and fun. We thank our special guests who joined in to say encouraging and thankful words, NJBOE Assistant Commissioner Abdul-saleem Hasan and City Councilman Bergus Leneus. Thank you also to Angel Boose, Tonya Tobias, Dwayne Baker, and our Social Chair Ashley Greene who shared their talents to make the event a success. There were over 60 smiles in the Zoom Room.

I hope you continue to be in good health as we press together towards successfully closing this school year out.

As always please call, text, or email me if you have questions or concerns. If you do not get me on the first attempt please give me 24-48 hours to get back to you.

Stay safe!



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

## Vice President's Message

**by Angel Boose**

Wishing each of you a belated Happy Teacher Appreciation Week! You deserve all the praise and accolades you can get. East Orange teachers are going above and beyond the call of duty to ensure their students are academically engaged and check in on their emotional health each and every day. If no one has said it, THANK YOU.

We have been engaging in virtual teaching now for over 8 weeks. I hope that things are beginning to get easier. I hope that you have developed routines to departmentalize professional time from personal time for yourself and/or your family. As the earth begins to awaken, take the time to appreciate that you are alive. We are about 4 weeks away from the end of the school year. It is important that you continue to do your job, engage in teaching students, and follow the directives given by your administrator(s). We must find creative ways to engage our students and keep learning interesting. There are so many resources out there that are currently free. Take a risk, and engage in something new. Spring is the time of new beginnings.

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It is important that you read the emails sent to you from the EOEa via Constant Contact and the text messages sent through REMIND. Many of the questions you call or email to ask have often been addressed in an email or in text correspondence. We must all continue to be proactive about staying informed. There are many changes coming to education as a result of this pandemic, and we must all stay abreast of what is happening.

Visit the website <http://www.njea.org>. You will find COVID-19 resources for members, find a guide on assessments and evaluation, learn the 2020 NJEA election results (your mail in ballot mattered) and so much more. NJEA has just launched a podcast named "Member Voices." It's hosted by NJEA Vice President Sean M. Spiller and Jeff Bradbury of TeacherCast, and features conversations with NJEA members from across the state.

You can find the podcast at <http://www.njea.org/podcast>. If you have an idea for a story or would like to be a guest, email [podcast@njea.org](mailto:podcast@njea.org)

## Negotiations

### by David Zatorski, Chairperson

Fellow East Orange Education Association Members,  
Last month members received their new salary rate pay and retroactive pay for the school year 2018-2019 and the first several months of this school year. On April 22, the EOEa sent out information on verifying your salary rate and an instructional video through constant contact. Please begin to brainstorm concerns and solutions to bring forth once we start our next negotiation process. Our aim is for a smooth and effective negotiating process.

## Grievances

### by Angel Boose, Chairperson

#### Pending Grievances:

- 1) A teacher was written up for allegedly not following HIB reporting protocol. **(Moved to Level II, STEM Academy)**
- 2) A teacher was written up for not participating in a drill that procedural training was not provided for. **(Moved to Level IV, STEM Academy)**

When there is a violation of the contract, it is important that you bring it to the attention of your rep or the grievance chair as soon as possible. There are timelines for filing a grievance and in between each step of the grievance process. You can not wait to grieve issues that you have known about, after the timeline. Please refer to the contract, Article II: Grievance Procedure, pages 3 - 7 for details. The contract can be found online at <http://www.eastorangeea.org> under the EOEa Members tab.

There is difference between a grievance and a complaint. A grievance must be a violation of our contract language, or any educational statute. If you ever have questions about a potential grievance, please contact me at [eoeh@aol.com](mailto:eoeh@aol.com) and be sure to use the word grievance in the subject line.

## P.R.I.D.E

### by Venus Yearwood, Chairperson

#### HELLO MEMBERS

We hope that everyone is staying safe and practicing social distancing. This is just a reminder to submit any reimbursements from a hosted event at your school. Please refer to April's news letters to get the processing information. Again, stay safe.

#### Expedited Reimbursement Process

- Please note that the expedited process will require a scanner and the creation of PDF files.
- If you do not wish to use the expedited reimbursement process, please follow the traditional PRIDE reimbursement process by submitting all necessary original documents to your regional UniServ office.

Jaime Valente/Uniserv  
Field Representative  
Organizational Development  
[jvalente@njea.org](mailto:jvalente@njea.org)

Tamika Elder  
Program Assistant  
Organizational Development  
[telder@njea.org](mailto:telder@njea.org)

#### Process:

1. Once the project has been completed, gather all original receipts and complete PRIDE reimbursement form.
2. Scan all original receipts, invoices, and reimbursement form.
  - Save the file as a PDF titled with local association name and proposal date (ex: cranfordea330.pdf)
3. Email the PDF to your regional office associate staff person for approval.
4. Your regional office will screen your digital reimbursement submission. One of two things will occur:
  - If your regional office asks for adjusted or additional information, please resubmit all digital information to them before proceeding to the next step.
  - If your regional office approves your reimbursement paperwork, proceed to the next step.
5. Gather all original invoices, receipts, and reimbursement forms and mail them via United States Postal Service (USPS) to:
  - New Jersey Education Association Attn: Tamika Elder, Organizational Development 180 W. State Street Trenton, NJ 08608
6. Reimbursements will be completed via Electronic Funds Transfer (EFT) to the local association after approval of your original receipts and reimbursement forms in accordance with PRIDE procedures.

## Government Relations

### by Jacqueline White, Chairperson



Greetings Members!

#### TAKE ACTION:

1.)



Remind EVERYONE to complete the 2020Census

**According to the Census Bureau, the Self-Response rate at this time is as follows:**

National: 58.1%  
New Jersey: 59.8%  
East Orange: 41.4%

Click the link to find out the rate of response in your town:

[https://2020census.gov/en/response-rates.html?utm\\_campaign=20200508mspioslccdtanl&utm\\_medium=email&utm\\_source=govdelivery](https://2020census.gov/en/response-rates.html?utm_campaign=20200508mspioslccdtanl&utm_medium=email&utm_source=govdelivery)

## 2.) NJEA PODCAST - 'MEMBER VOICES'

NJEA Vice President Sean M. Spiller and New Jersey educator Jeff Bradbury will showcase the wonderful work NJEA members do throughout the state.

Click the link to listen to the first episodes of NJEA: Member Voices.

<https://www.njea.org/podcast/>



## SHARE THE NEWS:

### 1.) NEW JERSEY COVID-19 INFORMATION HUB

Stay up to date with the latest COVID-19 news and updates from the State of New Jersey.

<https://covid19.nj.gov/>

### 2.) Gov. Murphy Names Restart and Recovery Commission

The commission will focus on national, state and macroeconomic issues surrounding New Jersey's restarting and recovery. The advisory council will take a microeconomic view of the recovery, determining the individual challenges that each sector faces.

The Commission will work with the Advisory Council to bring together leaders from various industry, community, and faith-based groups and institutions across New Jersey to advise state leadership on economic issues impacted by the pandemic.

<https://nj.gov/governor/news/news/562020/approved/20200508c.shtml>

<https://nj.gov/governor/admin/restartcommission.shtml>

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

### by Keith Hinton II, Chairperson

Feeling anxious about the recent spread of coronavirus (known as COVID-19) is completely normal, especially since the media has been covering the outbreak around the clock. We are still learning how the virus will impact us, but the most important thing to keep in mind is: DO NOT PANIC. Here are some tips that were discussed at the NJEA Health and Safety meeting held on May 4, 2020:

**Limit exposure to media, focus on the facts-** When you're feeling concerned about something that's being covered in the news, it's natural human behavior to keep checking the TV, radio and social media to see the latest reports. Instead of checking in to mainstream media that may add more to the story of COVID-19, stick with reliable sources, like the Centers for Disease Control and Prevention, for the facts. Better yet, take a break from the news and social media and focus on the things that help keep us happy and healthy, like quality time with family or a walk outside

**Reduce your risk of getting sick and spreading germs-** One thing we can all do to reduce fear and anxiety related to COVID-19 is to do our part in reducing the spread of infection. Making smart decisions and practicing good hygiene really do help.

**Make self-care a priority-** Whole body wellness provides a strong foundation for managing stress. During mental distress, a healthy body helps minimize symptoms of anxiety and depression, while a healthy mind supports effective problem-solving and a positive outlook. These practices, in unison with common sense precautions designed to ward off coronavirus, will keep us all a lot safer and happier.

**Recognize the good-** While it's true that a new virus is quickly spreading and the unknown can be scary and overwhelming, we can't lose sight of how much work is being done every day to help keep us healthy. Scientists, health care providers and government officials are all working tirelessly to protect us and keep us safe. Feeling gratitude and recognizing the good has been proven to increase happiness.

We must continue to stay strong during these times. I miss you all! As we receive updates, I will send to EOEA and it will be sent to you.

## Social/Communications

### by Ashley Greene, Chairperson

Greeting devoted members. I hope that everyone is well, and that you and your families are safe and healthy. Your Spring Teacher Appreciation gift will be distributed at schools after we return to the buildings.

I would like to thank everyone who joined us via Zoom for our Teacher's Appreciation Showcase last Friday, May 8, 2020. It was wonderful to see so many members, have a few laughs, and enjoy the entertaining setting.

The Social & Communications committee and I look forward to planning another Zoom event in the last week of May.

Upcoming Events: (subject to change or cancelation)

Yankees Game: The Social Committee has purchased tickets for a Yankee game, on Tuesday, May 26, 2020, at 7:05 p.m.. However due to MLB postponement until July, we are waiting to see if the game is rescheduled for a later date. Remaining tickets costs are one ticket \$7.00, and two tickets \$13.00.

SAVE THE DATE! Our 14th Annual Retirement Party has been rescheduled and will now take place on Wednesday, September 30, 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:** Please make sure you have signed up for the remind app. The EOEA is continually sending out vital information to our members. If you did not receive the invite please send an email to the EOEA office ASAP, [EOEA@aol.com](mailto:EOEA@aol.com). Please state your first and last name, school, and cell phone number, or let your Building Representative know, and they will contact us.

## FAST

### by Sharon Johnson & Pansy LeBlanc

The FAST committee held its' meeting on April 30, 2020 via video conferencing. "Savvy Sisters Book Club", under the leadership of Hassan Shaw, read Deadly Sexy for the month of April. They had a very exciting interactive video book club meeting on April 22, 2020. The next reading for the month of May is titled, The Book of Harlan. The Savvy Sister's will meet on Wednesday, May 20 @ 3:45 via ZOOM, to discuss the book. The "Next Step Book Club" under the leadership of Pedro Azcona, will be reading The New Jim Crow book for the month of May. They will meet for discussion of the book on May 13 @ 3:45 via ZOOM. On behalf of FAST, stay well and safe. If you would like to participate in either book club please contact either book club leaders at EOEAA@aol and leave your contact information.

Our next FAST meeting will be held on Thursday, May 28th at 3:30 via a Zoom conference.

## Instructions & Training

### by Byron Carter, Chairperson

On April 29-30, 2020 the EOSD Grading Committee held a meeting that included Parents, Building Administrators, Educators, Administration Staff, and EOEAA President Dr. Dawn Nichol Manning and Assistant Superintendent Division of Curriculum Ms. Anita Champagne. The committee put together steps and language in the grading for the fourth quarter marking period covering grades pre k-12, once the plan is approved by the East Orange Board of Education then the new procedure will be rolled out to the Administrators and Educators. The committee took in consideration the issues that the East Orange NJ Community at large is dealing with during this pandemic and the whole year performance. NJEA had suspended professional development workshops until further notice, so EOEAA had to cancel the PD workshop scheduled for May 22, 2020. **Ms. Champagne Assistant Superintendent Division of Curriculum informed the EOEAA that all Teachers have completed their required 20(PD) hours from District Professional Development Stay Safe!**

## Membership

### by Annamaria Economidis, Chairperson

SIGNING INTO NJEA.ORG:

Q. I know my PIN number can be found on my membership card, but I don't know my password.

A. Your password is the last four digits of your Social Security number unless you've changed it. If the e-mail address entered is the same one we have on file, we will send you an e-mail with your password. Reminder: if you change your e-mail address, make sure to update your profile on [njea.org](http://njea.org) in order to continue receiving e-mail correspondence from NJEA.

Q. I know my password but I can't find my card or my PIN. Do I need a new PIN?

A. As long as you know your password, and you have a valid e-mail address on file with NJEA, click here and enter your password and your e-mail address, and your PIN will be e-mailed to you. You may also log in using your e-mail address (provided it is on file with NJEA) and your password (the last four digits of your Social Security number unless you've changed it).

Q. I have entered my correct PIN and password, but it doesn't work. What do I do?

A. Your PIN is a 6-digit number, which is comprised of two letters, followed by two numbers, and two more letters. Make sure you are not typing in a zero in place of the letter "O" or a number 1 in place of the letter "I". This will result in an incorrect PIN.

Q. I have entered my PIN and my password and I am receiving a message that I am not an active member. What do I do?

A. If you follow the steps above and are still having trouble logging in, the PIN or password we have on file is not matching the ones you entered. Please contact NJEA Membership at (609) 599-4561 for assistance.

Q. I am a new member and haven't gotten my membership card. How do I access the site?

A. When NJEA receives your membership form and it is entered into the system, you should receive an e-mail with your PIN and a link to your temporary membership card. You can immediately use your PIN to access the resources in Members Only, and you can use your temporary card until you receive your permanent membership card in the mail.

Q. Can I change my PIN and password to something easier for me to remember?

A. You can change your password, but not your PIN. To change your password, log in using your current PIN and password. On your profile page click the "edit" button next to your password to change it. You may change any of your personal contact information in the same manner.

Q. Nothing seems to be working. Is there someone I can contact at NJEA for assistance?

A. Use the Contact NJEA online form at <https://www.njea.org/about/contact-njea/> to report your problem, or call (609) 599-4561 and ask for Membership.

### Dates to Remember

May 13 @ 3:45 p.m. Next Step Book Club Meeting

May 20 @ 3:45 p.m. Savvy Sisters Book Club Meeting

May 26 @ 7:05 p.m- Yankee Game

June 15 Last Day for Students



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