



# EAST BRUNSWICK EDUCATION ASSOCIATION

575 Cranbury Road, Suites B1 & B2, East Brunswick, NJ 08816 (732) 390-6600 FAX (732) 390-6603

**TO:** EBEA Members  
**FROM:** Beth Berzanskis, EBEA Secretary  
**RE:** Representative Council Meeting Minutes – 11/1/17

**MEMBERS PRESENT:** *Administration:* D.Girgenti; *S.O.F:* S.Miedowicz, A.Montefusco;  
*Central:* M.Fischer; *Chittick:* K.Carle; *Churchill:* K.DiNuzzo, K.Shanks, C.Smutko;  
*Frost:* G.Botwinick, C.Finnegan; *Hammarskjold:* L.Fitter, M.Green, C.Gregory, M.Haas,  
T.Kerschner, A.Larrison, M.Sampson, C.Talbot; *High School:* V.Alimonti, L.Anderson,  
K.Giambrone, E.Gieser, K.Posluszny, C.Willis, T.Yoselevich; *Irwin:* L.Bortono, D.Sountis;  
*Lawrence Brook:* M.Shelcusky, S.Showerman; *Warnsdorfer:* C.Chacko, J.Ruszala

**OFFICERS PRESENT:** D.Zimbicki, M.Wildermuth, N.Comerford, B.Berzanskis, F.Taliercio

**BUILDINGS NOT REPRESENTED:** Bowne-Munro, Memorial

**I. CALL TO ORDER:** President D.Zimbicki called the meeting to order at 4:05 PM.

- A. D.Zimbicki reminded the reps. to sign in, provide voice mail number/personal e-mail address.
- B. Distributions:
  - October Rep Council Minutes – via email to Rep Council members only
  - October Rep Council Update
  - What's Happening? – PRIDE Winter Coat Drive/Optical Academy
  - NewsBrief – Government Relations
- C. MailChimp communications:
  - September 29, 2017 What's Happening: Open Enrollment/Prudential Disability; Evaluate IT workshop; MCEA Early Career Member Benefit Dinner; EB EdCamp Exit 9; Jeans for Troops; Optical Academy; Fall Fest.
  - October 4, 2017 Contract Language – election Day for 12-month secretarial staff.
  - October 6, 2017 Government Relations – Phone Bank on behalf of A.Zwicker and R.Freiman; Paper Tigers; EB EdCamp Exit 9.
  - October 12, 2017 Member Benefits – Prudential Open Enrollment, iPlay America, NJEA Member Benefits Web Giveaway, NEA Member Benefits.
  - October 25, 2017 Bear Necessities Clothing Den - Volunteers
- D. EBEA Bulletin Board **[POST]** – Please be sure to display all postings on your updated EBEA Bulletin Board. Updates are sent to your buildings EBEA Bulletin Board Steward.
- E. Presidents Update:
  - Volunteers needed for November 4 and 5 at the “Bear Necessities Clothing Den” from 8:30am until around noon.
  - VOTE on November 7, 2017 – YOUR VOICE COUNTS! NJEA is endorsing Phil Murphy based on his ideas concerning public education. Please see [www.njea.org](http://www.njea.org) for a list of NJEA endorsed candidates.

- The BOE requested an extension on October 13, 2017 to exchange proposals. The Association was prepared to exchange either October 13, 2017 or October 16, 2017 (date in contract is October 15 which was a Sunday this year). The EBEA has granted the extension and proposals will be exchanged at 11:00am on November 6, 2017.
- SGP scores from last year's PARCC will be released by the state any day. Once the scores are released the district must issue a CAP to any teacher who now has a score lower than a 2.65 within 25 days of the release. It is ESSENTIAL you ask to see the list of all the students who determined your score. A student cannot count toward your score if he/she was NOT enrolled in your class 70% of the time PRIOR to PARCC testing.
- Superintendent Dr. Valeski is forming an Assessment Task Force. The Association will recommend 8-10 members for this Task Force. EBEA appreciates the open lines of communication regarding assessment.
- It is estimated that by June 2018, the Supreme Court will rule on the Janus vs. AFSCME case. Under the current law, every union-represented teacher, police officer, caregiver, or other public service worker may choose whether or not to join the union – but the union is required to negotiate on behalf of all workers whether they join the union or not. Since all workers benefit from the union's gains, it's only fair that everyone chips in toward the cost. That is why 40 years ago a unanimous Supreme Court approved the kind of cost-sharing arrangements known as fair share. The Janus vs. AFSCME case is an effort by powerful corporate interests to outlaw fair share. Because of the strength of our union on all levels (NEA, NJEA, MCEA and EBEA) we have strong salaries and contract language compared to states with weak unions. For example, a person working in North Carolina with 8 years of teaching experience has a salary of \$35,000 with a lifetime maximum of \$51,000. In East Brunswick, that person would be making \$58,000. Union strength is important.
- Pre-conference Question survey was sent via EBEA email to all those with an email on file through NJEA. The District Evaluation Advisory Committee (DEAC) is looking at revising the pre-conference questions to make them more meaningful. Please complete the survey with your suggestions. YOUR input is important to us! Also, filling out the pre-conference question form on "my-learning-plan" is recommended by the EBEA. However, this should NEVER replace an authentic discussion with the evaluator during the pre-conference. The pre-conference meeting is YOUR change to explain all components of your classroom and the lesson you are about to teach. You should be afforded ALL the time you need for this discussion.
- The first "contractual abbreviated day in exchange for night conferences" will be November 23, 2017. ALL employees benefit from the abbreviated day. This does not include Child Nutrition Staff, Community Programs and Transportation Department Staff. Please see your immediate supervisor/principal or call the EBEA office if you have questions.
- EBEA year-end financial statements are available for review in the EBEA office by appointment.
- As of November 21, 2017, the EBEA Contract Proposal is available for review in the EBEA office by appointment.

F. All members are encouraged to visit the EBEA website ([www.my-ebea.org](http://www.my-ebea.org)) frequently for pertinent Association information.

**II. APPROVAL OF MINUTES:** As per the EBEA constitution, copies of the October Rep. Council minutes were distributed for review. L.Bortono motioned to accept the June Rep. Council minutes, seconded by K.Shanks. The motion passed unanimously.

**III. TREASURER'S REPORT:** N.Comerford distributed the November financial report and discussed the status of accounts.

- After a discussion on whether to purchase 2 furnaces and 2 air conditioning units, make only a partial purchase, make a partial purchase, or repair the furnaces and air conditioners, a motion was made by C.Willis to purchase to purchase 2 furnaces and 2 air conditioning units, M.Wildermuth seconded the motion. The motion passed unanimously.

**IV. COMMITTEE REPORTS:**

**A. Membership – A.Larrison, Chair**

- Membership numbers include 824 certified staff members, 500 support staff members, 24 members on unpaid leave of absence, 79 rep fee payers/new members, to a total of 1,427 in the bargaining unit.
- Members should also visit the NJEA website ([www.njea.org](http://www.njea.org)) for valuable information, discount programs and monthly web giveaways. Members will need their pin (on NJEA card) and their password (usually the last four digits of social security number) to log in to both websites.
- Members were also encouraged to visit the NEA website ([www.nea.org](http://www.nea.org)) for additional information and opportunities.

**B. Newsletter – The Fall quarterly issue has been distributed to all buildings.**

- Information for future issues and announcements may be emailed to the Association at [EBEA575@hotmail.com](mailto:EBEA575@hotmail.com).
- The newsletter will also be available on the EBEA website under Events/Publications.

**C. P.R.&R. (Grievance) – L.Anderson, Chair,** reported on the status of grievances. Reps are reminded of the timeline (**20 school days**) as per **Article III** of the contract in order to initiate a grievance. If you are interested in becoming a member of this important committee, please contact the EBEA office.

Next meeting: 11/14/17

**D. Educational Support Professional Council – L.Bortono, Chair**

- All interested support professionals are invited to join this committee. If you are interested, please contact the EBEA office.
- Mall-oween was very successful; all crayons, candy, goldfish and coloring books were distributed – great fun!
- We will be holding another Coat Drive this year. Bins have been placed in each building. We will be collecting until November 17, 2017.

- MCEA will be holding a workshop on ESP Member Benefits on Tuesday, November 14, 2017 at the Grand Marquis, Old Bridge. Registration is due by November 6, 2017 with a \$50 refundable check made out to MCEA.

Next meeting: TBA

#### **E. Elementary School Council – K.Carle & J.Lyons, Co-Chairs**

- From the October 19 meeting:
  - Substitute issues continue.
  - Conference schedule concerns were discussed.
  - Unsafe building conditions (no screens on windows) were discussed.
  - Curriculum meeting agendas still not being received in all buildings.
  - Air conditioning issues seemed to have been resolved.
- If you are interested or know someone who might be interested in this committee to please contact the EBEA office.

Next Meeting: 11/30/17

#### **F. Government Relations – C.Finnegan, Chair**

- VOTE! If you need an absentee ballot, you should contact your county clerk's office.
- NJEA endorsed candidate Phil Murphy has committed to ending the use of the PARCC testing, funding our pension and using the collective bargaining process to ease our healthcare burden and the damage of Chapter 78. By contrast, Republican Kim Guadagno wants to end the pension system and move workers into riskier, less generous cash balance plans and cut public worker health benefits by 2.5 BILLION dollars through less generous benefits, higher copays, and eliminating and/or restricting certain prescription drugs and access to out of network doctors and hospitals. Go to NJEA.org to find out about this as well as other races and to find out how to get involved in this last week before the election. If you don't stand up for ourselves, how can we expect anyone else to?
- Email the Government Relations committee to find out how to get involved in protecting our students, our schools and our profession.
- Members are encouraged to visit the NJEA website ([www.njea.org](http://www.njea.org)) and to read **The Review** to get the latest information on issues affecting all public school employees. In addition, updated information is posted on the EBEA bulletin board.

#### **G. District Wide Council (DWC) – M.Wildermuth, Chair**

DWC met on October 12, 2017 and the following topics were discussed:

- Back-to-School Night's unattended students – more information needed.
- Air Conditioning in some building – this has been rectified.
- RICE notices coming late.
- Employee Online pay stubs on summer Professional Development workshops need to be more specific as to which workshop you are being paid for.

Next meeting: 11/14/17

## H. Contract Writing Proposal

- The *Contract Writing Proposal Team* has concluded their meetings and, as of November 21, 2017, the EBEA Contract Proposal is available for review in the EBEA office by appointment.

## I. Negotiations – D.Zimbicki

- Contract negotiations will begin shortly. Proposals are to be exchanged on November 6, 2017.

## J. Teacher Evaluation Advisory – T.Yoselevich & M.Sampson, Co-Chairs

- All SGOs and PDPs should have been submitted as of October 31.
- Any changes to PDPs need to be done by February 15, 2018 so be sure to check your progress in January.
- CAP potential candidates for SGP need to check student lists and reach out to D.Zimbicki, T.Yoselevich and M.Sampson as do ineffective observation candidates.
- Encourage members to input their information into the EBEA Evaluation Database after they receive their written evaluations.
- Our Teacher Evaluation Advisory committee is always looking for members. Please email Mercedeh Sampson at [mkermanshahisampson@ebnet.org](mailto:mkermanshahisampson@ebnet.org) or Theresa Yoselevich at [tyoselovich@ebnet.org](mailto:tyoselovich@ebnet.org) if anyone is interested.

Next meeting: 11/15/17

## K. Health Benefits Review – M.Haas, Chair

- *Disability Insurance Open Enrollment* – A representative from Prudential will be in each building. Please see your building supervisor for dates/times. Remember, open enrollment will not come around again until 2020.
- *Health & Member Benefits Committee* – Optical Academy visits EBEA members. Tuesday, November 28, 2017 at the EBEA office. Optical Academy will be holding eye exams and eye wear fittings. Registration is required for eye exams. This workshop is open to all staff, administrators, family and friends. Registration NOW! [www.Optical-Academy.com](http://www.Optical-Academy.com), Event Code “EBEA”.
- Negotiated health benefits are as follows:
  - \* Medical Provider: Horizon (Direct Access 10 and Direct Access 15)
  - \* Pharmaceutical (Rx) – Prime Therapeutics LLC (Prime)
  - \* Vision – VSP
  - \* Dental – Delta Dental
- Employees are reminded to complete and return an enrollment form to the payroll within 30 days of the dependents birthday so they can be removed from the plan. Failure to report these changes will result in denial of health benefits plan changes until the next open enrollment. Effective 7/01/16, due to changes in the Affordable Care Act, all dependents covered under the district’s plan will be covered through the end of the month in which they turn 26. (Prior to this change dependents coverage terminated on their 26<sup>th</sup> birthday).
- Reps. and members are reminded of the procedures in place for trying to resolve health benefits issues. Horizon should be called first with any problems at (800) 355-2583. Members should specifically state that they are participants in the Direct Access 10/15 plan. If there is no resolution, members can call Rita Mitchell at A.J.

Gallagher (609) 430-4135 or Natalie Fenton (609) 430-4129. Members can also fax information to the EBEA office. Copies can also be sent to B.Giuliana, Business Administrator at the Administration Building.

**L. PRIDE (Partnership Results In Dynamic Education) – J.Bijas & V.Alimonti, Co-Chairs**

- EdCamp (October 21) over 200 attendees; PRIDE provided breakfast, bags and 2 raffle prizes (Amazon Fire tables). Thank you to all our volunteers (who also received t-shirts).
- Learning Across the District continues this Thursday with Irwin and Lawrence Brook presenting, followed by HMS on November 30 and Churchill on December 7.
- On Sunday, December 3, 2017, from 4:00 to 7:00pm, the East Brunswick Tree/Menorah Lighting ceremony at Municipal Center will take place. Volunteers are welcome to help serve hot cocoa and cider and cookies.
- On Wednesday, December 6, 2017, Warnsdorfer Literacy Night will take place and PRIDE is providing book lights and desserts and beverages.
- On Saturday, December 9, the Barnes & Noble book fair with EBEF and the elementary schools will take place and PRIDE is providing EBEA brochures, bookmarks and a raffle basket. Volunteers are welcome to help with the PRIDE table.
- The ESP Coat Drive is in full swing at the schools; bins have been place for collections.
- The Bear Necessities Bargain Den clothing store, located in the EBEA basement, is looking for volunteers; please complete the Google Form you received in your email.

**M. Public Relations – D. Zimbicki presented for L.Noppenberger, Chair**

Anyone interested in joining the committee are asked to email [Noppenberger@ebnet.org](mailto:Noppenberger@ebnet.org).

**N. Support Operations Facilities – S.Miedowicz, Rep.**

- Outside contractors are cutting grass during school hours; if seen, please email D.Zimbicki – there have been several reportings.
- Snow equipment is being readied for winter at all schools.

**O. Transportation – A.Montelfusco, Rep.**

- Handicapped parking situation resolved.
- Trips must start at 4:00pm.
- Still awaiting word on paycheck amount from B. Giuliana

**P. Social Affairs – C.Talbot, Chair**

- EBEA Fall Fest Social event will be held on Wednesday, November 29, 2017 at the Ria Mar Restaurant & Bar in South River from 4:00 to 7:00 pm. \$15 per person; limited to the first 160 members; register by 11/15/17.
- Friday, February 9, 2018, Bowling event scheduled.
- Top Golf event is being scheduled for Spring.

If you have any ideas for events please contact [CTalbot@ebnet.org](mailto:CTalbot@ebnet.org) or the EBEA office.

**Q. Scholarship Committee – Cheryll Willis, Chair**

New information and ideas coming soon.

**V. OLD BUSINESS:**

**A. EBEA Events:**

- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* were held on Thursday, October 12, 2017; High School staff will be represented EBEA with PRIDE Presentations.
- EBEA Workshop: *Evaluate IT* was held on Thursday, October 12, 2017 at the EBEA Office. (20) members attended.
- EBEA “*How to Represent a Member*” Workshop was held on Tuesday, October 17, 2017, at the EBEA Office. (18) members attended.
- EBEA PRIDE: *EB Ed Camp Exit 9* was held on Saturday, October 21, 2017 at the Hammarskjold Middle School. (239) people registered for the event.

**B. MCEA Events/Opportunities:**

- MCEA *Early Career Reception* was held on Thursday, October 12, 2017 at the Grand Marquis.

**C. NJEA Events/Opportunities:**

- NJEA *Jim George Collective Bargaining Summit* was held October 27-28, 2017 at the Doubletree Hotel. (1) member of the negotiation team attended.

**D. East Brunswick Education Foundation:**

- *EB Celebrity Dance-Off* was held on Sunday, October 15, 2017 at the JMPAC Hammarskjold; \$123,866 was raised. Wonderful job by all!

**VI. NEW BUSINESS:**

**A. EBEA Events/Opportunities:**

- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* – Thursday, November 2, 2017, 8:00pm; Irwin and Lawrence Brook staff will be presenting. With presentations from Christine Connolly, Sarah Hong, Jaclyn Reilly, Denise Sountis and Lisa Zaloom from Irwin and Nicole Galgano, Evagelia Kapsaskis, Melissa Tavares and Dana Terpenning from Lawrence Brook.
- EBEA PRIDE: *Volunteers needed* to help clean and prep the EBEA’s “Bear Necessities Clothing Den” on Saturday, November 4 and Sunday, November 5, and again on Saturday November 11 and Sunday, November 12, from 8:30am to 2:00pm.
- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* – Thursday, November 30, 2017, 8:00pm; Hammarskjold staff will be presenting. See Hammarskjold PRIDE captain Elaine Ferreira for more information.
- EBEA Workshop: *Optical Academy* – Tuesday, November 28, 2017; EBEA office. Register NOW! **www.Optical-Academy.com**, Event Code “EBEA” **[POSTed]**
- EBEA Social: *Fall Fest* – Wednesday, November 29, 2017; Ria Mar Restaurant & Bar, South River; 4:00-7:00 pm. Limited to the first 160 members. Cost: \$15/member. Register by 11/15/17. **[POST]** We are up to (90) attendees!
- **MailChimp**: If you have not received an EBEA MailChimp email from us, please sign in to your NJEA account and update your profile information at **www.njea.org** (you



will need your NJEA PIN# found on your membership card, passwords are the last 4 digits of you social security #). This is the best way for your Association to communicate with you regarding private, important and contractual information as well as sharing upcoming happenings in your union.

- Please bookmark the **EBEA website [www.my-ebea.org](http://www.my-ebea.org)**. Any suggestions for the website can be directed to our webmaster, Janine Mirena.
- Please “*LIKE*” the East Brunswick Education Association *Facebook* page.

#### **B. NJEA Events/Opportunities:**

- NJEA *Convention, Atlantic City* - November 9-10, 2017. Visit **[www.njea.org](http://www.njea.org)** for discounted hotel rates at (7) of the major hotels. More entertainment is being offered to all attendees this year. **[POSTed]**
- NJEA *Online Pension Webinar* – Wednesday, November 15, 2017; 3:30-5:00pm and again at 6:30-8:00pm. Ideal for those who will likely retire in the next 5 years. Discuss various retirement options, health benefits and important steps to retirement. Online registration only by visiting the NJEA website Events tab: **<https://www.njea.org/events/category/njea/2017-11-5/>** (also available 12/21/17).
- NJEA *Winter Leadership Conference* – January 5-6, 2017; East Brunswick Hilton. Please contact the EBEA office for registration information. Registration due 11/20/17. To register: **[http://tiny.cc/EBEA\\_NJEA\\_WLC](http://tiny.cc/EBEA_NJEA_WLC)**.
- **Save-the-Dates:** *ESP Conference*, February 2-4, 2018; *Minority Leadership & Recruitment Conference*, May 27-28, 2018; *Summer Professional Learning Institute*, July 11, 2018; *TechStock*, July 25, 2018; *Summer Leadership Conference*, August 4-10, 2018.

#### **C. MCEA Events/Opportunities:**

- MCEA Workshop: *XYZ's of Retirement* – November 13, 2017, Grand Marquis, 5:00 pm. **[POSTed]**
- MCEA Workshop: *ESP Member Benefits* – Tuesday, November 14, 2017, Grand Marquis, Old Bridge, 4:15-9:00 pm. Registration due by 11/6/17 with \$35 refundable check to MCEA. **[POSTed]**
- MCEA IPD Workshop: *Universal Design for Learning* – Monday, November 20, 2017, MCEA Office. Limited to (60) members. Registration due by 11/10/17 with \$35 refundable check to MCEA. **[POSTed]**
- MCEA IPD Workshop: *Open Space* – Wednesday, December 6, 2017; MCEA Office. Limited to (60) members. Registration due by 11/30/17 with \$35 refundable check to MCEA **[POST]**
- MCEA PRIDE: *Socks & Toiletries Drive* – Collections will be accepted throughout the year at all MCEA events and the North Brunswick office as well as the EBEA office.
- Please see calendar of events/registration information for workshops by visiting the MCEA website at [mcea.nj.org](http://mcea.nj.org). MCEA is located at 622 Georges Road, North Brunswick, NJ 08902; (732) 448-0004; **[unity@mceanj.org](mailto:unity@mceanj.org)**; **[www.mceanj.org](http://www.mceanj.org)**
- **Save-the-Dates:** *PRIDE Fair*, January 27, 2018; *County Overnight Conference*, February 23-24, 2018; *XYZ's of Retirement*, March 1, 2018; *Black Tie Gala*, April 20, 2018; *XYZ's of Retirement*, May 15, 2018; *Teacher Appreciation Dinner*, May 8, 2018.



**D. East Brunswick Education Foundation (EBEF):**

- *Grants:* For more information, visit the EBEF Grants webpage at [www.EBEF.org](http://www.EBEF.org)
- Please “LIKE” the East Brunswick Education Foundation *Facebook* page.

**E. District Events/Opportunities:**

- *Disability Insurance Open Enrollment* – A representative from Prudential was in each building mid-October. The final day to enroll in Prudential for the next three years without a health history and physical is 60 days after your building meeting with a Prudential Rep. (Example: The last date of open enrollment is 60 days from the date the Prudential Rep was in your building in October, therefore, open enrollment ends between December 17-20, depending on your building.) **Our last call will be at the EBEA office on Tuesday, December 5, 2017, from 2:30-4:30pm. Please call the office to schedule an appointment.**
- *Health Plan Open Enrollment* – November is Open Enrollment month for eligible employees to opt to enroll in alternate health plans. Please note that changes in coverage become effective January 1, 2018. You must submit your enrollment applications to the Financial Services Department/Payroll Unit by November 30, 2017 in order to be considered. Any forms received after the due date will not be processed.

**F. Please send the following to EBEA:**

- Faculty Meeting Dates – Needed from **Bowne-Munro, Central, Chittick, Irwin, Lawrence Brook, Memorial, Warnsdorfer, HMS and CJHS.**
- Faculty Council Minutes from ALL meetings – Thank you Chittick, Irwin, Warnsdorfer, HMS and EBHS for their minutes. **Still need from Bowne-Munro, Central, Frost, Lawrence Brook, Memorial and CJHS.**
- Electronic copies of Principals’ weekly Staff Bulletin – Thank you Frost, Irwin, Memorial, Warnsdorfer, HMS, CJHS and EBHS for sending them to EBEA each week. **Still needed from Bowne-Munro, Central, Chittick and Lawrence Brook.**

**G. Next Rep. Council Meeting** – Wednesday, December 6, 2017. **Please look for the Google Form link invitation in your district email account.**

**VII. FOR THE GOOD OF THE ORDER**

- GOTV on Tuesday, November 7, 2017.
- Banana Republic Sale for those who work in East Brunswick Public Schools November 1-6, 2017 – 50% off regular priced items and Banana Republic Factory 40% off your purchase – Valid online as well.

**VIII. ADJOURNMENT:**

Move to adjourn by C.Gregory and seconded by L.Bortono at 5:35 pm.

Respectfully submitted,  
Beth Berzanskis, Secretary

BB/jm