



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 – 12/6/17

MEMBERS PRESENT: *Administration:* L.Jodi; *S.O.F:* S.Miedowicz, A.Montefusco;
Central: K.Esposito, J.Kroll; *Chittick:* K.Carle; *Churchill:* E.Crupi, K.DiNuzzo, J.Fessel,
K.Shanks, C.Smutko; *Frost:* G.Botwinick, C.Finnegan, J.Lyons; *Hammarskjold:* C.Easley,
L.Fitter, C.Gregory, M.Haas, T.Kerschner, A.Larrison, M.Sampson, C.Talbot;
High School: V.Alimonti, L.Anderson, J.Bijas, K.Giambrone, E.Gieser, K.Posluszny, A.Sanelli,
T.Yoselevich; *Irwin:* L.Bortono; *Lawrence Brook:* M.Ascher, J.Peterson;
Memorial: K.Parkinson; *Warnsdorfer:* C.Chacko, L.Noppenberger

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

BUILDINGS NOT REPRESENTED: Bowne-Munro

I. CALL TO ORDER: President D.Zimbicki called the meeting to order at 4:01 PM.

- A. D.Zimbicki reminded the reps. to sign in, provide voice mail number/personal e-mail address.
- B. Distributions:
 - November Rep Council Minutes – via email to Rep Council members only
 - November Rep Council Update
 - TEAT News Brief
 - Negotiations Update #1 (purple flier)
- C. MailChimp communications:
 - December 1, 2017 Governor's Teacher of the Year Nomination Form due December 4 by 4pm.
 - L'Oreal Cranbury Company Store discount; good from December 4-9 for all EB Public School employees.
 - Planning for Retirement Information – NJEA Webinars and XYZ's of Retirement Workshops
 - Last Call Open Enrollment/Prudential Disability on December 5 from 2:30-5pm at the EBEA office
 - EBEA PRIDE events – Barnes and Noble and Holiday celebration at the Municipal building
- 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:
 - Reminder – The online training completed on your own time counts for one department/curriculum meeting. Therefore, all certified staff should be attending 10 faculty meetings and 9 department/curriculum meetings. Those certificated staff who were required to complete the online dyslexia training will be excused one additional meeting, bringing the total necessary to 18 meetings.
 - For teachers who received updated summary scores due to the SGP scores, and find the score borderline to being "highly effective" at a 3.5 and want to participate in the

video protocol should do the following: (a) 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; (b) make an appointment with N.Tibbetts to discuss the score.

- A teacher must be present for 2 marking periods to receive a summary score. If the teacher is a SGP teacher and is present for only 2 marking periods, only the teacher evaluation and SGO scores will count for the summary score.
- Please remember as NEA/NJEA/MCEA/EBEA members, you are afforded many discounts through the Members Benefits program. Please visit the NEA, NJEA and EBEA websites for multiple ways to save!
- “Right to Work States” have an average teacher salary of \$49,000 as compared to NJ with an average teacher salary of \$69,000 – that is a \$20,000 difference ... UNIONS MATTER! (see the *Union Pay Advantage* article) in folder. **[POST]**
- If you are having problems with your ID keycard and you have contacted the Keycard ID email and **HAVE NOT** received a response, please let the EBEA know by emailing us.
- Next year, all certificated staff will write their own SGOs based on the students in your classroom. Administration will check to ensure there is rigor. The EBEA will offer multiple workshop sessions this Spring on “How to Write an SGO.” We will learn about all components of SGO writing including requirements, timelines, developing multiple measures, baseline data and more!

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

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

III. TREASURER’S REPORT: N.Comerford distributed the December financial report and discussed the status of accounts.

IV. COMMITTEE REPORTS:

A. Membership – A.Larrison, Chair

- Membership numbers include 826 certified staff members, 541 support staff members, 26 members on unpaid leave of absence, 83 rep fee payers/new members, to a total of 1,476 in the bargaining unit.
- Members should also visit the NJEA website (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) for additional information and opportunities.

B. Newsletter – The Winter quarterly issue is in production.

- Information for future issues and announcements may be emailed to the Association at 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: 1/11/18

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.
- This year's Coat Drive has ended; all coats are now being cleaned and readied for a December 14, 1pm, delivery to St. Peters.
- ESP staff are disappointed that there was no "real" staff development workshops offered that were relevant to their positions.
- Planning will begin at our next meeting for a dance at the High School for special needs students.

Next meeting: TBA

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

- From the November 14 meeting:
 - Chaperone pay for Back to School Night to watch students; would be offered to staff not assigned to that night.
 - Keycard issues continue.
 - Bell Schedules are different at elementary schools which affect traveling teachers; this is being looked into as bell schedules are collected.
 - Clocks are different in classrooms of the older buildings; creates problems for all teachers.
 - Substitute shortage issue
 - Collecting data about receiving agendas at least 2 school days prior to meetings.
- If you are interested or know someone who might be interested in this committee to please contact the EBEA office.

Next Meeting: 1/9/18

F. Government Relations – C.Finnegan, Chair

- Many NJEA endorsed candidates won on election day. Thank you to everyone who pitched in to make that happen! Phil Murphy has named NJEA President Marie Blistan and the President of the Montclair EA to his transition team, setting a much-welcomed tone of inclusiveness in contrast to the past 8 years! Andrew Zwicker and Roy Freiman kept and won Assembly seats in LD16, where EBEA members had been particularly active.
- Current Congressional Tax Overhaul would do away with student loan forgiveness for public and non-profit employees, eliminate educator deduction for school supplies (House plan only), reduce or eliminate deductions for state and local taxes, and subsidize private/parochial schools by allowing use of tax-exempt 529

account funds to be used for private school tuition up to \$10,000/year. Call your Congressional representative and Senators to tell them to vote no on this bill.

- Email your NJ Assembly members and ask them to vote YES on A-336. This bill would waive the annual teacher evaluation requirement for some teachers who supervise student teachers.
- More information on these issues is available at NJEA.org. Use your membership card to access the members only section.
- Members are encouraged to visit the NJEA website (www.njea.org) and to read **The Review** to get the latest information on issues affecting all 4employees. In addition, updated information is posted on the EBEA bulletin board.

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

DWC met on November 14, 2017 and the following topics were discussed:

- Supervision on children during evening events: a tentative solution seems to be having the children in a common area supervised by a staff member who is not presenting that evening. Expect this to be in place for Spring Conferences.
- Elementary School Discipline - Joyce Boley said there would be a re-discussion for elementary principals meeting, as not every principal wants to adopt the PBSIS model. There was a general sentiment that discipline consequences should be consistent between schools. This causes a problem when they go to HMS.
- RICE notices timing: Danielle Ruggiero shared the concerns with the business office.
- Issues with ID Access times – Danielle Ruggiero and Joe Crotchfelt reported that staff are welcome in the building outside of assigned hours, however when before or beyond access hours, they will need to use the front entrance. The District is trying to balance the security of the building and easy access. Staff members wishing to share their concerns should do so with their building principals who, if they deem it necessary, should request changes from Central Administration.
- Upcoming issues:
 - Agendas/Dates for meetings – Danielle Ruggiero reported the contract language at a principals and supervisors meeting and the response from them was that they were already following the proper procedures. The committee needs specific examples to move forward with this item.
 - ID Keycard Email – the email account is controlled by the Business Office. Since ID's are now controlled by HR, email the HR department. The committee needs specific examples to move forward with this item.
 - Parent-Teacher Conference Scheduling and Timing

Next meeting: 1/9/18

H. Contract Writing Proposal

- Since the *Contract Writing Proposal Team* has concluded, this section will be moved to **Negotiations**.

I. Negotiations – D.Zimbicki

- The Negotiations Team and the Board of Education met for a “meet & greet” as well as a first meeting on November 20; Negotiations Update #1 has been distributed.

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

- DEAC committee is looking into rewriting the pre and post conference questions in Oasys to make the conversation between administrator and teacher more meaningful; a Mail Chimp is coming out soon for teacher input, please encourage members to respond.
- DEAC committee reported that the Department of Education's QSAC: Quality Single Accountability Continuum asked Dr. Valeski and Nicole Tibbetts, along with approximately 16 other school districts, to let East Brunswick be part of a pilot for a check and balance of our evaluation system; to look at current laws to see how EB implements them and what changes/suggestions we might have for moving forward.
- This year, teachers that are not teaching for an entire year (e.g. maternity leave parents and replacements, retirement replacements) must be in the district for 2 marking periods (or very close to) to have a summative evaluation (summative evaluations are required in order for a teacher to participate in the video protocol the following year if found highly effective); a teacher will receive 2 evaluations and complete 2 SGOs during the time period; teachers should contact N.Tibbetts as soon as possible so that she can explain the details and contact appropriate administration so that everything can be finished on time. SGP teachers will not be in class for at least 60% of the time, will not be required to have SGP on his/her summative but 2 SGOs will be utilized instead.
- Incorporating technology into evaluation and Danielson model needs to be included in pre-post conference questions, needs to be determined how it fit into the Danielson model, evaluation binder and website need to be updated to include information on how to effectively incorporate technology into curriculum.
- Any teacher whose SGP removed them from a higher effective to effective (or from effective to partially effective) should make a request to N.Tibbetts to see the actual list of their students' data that led to the SGP score, to verify the accuracy of the information.
- Next year, SGO's will be more teacher oriented; time will be given within first 8 weeks for teachers to learn about their student's tier levels will be encouraged when necessary; EBEA will offer a workshop on two separate days on writing SGOs with tiers (possibility during Parent-Teacher conferences in March).
- Next year, SciP committees in each building will be trained by N.Tibbetts on their roles and responsibilities so that these groups will have a more positive influence on the evaluation process.
- Our Teacher Evaluation Advisory committee is always looking for members. Please email Mercedeh Sampson at mkermanshahisampson@ebnet.org or Theresa Yoselovich at tyoselovich@ebnet.org if anyone is interested.

Next meeting: TBA

K. Health Benefits Review – M.Haas, Chair

- The Optical Academy visit for EBEA members and their families was a great success.
- 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 26th 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

- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* were represented on 11/2/17 by Irwin and Lawrence Brook Elementary staff 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: *EBEA PRIDE/BOE Presentations* were represented on 11/30/17 by Hammarskjold staff with presentations from Brian Lavery. A special presentation was also held by Leslie Anderson and the Robotics Club.
- 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.
- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* will be represented by Central staff on Thursday, January 18.
- EBEA PRIDE: *EBEA Bear Necessities Clothing Den* – the tentative opening is Winter 2018 and located in the basement of the EBEA office.
- The annual *MCEA PRIDE in Public Education Fair* will be held on Saturday, January 27, 2018 from 11:00 am to 1:00 pm at the Brunswick Square Mall.

M. Public Relations – L.Noppenberger, Chair

- Take a picture of what you purchase for your classroom with a paper with #OutOfMyPocket, #AboveAndBeyond250 and #EBEACares, then send to LNoppenberger@ebnet.org

Anyone interested in joining the committee are asked to email LNoppenberger@ebnet.org.

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

- Leaf cleanup equipment piece still out.

- Purchase order slow down.
- Sign in/sign out sheets.

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

- The EBEA Fall Fest Social event will be held on Wednesday, November 29, 2017 at the Ria Mar Restaurant & Bar was a great success with 130 members attending.
- Friday, February 9, 2018, Bowling at Bolero (4:00 appetizers; 5:00 bowling begins)
- Top Golf event is being scheduled for Spring.

If you have any ideas for events please contact 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 represented on 11/2/17 by Irwin and Lawrence Brook Elementary staff 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 Denim Day* to support the G.I. Go Fund raised \$2,950.00.
- EBEA Workshop arranged by our Member Benefits Committee: *Optical Academy* was held on 11/28/17 at the EBEA office with over 110 attendees.
- EBEA Social: *Fall Focus* was held on 11/29/17 at the Ria Mar Restaurant & Bar in South River. We had a record event with 131 attendees.
- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* were represented on 11/30/17 by Hammarskjold staff with presentations from Brian Lavery. A special presentation was also held by Leslie Anderson and the Robotics Club.

B. NJEA Events/Opportunities:

- *NJEA Convention* in Atlantic City was held 11/9 and 11/10/17. A great show of support from our EBEA members.

C. MCEA Events/Opportunities:

- MCEA Workshop: *ESP Member Benefits* was held on 11/14/17 at the Grand Marquis in Old Bridge. Several EBEA members were in attendance.

VI. NEW BUSINESS:

A. EBEA Events/Opportunities:

- EBEA PRIDE: *EBEA PRIDE/BOE Presentations* – Thursday, January 18, 2017, 8:00pm; Central staff will be representing EBEA.

- EBEA PRIDE: *EBEA Bear Necessities Clothing Den* – tentative opening Winter 2018; basement of the EBEA office. Donations of slightly used clothing are being collect and can be dropped off at the EBEA office Monday-Friday 9:30am-4:00pm. **[POST]**
- **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**. 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 Membership Committee and Early Career Member Network to honor 30 members under 30 ... are you one? Visit www.njea.org/30under30 for more information. Deadline is 12/30/17. **[POST]**
- NJEA Conference: *Winter Leadership Conference* – January 5-6, 2017; East Brunswick Hilton. EBEA has registered (4) leaders to attend this winter workshop opportunity.
- NJEA Conference: *ESP Conference* – Friday/Sunday, February 2-4, 2018; Hilton East Brunswick; Friday, 4:00pm – Sunday, 2:00pm. For more information and to register online visit: http://tiny.cc/NJEA_2018_ESP. Registration due no later than 1/5/18.
- Save-the-Date: *NJEA Conference: Walter J. O’Brien Legislative & Political Action Conference* – Saturday, February 17, 2018; Doubletree Somerset Hotel, Somerset; 9:00am-2:00pm. Registration information coming soon!
- NJEA Conference: *Exceptional Children Conference* – Saturday, April 21, 2018; Ocean Place Resort, Long Branch. Preregistration is required! View link for cost and early bird specials at www.njea.org/ecc2018. **[POST]**
- **Save-the-Dates**: *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 Dinner: *Holiday Night of Giving* – Friday, December 15, 2018; Colonia Country Club, Woodbridge; 5:00-9:00pm. Your donation of a new, unwrapped toy is your admission. RSVP to MCEA via <https://www.eventbrite.com/e/mceas-night-of-giving-tickets-39940573330>. **[POST]**
- MCEA Workshop: *XYZ’s of Retirement* – Thursday, March 1, 2018; The Grand Marquis, Old Bridge; 4:30 pm registration/5:00 pm seminar. Register NOW as this workshop fills quickly MCEA with a \$50 refunded check. **[POST]**
- MCEA Workshop: *XYZ’s of Retirement* – Tuesday, May 15, 2018; The Grand Marquis, Old Bridge; 4:30 pm registration/5:00 pm seminar. Register NOW as this workshop fills quickly MCEA with a \$50 refunded check. **[POST]**
- MCEA PRIDE: *MCEA PRIDE Fair* – Saturday, January 27, 2018, Brunswick Square Mall. If you would like to assist the EBEA ESP Council at this event please contact Lucy Bortono. **[POST]**

- *Middlesex/Monmouth Country Overnight Conference*: Friday/Saturday, February 23/24, 2018; Ocean Place Resort & Spa, Long Branch. More information coming soon!
- 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. MCEA is located at 622 Georges Road, North Brunswick, NJ 08902; (732) 448-0004; unity@mceanj.org; www.mceanj.org
- **Save-the-Dates**: *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
- Please *"LIKE"* the East Brunswick Education Foundation *Facebook* page.

E. Please send the following to EBEA:

- Faculty Meeting Dates – Needed from **Bowne-Munro, Central, Chittick, Irwin, Lawrence Brook, Memorial, Warnsdorfer** and **CJHS**.
- Faculty Council Minutes from ALL meetings – Thank you Central, Chittick, Frost, Irwin, Warnsdorfer, HMS and EBHS for their minutes. **Still need from Bowne-Munro, Lawrence Brook** and **Memorial**.
- 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**.

F. Next Rep. Council Meeting – Wednesday, January 10, 2018. Please look for the Google Form link invitation in your district email account.

VII. FOR THE GOOD OF THE ORDER

- L'Oreal Company Store
- Happy holidays to you and your family and best wishes for a wonderful 2018!

VIII. ADJOURNMENT:

Move to adjourn by C.Gregory and seconded by T.Yoselevich at 5:45 pm.

Respectfully submitted,
Beth Berzanskis, Secretary

BB/jm