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July 6, 2017

Dear Members of the Elizabeth Education Association:

I have been asked to supply a statement as to the results of the negotiations for a 3-year Labor Agreement having a term of September 2016 to August 2019. I want to be clear about one thing initially. Although I did participate in all phases of these negotiations, I did so only as a legal advisor. The heavy lifting, so to speak, of carrying out the actual negotiations was done by Rose Holz and Dominick Giordano, the NJEA UniServ Representatives and, of course, the lead negotiator was Joe Cortico, the President of the EEA.

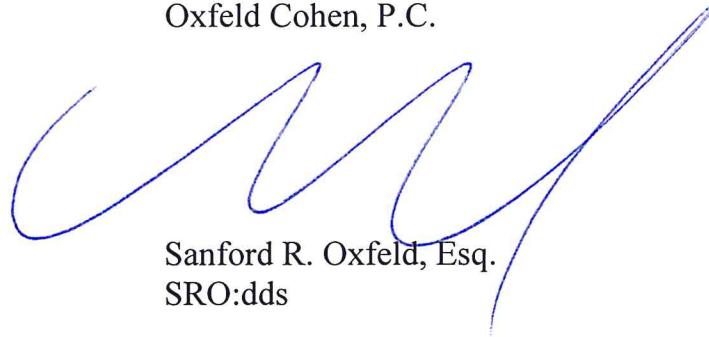
While the excellent terms of the Agreement speak for themselves, I think it is appropriate for me to add some background depth for the purposes of perspective. Based upon the analysis performed by Denise Policastro, of the NJEA's Research Division, who was our "numbers person", the settlement totals over 8% over the three years. Not only is that well above the state-wide average, it does not even take into consideration the "Chapter 78 Relief". "Chapter 78 Relief" means that during the life of this Agreement not one member of the EEA will be required to contribute more for his/her health insurance than he/she is presently contributing. As all of our members know, health care contributions go only one way, and that is up. Freezing the amount of the contribution is



not only very significant, it also will represent an additional, large, cost savings for each member for the period of time until the end of this Agreement.

While the Agreement is not perfect (they never are), having been involved with various NJEA locals all over the northern part of the State of New Jersey, I can state accurately and enthusiastically that Joe and his crew did a terrific job and achieved a dynamic result.

Very truly yours,
Oxfeld Cohen, P.C.

A handwritten signature in blue ink, consisting of several large, fluid loops and a long, sweeping tail that extends to the right.

Sanford R. Oxfeld, Esq.
SRO:dds