

- Executive Committee Meeting Representative Council Meeting

Meeting called to order: 4:20 on May 10, 2018

- Parliamentarian- Kelly Villanueva- Electronics away; take phone call outside of meeting

Minutes and Correspondence - Marie Tichenor

- Motion to accept - Mark Sacklow; second Brad Cohen
- Motion passed

Treasurer's Report – Kathleen Conroy

- Total receipts and revenue were reported
- Credit card bills for May will be in June report
- Treasurer workshop recommended 6 months in reserve; will move \$16,000 over from membership to savings
- No dues increase for members this year
- NJEA will have DA vote on a hold for dues
- Motion to file for audit- Scott Donner; seconded by Fern Perez Goni

President's Report- Joe Cortico

- Board will vote to change the carrier of our Prescription Plan from Horizon to Benecard. President Cortico met with the Board attorney who gave the rationale for the change.
 - The EEA cannot contest the change in carriers; we have contract language and assurances from the Benecard brokers that the coverage will be equal to or better than our present prescription coverage.
 - Due to Chapter 78 we pay for prescription; this plan is most cost effective
 - Helpline established for Elizabeth employees
 - There is also a National helpline 24/7; good for travel in any state
 - If Horizon matches before meeting tonight, Board will stay with them
 - Effective July 1, 2018 and cards would go out June 15, 2018
 - Additional Medical Waivers payments will go through a Board resolution at tonight's meeting

- On May 8th the EEA held a meeting with 11 month employees in which they voted on and agreed to 50 cents on the dollar under the advice of the NJEA Attorney, Sandford Oxfeld
 - This settlement will close all claims
 - In the future, members will be advised of this policy before taking the leave
- Project VERITAS trying to catch local union presidents on tape talking about how the union protects our members
 - Representative council was advised to be cautious of anyone they do not know asking questions about union activities
- RICE letters were sent out on Friday April 27, 2018; Board attorney decided everyone had to be notified
- The reason for the letters are for incremental withholding, certification issues, and non-renewals
- Many will be hired back; once the teachers' paper work is in order
 - 175 letters went out; of those about 20 were Non-renewals
 - Once we have a list from the board for the non-renewals and incremental withholding, the EEA will notify Members to make an appointment to meet with NJEA Uniserv on June 13, 2018 or June 18, 2018 to discuss their case
 - RICE letters list for increment withholding goes before the Board of Education tonight; we expect a list by tomorrow
 - EEA was told to expect approximately 80 new staff members for the new school year
- Mike Regio, director of transportation, sent a letter to all bus drivers to hand in gas receipts immediately, hang keys up at end of shift as well as leave keys in the bus in-between shifts; Every time they leave the yard, drivers must call in bus number
 - If these things are not done then a letter of reprimand will go into the drivers personnel file
 - Bus drivers were given statement of assurance to sign. The EEA believes this to be a form of intimidation
- K-8 settlement close to an agreement; Lawyers will call Joe when they have everything settled; The board wants to make only one payment

- June 19, 2018 calendar meeting - let Joe know if you have ideas and he will bring up
- Congratulated Elizabeth Dos Reis and Annice Benamy on another successful Poetry Festival
- President Cortico thanked Benjamin Marcune, a teacher in Hamilton, for leading meditation/yoga workshop
 - Will make sure this is planned for next year at the calendar meeting

Pride –Annice Benamy and Elizabeth Dos Reis

- Poetry contest went well
- An Email went out to entire district about the contest unfortunately only 12 schools sent in poems
- Pride held a budget meeting-PRIDE events don't affect EEA monies because NJEA reimburses 100% locals for their PRIDE events

Social Committee - Fern Perez Goni/ Jennifer Savocca

- Retirement Dinner at The Castle on Thursday, May 24, 2018

Grievance - Diane Bliss, Elementary Tanya Tenturier Middle School Ed D'Alessandro High School

- Many grievances are being looked at by Uniserv and the board attorneys have been agreeable

PAC – Antonio Almeida

- Attended Elizabeth Promise dinner -many scholarship were given to our Elizabeth students
- Planning events for the fall campaign

Negotiations – Kelee Mitchell-Hall

Kelee has information on a survey that NJEA has available for locals that may help us communicate with our members for negotiations

Workshops - Sharon Calixto / Mark Sacklow

- May 2, 2018
- May 16, 2018 1-3 years teachers sponsored by the NJEA retirement association

Health and Safety - Brad Cohen/Laura Mucci

- April 24th Joe and Laura met with Mr. Couto
- School 6 leak in art room will be fixed in the summer
 - Unaware of teachers room having mold and a musty smell; will investigate
 - School 5 roof leaking causing flooding in basement and hallway
 - Rooms flood in heavy rain; these rooms had to be moved day of storm
 - Mr. Couto will have an architect examine building
- School 87 leaking roof; roof will be fixed if grant funds come in
 - Lights repaired after light caused fire company to respond to a smoke alarm
- School 15 no evidence of smell or water damage when Mr. Couto was there
 - Basketball Hoop was taken away but not replaced; Mr. Couto said it will be taken care of
 - Looked at trailer panel and gutter; were not given a date when it may be fixed
 - School 15 will be fully air conditioned this summer
- Health and safety form is ready and will put online for members
- School 8 no longer has a severe mold smell; traps have to be replaced which will cost \$3,000 therefore it must go out for a bid before they can start repair
- School 16 needs a follow up on mold reported in a trailer
- Article on climate from NJEA Review; 89 degrees is the acceptable temperature for a classroom; no real regulation on temperature

- School 13- Protocol for turning on AC in rooms. Laura will follow up on the Protocol. We know it is October 15th for heat; Joe believes it is May 18th for AC according to Honeywell people
- School 16 early childhood portables mold complaint state did not find mold

Scholarships- Lisa Di Nitto

- There were 105 applicants this year
- Philanthropic fund pays for EEA scholarships right now; the account has \$13,749
- The account is dedicated by choice by members who contribute
- We should not keep such large funds that were dedicated to our student scholarships
- Lisa Dinitto makes motions to increase the number of EEA scholarship from 2 to 4 at an additional cost of 3,500
- No opposition from the council
- Lisa Di Nitto read the names of scholarship winners Scholarship - motion by Tanya to accept these names of scholarship winners; seconded Elizabeth Ros Reis

Budget Committee – Kathleen Conroy, Anne Eiring, Kelly MacCracken, and Gina Cortico,

- 2018-2019 presentation of Budget- Kathleen Conroy
- Copies distributed to Representative Council
- Budget Committee- thanked for input and help
 - If Janis decision goes through EEA would lose approx. \$7,000 in income
 - Kathleen went over each line item to explain any increase or decrease on any given item
 - Motion to open to discussion on budget report- Mark Sacklow second Laura Mucci
 - Mark Sacklow ask President Cortico to explain the position of communication director

- The Council will vote on the budget at the June 2018 Rep Council meeting at which time, it will be made public.

Old Business

- Support staff getting Christmas vacation hopefully will go through tonight at Board meeting
- Waiver should be paid in July or August if members go through board meeting tonight
- Previous approved people paid by June
- Will say "medical waiver" on pay stub
- No written extension on building lease; Owners are selling building
- There is a Building for lease by board of education which looks promising
- PARC testing letter of assurance was questioned; several years ago this was questioned and the EEA was told it was a state law not a district policy
- You are responsible; can board force you to sign? If you refuse to sign State testing representative said you can't proctor
- RICE letter for increment withholding; call office for appoint to formulate an appeal with Uniserv person

New Business

- President Cortico reads names appointed to the 2018-2019 Executive Committee- committee will have 7 new people:
 - Mariylynn Potela- Negotiation , Richard Pulfort- Negotiations, Michelle Kopec- Instructional, Vernon Spencer- Budget , Louis Lemos- Support Staff, Antonio Luciando- Support Staff, and Helen Berlinski- Sick Bank
 - See hand out for complete list of Executive Members
- At the Dwyer annex, staff members were told to assist students across a busy street when the busses arrive at school. Joe needs details such as time and who is assigning this duty to staff members
- What constitutes as a half-day? Anything after 12:30 no board policy; varies principal by principal

- 5 Tardis or more there should be no punishment by charging a member for sick days as well as deduction of pay; this is considered double jeopardy
- Power school is slow; IAC has a meeting with Alberto Marcel and will address these concerns
- Nick Nicoletta suggests wearing red on Fridays to show unification:
 - I make a motion to wear red to show unity and strength every Friday. To dispel any notion that the union is divided and to show strength going into a pivotal contract year; second Tanya Tenturier
 - Friendly motion from the floor – to change day to Wednesday since many schools have spirit day on Fridays starting in September
 - Cory Banta suggest wearing red for every PD
 - I make a motion to start to wearing red in September on PD day; seconded by Tiffany Festa-Sneddon
- Do teachers have to do prep work like read a book? President Cortico spoke to principal already. It is a shame he's wasting money on the books because you do not have to do it on your own time
- When will they post summer jobs? June

Motion to adjourn: Fern Perez Goni; seconded Lisa DiNitto

Adjourned at: 6:00