

Executive Committee Meeting Representative Council Meeting

Meeting called to order: 4:45 on October 11, 2018

Parliamentarian: Kelly Villanueva McCracken

- Reminder: Take all phone outside of the meeting room

Minutes and Correspondence - Marie Tichenor

Motion to accept as written Laura Averie and Marilyn Portela

- Motion passed

Treasurer's Report – Anne Eiring

- Balances were read to the Representative Council
- Summer balances are high due to no income during that period

President's Report- Joe Cortico

- President Cortico thanked the Officers, Executive, and Representative Council for keeping the Association running smoothly in his absence
- President Cortico attended the NJEA President's meeting on September 20th where pending legislation on Chapter 78 was discussed
- Goal is to have as many members sign "United for Progress" petition that urges our legislators to support Chapter 78 relief
- Petitions deadline is October 16, 2018
- Cortico, "I want to thank the building representatives for speaking to members at each worksite and having them sign the petition."
- Thanked representatives for having members complete the contract surveys
- President Cortico thanked Ezzio Bustamante for coordinating the PAC Screening Committee
- The committee did an extraordinary job interviewing all the candidates; he thanked them for their time and dedication
- 'I fully endorse the committee's recommendation and hope you will vote to approve the PAC Committee's endorsement'
- Ezzio will call candidates to let them know if Representative Council endorsed them
- "Meet the Endorsed Candidates" will be October 15, 2018 4:30-7:00 at Europa on Westfield Ave

- All EEA Representative Council members are urged to attend
- Sick Bank has been approved; we are waiting for dates and the “process” from payroll
- We want to review the application process to ensure that it complies with the agreed upon terms:
 - Anyone who resigns can't take their sick days with them so it was agreed they would be put into the sick bank
 - When a member retires with less than 15 days it will go into the sick bank instead of back to the BOE
 - Once this is all verified it can be sent out to everyone with instructions on how to donate sick days into the bank.
 - November 1, 2018 is the target date to begin accepting days into the bank.
- November 3, 2018 the EEA is co-sponsoring a game between Elizabeth Police and Fire Departments

PAC endorsement - Ezzio Bustamante

- Committee named and thanked: Sharon Calixto, Demetria Demoleas, Carol DiGirolamo , Kelly Edmonds, Orlando Escalona-Gonzales, Allison Gibson, Fern Goni-Perez, John Griffin, Jon Lippi, Lorraine Pugaczewski,, Richard Pulsfort, Daniel Sevilla, and Marie Tichenor
- We saw all candidates except one who did not wish to be endorsed by the PAC committee
- Will communicate with all those who came in as to our endorsement
- As a majority we endorsed: Charlene Bathelus, Stephanie Goncalves and Iliana Chevres for election to the Elizabeth Board of Education
- Questions and Concerns were addressed
- Motion that we endorse the PAC endorsed candidate by Kathleen Conroy; seconded by Elizabeth Dos Rios
- Motion passes by majority vote

Legislative- Ezzio Bustamante/David Ayd

- Jim George leadership conference must be filled out before we leave tonight if you wish to attend

- NJEA Dr. Martin Luther King, Jr. Human and Civil Rights Celebration on January 12, 2019; one table is bought by the EEA
- October 29th senate is debating Chapter 78
- Senator Cryan's Facebook page states he will endorse Chapter 78 relief

Membership – Chairperson: Jennifer Laranjeira; Assistant Chair Kathy Conroy

- Jennifer processed 125 new members
- Janus decision has not affected us so far
- Can we get a list of non-members at our building sites?

Pride Committee – Annice Benamy/Elizabeth Dos Reis

- October 13th “paint the playground” event at school 6 set up at 9AM event runs from 11-2
- Joe will call about music

Communications–Jon Lippi

- Jon Lippi our Communications Director met with Meredith Barnes from NJEA Public Relations about increasing member involvement through our communications channels.
- Jon has set up a ‘Remind’ account to alert members of important EEA communications, using their phone’s text messaging.
- We will be updating and adding to the number of member’s personal email addresses on our Constant Contact mass mailing account. Constant contact update of private email list is keyed in by hand; big undertaking
- The EEA will have a logo contest for members to create a new EEA logo to use on our website and all of our official communications
- Please send red shirt photos through instant messenger
- Will try live streaming the “Meet the Candidates” onto the EEA Facebook page

Social Committee - Fern Perez/Virginia Cortico

- Bus trip leaving at 10AM from Dunn Sport Center going to Caesar's Casino for the NJEA Convention
- Cost is \$30.00 and members will get \$20.00 dollar coin redemption
- Sign up by October 30, 2018

Grievance - Chairperson: Tanya Tenturier; Assistant Chair: Ed D'Alessandro

- Four grievances were to be scoped; 2 more have been added by the EPS legal department; these members will meet with NJEA attorneys
- Arbitrations will be held next week on October 18, 2018
- We will be preparing for these arbitrations on Tuesday, October 16, 2018 with our Uniserv Reps
- Administration has scheduled Pre-K teachers to read a book and answers 12 pages of questions; Tanya has contacted the Director of Early Childhood, Tracy Crosby and Supervisor of Early Childhood, Gissela Barnes and they are claiming it is past practice and don't understand the complaints; They feel it is within the Pre-K contract; they were told two preps twice a month are contractual if it is beyond those they must get you a substitute teacher or pay you
- They want this PLC in your Professional Growth Plan; ONLY one area of growth is dictated to staff and one of your choosing
- To get this done, building admin can not infringe on your prep and lunch
- PLC's are not in the contract
- High school PLC's are done on duties which can lead to not enough staff covering the lunches
- PLC needs to be addressed; why does district feel that we need to be trained continuously
- Vice President John Griffin- EEA working on a meeting list of problems; Superintendent Hugelmeyer has agreed to meet with us to address these issues
- Teachers were pulled to do SIOP training; prep and lunch was lost

- Seventeen clicks to enter SGO it is so slow, 40 minutes goes by quickly (prep)
- A letter requesting a monthly meeting between the grievance Chairs and the Superintendent was sent in hopes to resolve issues before they have to go to arbitration
- Nursing moms issue discussed; no one should be sent to cars or bathroom to pump milk; this is N.J. law
- First Tuesday of every month will be the meetings for our Committee However, Novembers' meeting date will need to change
- Parent conferences discussion
- Member's LGBTQ awareness display was asked to be taken down; Principal will receive a phone call
- Rate for missing a prep - Is it the hourly rate or coverage? Which should it be? Missed lunch is hourly rate; please bring up with negotiations team
- K-8 Grievance: Schedule B discussed and explained to the Rep Council. Two letters should have gone out to schedule B members; A Union attorney letter with an amount they feel is due and a BOE letter which has a substantially less amount.
- Member's meeting will be requested from lawyers for schedule B people
- Person who is not a member is asking us to advocate for them; the Grievance Chair feels we don't need to help this person who didn't join the union but now needs the Union's help

Instructional Committee-Scott Donner/Michelle Kopec

- Technology issues will be addressed

Support Staff- Luis Lemos/ Antonio Luciano

- We understand that there are not enough tech people hired the EEA will advocate for more Techs
- No new laptops for all
- Secretaries are covering all departments

- Advocate for more Secretaries at high school; Joe promised that he will talk to Frank Cuesta
- Members were asked to document all technical problems so we can advocate for more Techs
- Kitchen workers concerns discussed
- Inventory of computers should be recorded on School Net

Negotiations- Richard Pulsfort/Marilyn Portela

- Surveys are back and were sent to NJEA for tabulation
- A scatter gram will be created by the district and forwarded to the NJEA

Budget- Kelly Katrus/ Vernon Spencer

- The committee will meet next Wednesday, October 17, 2018

Special Committees:

Health and Safety- Brad Cohen /Laura Mucci

- Discussed protocol to follow before contacting the Committee
- Form on the web site will be sent out by communications again to members via e-mail
- School No. 1 portables had mold; pictures were taken; Lou Couto went with Joe
- The committee needs to see work order to make sure it is not the custodian who's not putting in orders, or whether it is a Supervisor not putting them in
- This is why work order numbers are necessary; so, we can see the break down

Old Business

- Date change in "Meet the Candidates" to October 16th 4:30 -7PM Europa
- Workshop - October 21, 2018 " Know your Benefits"

New Business

- Marie Tichenor makes a motion to change Representative Council meeting on November 7th to Thursday the 15th moved and seconded by Anne Eiring
 - PSTA administered examiners were not trained to administer to best of their ability; new teachers were overwhelmed
 - Assessment training concerns discussed as well as the unneeded SAT testing
 - Unrealistic schedules for testing concerns
 - What is the cap on how many subject prep and consecutive classes a high school can have in their schedule? Can it be discussed in negotiations?
 - Not enough teachers to cover the needed classes
 - Bigger schools need two people payed for lunch; the current one per building is not safe
 - BeneCard issues: forward information to Jon Lippi
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- *Motion to adjourn:* Marilyn Portela and Jon Lippi