

# EEA Meeting Minutes



Executive Committee Meeting

Representative Council Meeting

*Meeting called to order: 4:25 on December 13, 2018*

Parliamentarian: Kelly Villanueva McCracken

- Take phone calls and conversations out of the room

Minutes and Correspondence - Marie Tichenor

- Motion to accept as written David Ayd; seconded by Daniel Maldonado
- Motion passed

Treasurer's Report – Anne Eiring

- No report was given; Treasurer was excused from the meeting

President's Report- Joe Cortico

- Negotiation Committee met with NJEA Uniserv Cranford to go over the negotiation's surveys. Salary increases and maintaining current levels of benefits were numbers one and two. The report also breaks down priorities by position, such as custodial, secretaries, teachers, food service, and in class support. The Committee then began organizing a set of proposals for negotiations.
- A petition was also drafted and will be discussed during New Business.
- A negotiations meeting is scheduled for December 18<sup>th</sup> with the Board's representatives. It's basically 'meet and greet' to establish formal meeting dates and go over the ground rules prior to beginning negotiations.
- Officers meeting with Olga Hugelmeyer was postponed for this Friday, December 4, 2018.
- The Grievance Committee Overnight workshop last weekend was a great learning experience.
- Thanks to Marie Tichenor for coordinating the Pre-K Focus meeting. Jon Lippi compiled the CDA and Pre-K teachers concerns; the Negotiations Committee worked on this list and will work to get language in the contract; when the officers meet with the Superintendent we will discuss the lack of lunch aides and other concerns brought out at the meeting
- Jon Lippi compiled the Benecard Issues and if they are determined to be not equal to or better than our past plan with Blue Cross the EEA will bring this up with the Board and the Superintendent.
- The ESSA Committee met on December 5, 2018 and had a workshop on the Danielson Model of Observations. Thanks to Marie for coordinating and to Esther Innes from NJEA for her presentation
- This holiday break will be the first time the district will be closed for all members

- President Cortico wished everyone a happy and safe Holiday
- Reports by chairs will be sent to Joyce and copies will be available to read before Representative Council thus allowing the councils' time to be spent on old and new business
- The NJEA Human Rights Dinner is scheduled for January 12, 2019. It will be held in Newark this year; we have 4 seats left if anyone from representative council wishes to attend

## Legislative- Ezzio Bustamante/David Ayd

- December 19, 2018 lobbying in Scotch Plains for Chapter 78 relief as well as tenure for support staff

## Pride Committee –Annice Benamy/Elizabeth Dos Reis

- Working on winter events
- Met with William Colon, President and CEO of the Latino Institute to coordinate a convention for parents on different topics; we are looking to schedule this in March

## Communications–Jon Lippi

- CDA and Pre-K teachers concerns were compiled from the focus meeting held in November
- Gathered and compiled Benecard Issues
- Flyers on January workshops were sent out to the members
- Wear Red on Wednesday

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

- At Arbitration this month: 2 members are waiting for payment pending and 2 members received payment for their grievance settlements
- EBOE does not want to pay secretaries for time out of their contractual day to arrange for substitutes; they don't believe it is necessary to call, text or email when a member is calling out because administrators and secretaries are emailed once an absence is put into Source 4 Teachers.
- Grievance recommends that the secretary say, "No, I'm not getting paid so I will not be helping with substitutes outside of my contractual day."
- Notice will go out to members about this protocol

## Negotiations- Richard Pulsfort/Marilyn Portela

- Mr. Pulsfort sent a written report- The printed contract is currently in attorney review

## Scholarships - Kappy: Lisa DiNitto/Jennifer Savoca

- Thanked everyone for their support
- More to come in January when committee meets and starts sending out scholarship applications

## **Special Committees:**

### Workshops- Sharon Calixto/Mark Sacklow

- Two workshops coming up in January
- January 16, 2019 –Retirement
- January 24, 2019- Family Leave Act

### Health and Safety- Brad Cohen /Laura Mucci

- Laura Mucci welcomed back

### Sick Bank- Kathleen Conroy/Helen Berlinski/Michael Cortico/Kelee Mitchell-Hall

- Not many members signed up for the sick bank
- The bank currently only has 125 days
- Send in the form to Dori Hasson
- We need hard copies of the application for the support staff
- Leo Caramazana requests that the agreement for the sick days be available on line

### Community Liaison- Michael Hunter/Maria Vindas

- We are working with the Pride committee on the parent convention

### Elections- Laura Mucci

- This year's Election Committee will be approved by Representative Council in January

## **Old Business**

- Afflac - disappointment was expressed by Mark Sacklow; letters of coverage termination were sent out in error to 4 members
- Request that HR notify members that they will be closed this holiday season; members may need to get paper work in before they close

- Sixth period stipend during a normal high school shift discussion - President Cortico states, it is up to the member to decide if they want to take the stipend position: Mike Cummings assured President Cortico that people were not working passed their contractual day. If you give up your prep you must get paid. Discussion on getting the full stipend when you take over the class vs. getting the sub rate for just covering for an absent colleague.
- Stipends are not prorated for covering a day or two when a colleague needs to take a sick day(s); President Cortico went over this with Mr. Cuesta and he agreed with Joe; Mr. Cuesta will inform payroll
- Stipends are only paid if hiring another teacher is necessary or when a colleague who has a stipend class takes a long term leave; this must then be pro-rated
- Mark Sacklow teaches seven periods, not an intervention period; "all my classes need grades"; Vice President Drew Thomas feels this is legal due to memorandum of agreement language
- Intervention discussion followed
- Time card or sheet for coverage clarification was asked for: coverage is usually on the sheet for the \$20.00 sub rate; time cards are for extra jobs done and are paid a stipend
- Vice President Drew Thomas distributes paper to representative council
  - Based on a grievance we filed last year on teachers working over 280 minutes; He no longer believes this grievance is viable due to the memorandum of agreement language. Grievance Chair Tanya Tenturier; states that her committee is dealing with this issue
- At the Pre-K Focus meeting it became clear that pre-k teachers are working over their contractual student contact time. We are going to take that up in negotiations.
- Updated on teaching two languages in one class was given by Crystal A'Hearn (nothing has changed). President Cortico said he would come to meet with her and the supervisor

## **New Business**

- Personal Data Collection done by personal assistants of special needs students has to stop. When Administration was asked to intercede on this issue the EEA representative was told it was an EEA and Special Services issue
- Finger scanner: for the present it is only for the custodians and security guards primarily for clocking overtime; The Board of Education has invested in this and it will be coming to everyone at some point.

- Request that the hours constituting a half day absence be clearly defined in negotiations
- Annette Klimerman makes a motion to discuss the petition on the K-8 work day
- Vice President John Griffin read the petition (mentioned in the President's report) to the Council
- Discussion followed: We are looking for six periods; Laura Mucci states we need specific language and schedules, not the wording "Alternative Scheduling"
- President Cortico responds that this was run passed the NJEA attorneys and they feel we should **not** be very specific
- Motion to approve the petition as read by Annice Benamy and seconded by Jon Lippi
- A member had 10 tardy days and \$1,000 dollars was deducted from his/her salary. An attorney was assigned to the member by NJEA and in his opinion, based upon State statute, this is an unlawful practice
- Intervention plans and grading requirements, emailed out by a supervisor was discussed
- Marie Tichenor makes a motion that Representative Council approve the buying of red shirts for #red4ed Wednesdays.
- Fern Perez Goni makes a motion to move forward with the acquisition of the red shirts; Motion passes

*Motion to adjourn:* Annice Benamy and Daniel Maldonado