



Executive Committee Meeting Representative Council Meeting

Meeting called to order: March 14, 2019 4:43

Elections:

- The 3 candidates for EEA President were introduced according to their ballot positions: John Griffin, Anthony Galindo and Tanya Tenturier. Each candidate had an opportunity to speak to their qualifications.
- Representative Assembly Delegates introduced themselves in ballot order: Sharon Calixto, Nikita Clarke-Huff, Annice Benamy, Brad Cohen, Linda Weinberg, Kelee Mitchell-Hall, Elizabeth Cwiakala and Fern Perez-Gani

Instructions on how to conduct the elections were discussed:

- April 1st boxes will be delivered to the worksites
- Suggestion on how to make sure only Union members vote
- No intimidation or campaigning near boxes; boxes must be back April 3rd to EEA office by 5:00 PM
- President Cortico thanked the candidates for their time

Parliamentarian: Kelly Villanueva McCracken

- See flyer on chair

Minutes and Correspondence - Marie Tichenor

- Motion to accept as written by Brad Cohen seconded by Annice Benamy
- Motion passed

Treasurer's Report – Anne Eiring

- Last month \$4,100 in representative stipends were discussed; question why they may not have been cashed
- It will have to be matched to checks by the accountant to be rectified
- Executive \$666-line item is Jon Lippi's stipend
- Vice President's line item amount is the same as the President because there are two Vice Presidents
- Accounting fee higher due to filing taxes
- Office supplies amount- higher due to daily items that were purchased this month which includes things like forks, trash bags, soda
- Motion to file for audit Mark Sacklow seconded by Barbara Meigh
- Motion passed



President's Report- Joe Cortico

- President Cortico thanked the Elections Committee and all of the candidates.
- Negotiations report: BOE insurance brokers gave information on different health plans and prices; they are looking for us to accept a plan that saves us and them money; we asked for costs and savings for the BOE to be ready for our next negotiations meeting
- Superintendent had questions on our proposal for which we had an opportunity to discuss each item's merit
- EEA made a proposal for 4% increase on the salary guide and they proposed a 2% increase
- Executive Committee at their meeting, discussed the pros and cons on litigation vs. arbitration for the K-8 settlement and in a closed ballot, decided 24 to 4 to go to arbitration; brief discussion followed
- Board has not yet responded to term sheet parameters and timeline; which was drawn up and was sent to Board Attorney Jonathan Williams
- No answer from Jonathan Williams to date
- Met with NJEA Attorney Sandy Oxfeld about contract compendium for 2009 -2019; we will not be printing it but it will be made available to our members

Legislative- Ezzio Bustamante/David Ayd

- On Tuesday, March 5, 2019, Governor Murphy announced his 2020 State Budget that boosts aid to districts by more than \$200 million and pre-K funding by \$68 million

Pride Committee –Annice Benamy/Elizabeth Dos Reis

- Parent workshop change of date; April 27, 2019- sponsored by FAST with the Latino Institute
- Sports-Cougar Soccer Tournament; Youth Spring Soccer Program
- Tuesday, April 16, 2019 Poetry Festival: Dwyer Academy – 6 PM

Communications–Jon Lippi

- Flyers sent out: School Luncheons, Red for Ed, Rep Council Highlights, Mindfulness Workshop, ESP Overnighter, Remind App and reminders of



the Poetry Festival and the Artevino Fundraiser. Photos of EEA related events posted to Facebook page

- On February 25th, the Negotiations Team, (Jon, Joe, and John included) attended a meeting in Cranford with Meredith Barnes and Matt Stagliano from NJEA Communications. The purpose of the meeting was to discuss how we are going to get our message out to members/parents/community during negotiations
- Jon also attended the Friday night session of the ESP Overnight workshop
- The Negotiations Team met with the Board representatives on February 28, Joe and Rich will report
- Jon attended a luncheon at School #4 with Joe and Fern. We were able to answer a lot of questions and inform the staff on the latest issues

Social Committee - Fern Perez/Virginia Cortico

- Wednesday, March 27, 2019 at Europa there will be a Red For Ed Social event

Grievance-Chairperson: Tanya Tenturier; Assistant Chair: Ed D'Alessandro *Attendance was listed by committee member*

Chairwoman's Report

- Need assistance? Have a question? Contact me at Tanya.Tenturier@eea-nj.org
- New Committee Member – Ismaël Hislop
- One arbitration victory - Increment withholding was successfully overturned with back pay
- February's arbitrations - canceled & rescheduled to 3/6/2019
- In an effort to save money for both parties and potentially make progress, the Board attorney has agreed to meet without an arbitrator and settle as many cases as we can
- Creating a process to clear annually accrued increment withholdings



- As a result of legal counsel, the Board is taking a new position on members suspended with pay who stay at home or the “Rubber Room”
- As a result, members were: Either returned to work; terminated; some remain suspended

Instructional Committee-Scott Donner/Michelle Kopec

- The Instructional Advisory Committee is working on several items relating to instruction with administration. When we have reached a resolution on an item, we will make a report with recommendations. If anyone has an instructional item that they would like the committee to explore, please let us know.

Negotiations- Richard Pulsfort/Marilyn Portela

- On February 28th the team met with Olga & the board attorneys. Our intent was to have one document. The terms from 2015-2019. They did not agree with us at first
- Dominick & Ted (our Uniserv) immediately following the meeting, contacted Sandy Oxfeld, our EEA attorney
- The board attorneys contacted our Uniserv reps on March 1st calling for a meeting. The team agreed that it was in our best interest to set up a meeting
- The final contract compendium will include the all of the changes from 2012-2019, and will serve as the base document for our current contract negotiations
- Our next meeting with the board is Monday, March 11th

Scholarships/Kappy- Lisa DiNitto; Jennifer Savocca

- The February 20, 2019 Artevino scholarship fundraiser was postponed due to half day dismissal for inclement weather. It has been rescheduled for March 13, 2019

Special Committees:

PAC – Ezzio Bustamante

- Fundraising event–May 3, 2019 Event - Location, time, and cost TBD

C.A.R.E- Dawn Di Nardo-Lippi

- Dawn Di Nardo- Lippi resigns from her position as the chairperson of C.A.R.E due to time constraints. She welcomes Kelly Katrus as the new Chair of C.A.R.E. You can reach Kelly at Katruske@epsnj.org

Workshops- Sharon Calixto/Mark Sacklow

- Stress Relief - Tuesday, March 12, 2019 at 4:30 at Valencia
- Pension - Wednesday, March 20, 2019 at 4:30 at Valencia
- All staff must bring original acceptance letter with envelope

Elections- Laura Mucci

- Election timeline discussed and questioned by Vice President Drew Thomas; he expressed concerns about changing rules once election had started
- Jon Lippi motions for a candidate open forum to be held by the end of the month; seconded Scott Donner
- Discussion followed: concerns about changing format mid-stream and not able to get it organized in a few weeks' time
- Electronic presentation or a live stream was suggested from the council floor
- Ismaël Hislop motions to have the candidates stream their message through to the entire membership via the EEA Facebook page
- Vote called on motion: 11 in favor, 22 against, motion fails

Old Business

- Leo Caramazana speaks to the need to fix old concerns about the current healthcare before negotiating a new plan
- Benecard concerns discussion



- Doctors are being sent forms to fill out with timelines and if a timeline is missed, prescribed medications are being denied; another example was waiting six weeks for a pre-certification for an MRI
- Pre-cert for chiropractic, is this with Murphy's new budget proposal?
- Deductible with chiropractor discussed
- Member wants to use Acupuncture and chiropractic instead of medication and was told it was not covered out of network; must get in writing what the doctor is willing to be paid and what Aetna certifies
- A meeting is needed to discuss Benecard with Representative Council; President Cortico states that the broker should come in; Joe will ask him to attend
- Suggested that members keep track of dates for their prescriptions
- During the October PAC committee meeting, the endorsed candidates said they didn't know about the Benecard issues that members were experiencing; we should remind them by inviting them to representative council
- Update on issues raised at the Pre-K Focus meeting: Pre-K staff who monitor children during their lunch or prep should be putting in a time card and getting paid.
- Jon Lippi states that Pre-K issues are being discussed as part of our negotiations
- Members are continuing to miss preps for IEP, CLI, RTI and IR&S meetings; Representative Council was informed that as per the Superintendent, schools should be able to secure subs to cover a teacher's regular class while they attend these meetings.
- Members have been told they aren't a team player if they complain about missing their preps.

New Business

- Clarification of when Vice President John Griffin can go to a building, no campaigning but he must be allowed to do his job and respond to members' needs and concerns
- Joyce Ortel will keep a log of all released EEA staff



- School 23 investigation on principal- members ask for update from President Cortico; there are members at this school that were not interviewed and want a chance to be heard; Joe will ask that they have their chance to speak to investigators
- No subs are available for Security Guards at school #15 thus members are taking on the role of security guard-checking student's book bags, etc.
- Union County St. Patrick's Day Parade: sign up with Joyce ASAP

Motion to adjourn: Annice Benamy and Elizabeth Cwiakala