

Chatham Education Association

October 3, 2019

CHS LMC

Note: Minutes for the meeting taken by Leslie Chapman. Marylynn MacLeod not in attendance.

In Attendance: Leslie Chapman (CHS), Pete Steinmetz (CHS), Christine Groberert (LAF), Me'Lissa Morgan-Convery (CHS), Jen Bane (LAF), Erin Killea (LAF), Laura Noonan (SBS), Amanda Major (CMS), Stephanie Lukasiewicz (CMS), Katrina Keeshen (CMS), Steve Bontempo (CMS), Melissa Scrittore (SBS), Susan Milone (WAS), Amy Kerr (MAS), Marty Visitacion (MAS), William Stollery (MAS), Nancy Volker (WAS), Sarah N. Gutierrez (WAS), Laurie DeBiasse (LAF) and Nicholas Cicarelli (CMS)

Call to Order: Laurie DeBiasse called the meeting to order at 3:32p.m.

Approval of Minutes: A motion was made by Sarah Gutierrez to approved the September, 2019 minutes and the second was done by Stephanie Lukasiewicz.

Correspondence: Marylynn MacLeod was not in attendance. Leslie Chapman read Marylynn's report.

Condolence Cards:

Mary Szoke, WAS - mom passed

Lynda Haggerty, Para-Professional at LAF - card sent to family

CEA received a thank you card from Anna Lengner - Anna was one of the CEA scholarship award winners

President's Report: Laurie DeBiasse reported. Laurie stated MCCEA reports a tax change that \$5250 is taxable for tuition reimbursement. Laurie also stated, as per the contract, Thursday's are reserved for CEA meetings - no school meetings.

Wellness Benefits Fair 10/17- some things scheduled such as flu shots, vendors, optical academy. Help is needed to coordinate otherwise it will be cancelled. District Wellness wanted a separate wellness day to allow teachers time to visit with vendors. Laurie asks "Can we just do optical & flu starting at 2pm at CHS?" Officers are in agreement. We can ask Madison to participate; Stephanie & Mandy volunteered to help; Me'Lissa will update flyer; members encouraged to sign up ahead of time and bring a copy of your insurance card(s).

Laurie informs the meeting attendees that CEA is required to hold 2 General Membership meetings each year; the next meeting will be a brief general membership meeting with a quick adjournment.

Treasurer's Report—Doug Chambers (will not be attending today due to coaching). An email was sent to each Ex Bd member regarding the 2019-20 budget.

Budget comments: Peter Steinmetz proposed a financial adjustment for pride chair since Candy Hull has been doing so much work; discussion about who will replace Candy when she steps down and if that person will continue to do the same amount of work; Stephanie L commented that the payscale be

re-evaluated when the next person takes over this role. Laurie suggests to review/look at the other "chairs"; Peter S suggests over/under or stay the same? Motion to push to next meeting by Peter, 2nd by Stephanie; Laurie states at the next Executive Board meeting this will be discussed in detail then it will be brought forward to the Rep Council.

Standing Committee Reports

Pride –Candy Hull (not attending)

Grants approved:

1. Back to school night marketing. Snafu - we did not get them in time but we had items left from Fishawack. They will be used at other events.
2. Fall play senior citizen dinner. Cost of the meal and the marketing give-a-way. November 21
3. Musical senior citizen dinner. Coat of the meal and give-a-way. March 25

Pending Grants:

1. Joint parent presentation on vaping and positive choices. Joint cost share with CMS PTO, CHS, PTO, CEA and Municipal Alliance. (TBD)
2. Empty Bowls fundraiser (?) More to follow (TBD)
3. Beautification of CHS auditorium circle (TBD) Landscaping proposal by Laurie D

Training:

Candy Hull attending a PRIDE training at the Morris County office today 10/3 from 4:30 7:30 and another date later in October.

Back to School Night

Tables were a big success! The gift card initiative worked to secure all the volunteers needed. We should continue this in the future. Gift cards will be sent next week to the volunteers individual schools.

Committee:

So far we have MaryAnn Massumi, Gabriella LaRosa, Amanda Shelffo, and Andrea Murphy. I do not believe this represents all schools, so please ask for volunteers. We will be meeting as a group for the first time the week of the 14th. Building Reps - please let me know if you have a school wide event coming up that CEA can provide a visible presence or marketing materials.

Grievance—Katrina Keeshen (committee members- Lauren Flood 6-12, Mike D’Aloia K-5)
Laurie & Katrina attended a grievance hearing yesterday on behalf of a terminated member. Katrina reports confidential grievance in process; haven’t had a grievance taken to this level in 6 years

Membership--Laura Noonan

reporting as of 10/2:

1 Termination - opting out of CEA

Professional Staff - 398

ESP - 133

Potential Members - 19

Total CEA Members - 531

** Be on the lookout for NJEA calendars coming your way via interoffice mail.

Stephanie L asks from Laura for updated building lists; dues should be coming out of the new members paychecks by now; Laurie D reminds people to check building member list and no SDOC emails should be on there - update with personal emails & be sure to inform Laura Noonan.

Social—Erin Killea- We are thinking about Friday, November 15th for our next Happy Hour- Charlie Browns seems to be the best location, but open to any suggestions- I will send out the “Save the Date” once we have agreed on a date! All are in agreement with Nov 15 at CB’s

Health—Mandy Major

Met with Guardian Nurses with Beth Grant, Laurie, and other people from the board office. The process of how Guardian Nurses are included in our benefits as a resource was discussed. Rep from SHIF in attendance as well at the meeting. Mandy stated the purpose is for severe ailments, admitted to hospital, pre-certified for surgery. Mandy further explains the Guardian Nurses started in Philly, southern NJ, PA with other unions such as Police & Fire Departments; notification of hospital admittance will prompt a single phone call to CEA member, where an expert in the health field will help you navigate with the doctors/hospital, etc., specific to your health situation; option to tell them you don’t want their help; this is a free service from SHIF. Many members contacted but people thought it was a scam.

Legislative Action—Marty Visitation reports

Committee Members (We need representation from Washington, LAF & HS:

Martina McElroy - MAS

Sara Todisco - CMS

MaryAnn Massumi - CMS

David Fowler - CMS

Ryan Vogel - SBS

Please share these links with your building;

[Tell your legislators we need Chapter 78 relief!](#)

[Tell the Senate to post Chapter 78 Relief and ESP Job Justice Bills!](#)

Marty reports both links take mere minutes to auto populate & hit send

MCCEA— Laurie states Chatham was specifically mentioned for the BTSN large donation of back to school supplies; Laurie will send out flyers to membership for MCCEA events.

Evaluation Committee—Me’Lissa Morgan-Convery-nothing to report today

Health and Safety—Jen Bane didn't have much to report; working on identifying actual H&S issues as opposed to traditional maintenance issues. Making progress.

SDOC Board of Ed. report by Stephanie L ([sign up by building here](#)) The next BOE meeting is October 14 with MS teachers attending, estimate 10 teachers; each school needs to sign up for 2 BOE meetings; Laurie suggests schools volunteering more than once or larger schools have more members to encourage attending; meeting length can vary on how long the meetings run. Members don't have to stay for the entire meeting.

Special Committees

Sarah G reports on the End of Year dinner- Do we want to choose a date to book with Hanover? Should I look elsewhere? All agree to stay with same place as last year.

Negotiating--Laurie reports she has hope that we're closer than we were last month; working on it. No job actions quite yet; Erin informed the meeting that LAF resolved school start time; Stephanie L reached out to action committee to solicit ideas for action team; Laurie reminds everyone to wear red shirts Friday; Stephanie suggests keeping record of who's not wearing a red shirt or just red. Rep should talk to the non-red wearing people to have a conversation/take note of who's wearing red and who's not participating and maybe have a conversation about why they're not supporting Red Shirt day; take group pic's at each building; Christine Grobert asks what can we share with the membership? Laurie D replies "we're getting close on salary & benefits".

Old Business

Back to School Night tables: Laurie reports it was a great start to getting our faces out there! Parents loved the pencils and camera covers! So many people did not really know who we were so this was a really great step to take. I think it should be a regular occurrence, negotiations year or not.

New Business

As per Laurie D, Peter S left the room for a group discussion; Doug has announced his retirement; Rep Council discussed appointing a replacement until the next election. We would like to elect Pete S. as interim treasurer; Stephanie motions to accept; Katrina 2nd motion; All in favor, none opposed. Pete Steinmetz will take over the role of CEA Treasurer January 1, 2020 after Doug Chambers retirement date.

Me'Lissa mentions it would be difficult for Pete to be a rep since he's the Treasurer; Me'Lissa also mention Meghan Simoni temporarily stepped down as bldg rep while she's out on leave, return date not known.

Stephanie L brought up that more Red shirts are needed with assorted sizes but not XL; She asks "should we keep an inventory of tshirts?" It was decided that we'll know more on Friday after Red shirt day whether to order more and keep a basic running inventory.

Amy Kerr said her safety officer from MAS contacted Dr. L about no cell phone service; Dr. LaSusa suggested we change our personal carrier to AT&T; safety officer suggested getting a google form count of how many staff have Verizon or whatever carrier then contact those other carriers directly about the issue of lack of service.

WAS/Nancy Volker stated WAS is "short on classroom walkies" This is a safety issue if intercom doesn't work or cell phone doesn't work either.

If anyone has lunch coverage issues please let Laurie D know.

Erin K reports about Conferences = She met w/Cheryl at LAF and the LAF teachers are out of contract with conferences. Discussion about moving forward & flipping the conferences in morning w/delayed open - LAF is working toward a creative solution; further elementary conference discussion - LAF has night conferences; elementary school having issues with 3 day conference time frame; LAF has a 5 day conference time period.

Melissa/SBS states "hoping this comes up in negotiations - mandatory meetings during prep periods, monthly meetings; jammed to the max; not an effective use of time"; Katrina reminds her GO time can be done off site; SBS reports they have collaborative GO time.

Erin/LAF reports they have to read one of 2 books for GO time; other members encouraged the LAF teachers that if dictated GO time is not addressed it will become a precedent; Jane Bane reports LAF being "strong armed" & spoken strongly to regarding SGO's;

Motion to adjourn by Marty V at 4:25pm

2nd by Pete Steinmetz