

Chatham Education Association
September 5, 2019

In Attendance: Susan Milone (WAS), Meghan Simoni (CHS), Me'Lissa Morgan-Convery (CHS), Nicholas Cicarelli (CMS), Katrina Keeshen (CMS), Candy Hull (CHS), Stephanie Lukasiewicz (CMS), Steve Bontempo (CMS), Pete Steinmetz (CHS), Amy Kerr (MAS), William Stollery (MAS), Leslie Chapman (CHS), Caryn Badian (Special Services), Michael D'Aloia (SBS), Erin Killea (LAF), Laura Noonan (SBS), Sarah N. Gutierrez (WAS), Nancy Volker (WAS), Melissa Scrittorale (SBS), Laurie DeBiasse (LAF) and Marylynn MacLeod (CMS)

Call to Order: Laurie DeBiasse called the meeting to order at 3:30 p.m.

Approval of Minutes: A motion was made by Candy Hull to approve the June, 2019 (last meeting of the 2018-2019 school year) minutes and the second was done by Stephanie Lukasiewicz.

Correspondence: Marylynn MacLeod reported.

Congratulation Cards:

Justin Perinotti/LAF: baby girl

Julie Friedman/CMS: baby girl

Amanda Seibert/CMS: baby boy

Betsy Long/CHS: baby boy

Get Well:

Mike Colavita/CHS: broken ankle

Candy Hull/CHS: knee surgery

Sympathy Cards:

Phyllis LaPenta/Central Office: mom passed

Bridget Zima & Patty Kolshorn/CHS: mom passed

President's Report: Laurie DeBiasse reported. Laurie stated that during Summer Leadership one item that was discussed was having an Executive Board/Officer meeting one week before our rep council Thursday meeting. This was also discussed and approved in the CEA Bylaws that were updated and approved in June, 2019.

According to our Bylaws we follow the Roberts Rules of Order. NJEA recommends that during the New Business portion of the meeting that we discuss items that affect all staff in every building - for the good of the order.

Treasurer's Report: Doug Chambers was not in attendance. Due to CHS coaching Doug submitted the report electronically. Doug's report:

We had a quiet summer financially. Only one bill (New Teacher lunch) needed to be paid. We start the year with a very strong foundation. Work on the LAFAP (annual review of our finances) has begun and will be submitted to the NJEA by early October. At our October meeting I will survey each of you to see if you'd like to receive your CEA stipend in one lump sum in June, or broken into two equal installments, with one in January and the other half in June. Please reach out to Doug with any questions, concerns or suggestions.

Standing Committee Reports:

Pride: Candy Hull reported. Before Candy started her report Laurie stated that CEA is seeking to have a Pride committee. Ideally this committee would have at least one or two representatives from every school. This is a great way for non-tenured staff to get involved. Pride is all about public visibility for CEA.

Candy stated she has written and submitted grants for BTSN, CHS fall play and spring musical & senior citizen dinner, district art show and Fishawack. The grants are done to obtain funding to purchase give-aways for the various events previously listed.

A discussion ensued regarding have two staff members "man" a table at every school's Back to School Night. CEA table would have a banner and give-aways of pencils(with a poem attached) and post it notes. It was discussed that the staff members who "man" the table receive a \$25.00 gift card. Having a CEA table at all schools for BTSN night is a great way to inform the public about CEA.

Candy Hull made a motion to approve a \$25.00 gift certificate for the staff members who man each table at BTSN (1 or 2 staff members at each table at each school). This motion is for BTSN only. Sarah Gutierrez did the second. Everyone in attendance was in favor. Question: "Where does the money come from?" Answer: CEA budget.

Candy asked the building reps to get in touch with her regarding getting the CEA banner to each school. Candy stated she will be meeting with CMS and CHS PTO representatives to discuss an evening community program on vaping.

Grievance: Katrina Keeshen reported. Katrina stated that the prep time problem/equitability with the full day kindergarten at WAS has been resolved as well as the prep times at SBS has been taken care of.

Membership: Laura Noonan reported. The luncheon for the new staff held during NTO on August 21st was attended by all but 9 of new staff members. Laura will give the names of the 9 new staff members to the building reps. Laura stated she will coordinate with Pete Steinmetz in order to get all the new staff t shirts.

Totals as of 9/4/2020:

ESP: 132

Professionals: 382

Potential Members: 21 (this includes recent opt outs)

Total CEA members: 514

Laura stated that NJEA has all the names of staff members who withdrew from CEA, however, sometimes there is a lag time between NJEA and payroll. It won't be known until after the first paycheck of the school year if the opt outs from CEA is reflected correctly in their pay.

Social: Erin Killea reported. Erin is looking at November for the first CEA happy hour of the year. Erin is looking for suggestions on locations.

Health: Laurie DeBiase reported. Laurie stated that Pete Steinmetz, the CEA Health Chair last school year (2018-2019) has changed positions. For the 2019-2020 school year Pete will be a CHS building rep. Mandy Major will be returning as the Health Chair for the 2019-2020 school year.

Mandy Major could not be in attendance. Mandy submitted her report electronically. Mandy and Laurie will be meeting with Beth Grant, the president of Guardian Nurses, reps from Brown and Brown and PERMA during the week of 9/16.

Legislative Action: Marty Visitacion was not in attendance. Marty submitted his report electronically.

MCCEA LAT : 9/17 at Park Avenue Club

MCCEA: Laurie DeBiase reported. The CEA rep for MCCEA, Vicky McCullough, retired at the end of the 2018-2019 school year. Laurie reported that last school year (2018-2019) David Fowler and Jen Cifrodella attended meetings. Laurie asked building reps to ask staff in their buildings if anyone would like to be the MCCEA rep and/or attend meetings. MCCEA offers many workshops and training.

Upcoming Events:

Yankee Game : 9/21

Rep Council: 9/25

Pride Training: 10/3

Evaluation Committee: Me'Lissa Morgan-Convery reported. Me'Lissa stated that the committee will meet later in September in order to discuss and work out the "game plan" for the new school year.

Health & Safety: Laurie DeBiasse reported. Laurie stated that Jen Bane will take over as the chairperson from Erin Killea and Laura Noonan. Laurie thanked Erin and Laura for all their hard work for the last two years. Erin and Laura created a strong foundation that netted results. Laurie asked the building reps to ask staff in their buildings if anyone would like to be part of the Health and Safety team. If anyone is interested please contact Jen Bane. Building reps will send out the protocol information to their staff.

SDOC Board of Education: Laurie DeBiasse reported. Laurie stated in the past we have had CEA building reps and/or exec. Board members attend Board of Ed meetings as a show of support. Laurie suggested perhaps this school year we have building school staff attend board meetings. Board of Education meetings are held in the LMC at CHS.

I.e for the first board meeting in October CMS staff (as many as who are interested) attend the meeting. School staff attending the board meeting would simply attend as a show of support and interest. Staff would not be asked to all arrive at the same time and walk in together, to speak or to wear CEA t-shirts.

Stephanie Lukasiewicz will send out a google doc for school staff to sign up.

Special Committees:

End of Year: Sarah Gutierrez reported. No report.

Negotiating: Laurie DeBiasse reported. Laurie stated that the team is making progress and will meet with Vicki Walsh, our NJEA rep.

Question: Nick Cicarelli/CMS: What can we tell our members? Laurie: The meetings have been productive, the team is making progress and the two sides are getting closer on an agreement. The biggest issue is salary.

Pro-Action: Stephanie Lukasiewicz reported. The pro-action for CEA is to keep things positive and to show a united front. CEA needs to get "the word out" to the public exactly what and who CEA is. I.e. a CEA table at every school for BTSN. Stephanie will get out a quick google survey to staff asking questions regarding if staff live in town, tutor, coach etc. Stephanie will put together a CEA "brag" sheet or "Who we Are." The brag sheet, along with CEA pencils/poems will be passed out to parents at each school's BTSN.

Laurie D. thanked all the staff for donating school supplies on behalf of CEA. Laurie will get some pictures to Candy Hull in order to be printed in the Chatham TAP.

Old Business:

Summer Leadership: Laurie DeBiasse reported. Summer leadership was attended by Steve Bontemp, Laurie DeBiasse, Stephanie Lukasiewicz, Nick Cicarellie and Pete Steinmetz. Winter Leadership will be held in March, 2020.

New Business:

Wellness/Benefits Fair: Laurie DeBiase reported. Laurie stated that the Wellness/Benefits fair will be a CEA event held after school on a Thursday in October. If anyone is interested in organizing the fair please contact Laurie. The Optical Academy is already booked to attend and there will be flu shots.

Flu shots and Optical Academy will not be at the professional development day in October. This was a Human Resource department decision.

Berkeley Heights: Laurie DeBiase reported. Laurie stated she received an email from the Berkeley Heights teacher association asking for our support during their rally on 9/10. Berkeley Heights has been without a contract for two years.

Question: "When the contract is settled will staff receive retro-active pay?" Laurie: "Retro-active pay is negotiable. Retro-active pay is not a guarantee."

Questions: "Are the number of days staff work an option?" Staff work more days then is required by law. Laurie: "Yes, the number of days staff work is negotiable."

Question: "Looking ahead to the 2020-2021 school year both staff and students start before Labor Day. Will staff be able to get paid on 8/30/2020?" Laurie: "It is unlikely Dr. LaSusa will agree to that but we will explore that option."

Question: "Attending BTSN is not in our contract. Can staff get something back for BTSN? I.e. early student and staff dismissal on BTSN with staff reporting back at 5:00 p.m.?" Laurie: "Right now attending BTSN and working a full day on BTSN has been the norm/past practice. A precedent has been set."

Comment: Please check your Genesis Employee portal to verify your sick days and accumulated sick days. Call and or email H.R. if there are discrepancies.

Comment/Question: Amy Kerr/MAS: "Times are changing and the safety of the students and staff are at the forefront, however, cell service is practically non-existent in most every school. Can each school get a booster?" Laurie will discuss this with Dr. LaSusa.

Adjournment: Nicholas Cicarelli made a motion to adjourn at 4:40 p.m. and the second was done by Katrina Keeshen.