

Chatham Education Association
November 14, 2019

In Attendance: Marylynn MacLeod (CMS), Betsy Long (CHS), Terrence Ferguson (CHS), Me'Lissa Morgan-Convery (CHS), Brian Conti (CHS), Pete Steinmetz (CHS), Laura Noonan (SBS), Melissa Scrittorale (SBS), Michael D'Aloia (SBS), Steve Bontempo (CMS), Nicholas Cicarelli (CMS), Stephanie Lukasiewicz (CMS), Katrina Keeshen (CMS), Amanda Major (CMS), Caryn Badian (Special Services), William Stollery (MAS), Amy Kerr (MAS), Doug Chambers (CHS), Marty Visitacion (MAS), Nancy Volker (WAS), Susan Milone (WAS), Sarah Gutierrez (WAS) and Laurie DeBiasse (LAF)

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

Approval of Minutes: Sarah Gutierrez made a motion to approve the October, 2019 minutes. The second was done by Melissa Scrittorale.

Correspondence: Marylynn MacLeod reported.

Congratulations:

Special Services/CHS: Denise Caamano - baby girl

CHS: Connor Henderson - baby boy

Get Well:

CHS: Meghan Simoni & Mary Lea Crawley

Sympathy:

CMS: Jean Lepore passed away - former CMS Principal Secretary for close to 30 years - sent card to her family

District: Ben Massam passed away - former student & mom Barb Massam previously worked at WAS & LAF - sent card to his family

New Building Representative: Laurie DeBiasse reported. Laurie stated with Meghan Simoni out on leave the high school is short one rep. Also, Doug Chambers is retiring and Pete Steinmetz will cease being a CHS Building Rep and become the CEA Treasurer.

Note: Laurie DeBiasse excused herself and stepped out of the room. Laura Noonan took over the meeting. There was a short discussion regarding Brian Conti being the new CHS rep effective immediately until the end of the school year. Brian Conti stepped out of the room. Laura N. asked those in attendance if people were in favor of Brian C. being the new rep. All in attendance approved. No one was opposed.

Laurie DeBiasse and Brian Conti both came back into the room.

Standing Committee Reports

Pride: Candy Hull not in attendance. Laurie thanked Candy for all of her hard work. Candy emailed her report.

- All pride grants for the 2019-2020 school year are due 11/15/2020
- Currently written: (grants/documentation/follow up submissions)
- Committee was unable to meet. Next year we will start earlier and have grants that will be written July 1st for the 2020-2021 school year.
- PRIDE/FAST can be a lot of time because not only are you writing the grant, documenting the implementation, then submitting documentation for verification, 9 out of 10 times you are also present at the event - ie: Senior Citizen dinner at CHS
- PRIDE starting balance \$23,000 - use it or lose it
- FAST starting balance \$20,000 - use it or lose it
- Back to School Nights (PRIDE) - (all schools - September 2019) budgeted \$3412.00 - used \$3412.00
- Vaping presentation - (FAST and PRIDE) (CMS/CHS) budgeted \$2661.08 - used \$200.00
- "In plain sight" (FAST and PRIDE) (CMS/CHS) January 2020 - budgeted \$911.08 - used?
- Sophomore and Junior college nights (FAST) December 2019 and February 2020 - Budgeted \$1322.16 - \$1322.16
- Elementary Field Days (Milton) (PRIDE) May 2020 - budgeted \$795 - \$795 used
- Senior Citizen dinner play (PRIDE) (CHS) November 2019 - budgeted \$2359.94 - used?
- Mental Health Awareness month presentation (PRIDE) (CHS) May 2020 - budgeted \$ - used?
- Mental Health First Aid (PRIDE) (CHS) March 2020 - budgeted \$925.00 - used?
- CMS Musical Opening reception (CMS) January 2020 - budgeted \$2000.00 - used?
- Fishawak (PRIDE) (All schools - tent and giveaways) May 2020 - budgeted \$3045 - \$3045 used
- CHS/LAF circle renovation (PRIDE) - date TBD - budgeted ? - used ?

Grievance: Katrina Keeshed reported. No report.

Note : Michael D'Aloia made a motion to suspend the agenda and discuss the upcoming contract presentation, negotiations and ratification process. Stephanie Lukasiewicz did the second.

Laurie DeBiasse stated that the negotiation teams thinks they are ready to present on Friday, November 15th at the CHS cafeteria with the vote taking place on Monday, November 18th. There will be two presentations. The team was a cohesive unit - there was representation from every aspect of all the variety of jobs in the district; teacher, custodian, secretary, elementary level, middle and high school.

Stephanie Lukasiewicz: Can we vote on Tuesday, November 19th? There was much discussion pushing the vote back. Building reps stating their members want business days to discuss the contract with colleagues. Reps stating they are hearing from their members that they want the weekend for family time and feeling pressured if the vote is on Monday.

Michael D'Aloia: What is the harm in waiting until December? Laurie stated the Board of Education meeting is scheduled for Monday, November 18th. Dr. LaSusa will present the contract to the board. Laurie stated that after the presentation to the membership on Friday, November 15th the contract will be posted to the CEA website. As the team receives questions they will post an FAQ. Laurie asked everyone in attendance if a second meeting on Monday, 11/18 at 7:00a.m. would help in order to keep the vote on Monday? Building reps stated no.

Building reps saying the members feel rushed and anxious with the meeting on Friday, 11/15 and the vote on Monday, 11/18. The question was asked : "Can the meeting be on Tuesday, 11/19 with the vote Thursday, 11/21?"

Marty Visatacion: What happens if we don't ratify the contract? Laurie stated if we do not ratify the process starts over.

Betsy Long: Betsy stated the revised By-Laws state that after the presentation there will be 48 business hours to vote.

Nicholas Cicarelli: Nick stated that perhaps an email to the membership explaining the contract presentation and voting process might help relieve some anxiety.

Katrina Keeshen: Katrina stated the negotiation process started 11 months ago and asked the members to think of the big picture - think of all the members. Katrina researched many contracts in other districts and thinks the membership will be happy with the contract that will be presented.

Laurie DeBiase: Laurie stated the Negotiation Team would discuss moving the contract presentation and voting back after the meeting.

Note : the meeting resumed to the agenda

Membership: Laura Noonan : Laura stated:

Current Membership:

Total Professional : 403

Total ESP : 135

Total Members : 538

Laura stated that an alphabetical listing of all members (teachers, other professionals, para-professionals, maintainers and custodians) will be given to reps at all schools to sign in order to vote. Laura also stated she is updating building information and asked the reps to return the lists with any corrections to her.

Social: Erin Killea reported. The first CEA Happy Hour will be held Friday, November 15th at Harlee's Tap and Grille in New Providence. The CEA happy hour will start immediately following the contract informational meetings. Harlee's Tap and Grille is located in the New Providence Village Center in the same complex as Starbucks, Acme and Jersey Mike's. CEA will be providing a few appetizers!

Health: Mandy Major. Mandy had no report.

Legislative Action: Marty Visitacion.

- NJEA members propel endorsed candidates to victory - Action Center
- 86% of NJEA PAC endorsed legislative candidates win election
- NJEA's endorsements in state and local elections helped propel pro-education candidates to widespread success on November 5th. Fifty one out of fifty nine NJEA PAC endorsed legislative candidates won their elections
- "The Legislature makes dozens of decisions each year that have a profound effect on public schools, school employees, our students and communities" said NJEA Vice President Sean M. Spiller. "From making sure our schools are safe, healthy and welcoming for every student, to school funding and keeping promised to educators, what happens in Trenton matters in every community. We are proud to help shape that debate by working to elect public education advocates."

MCCEA: Laurie DeBiasse reported. MCCEA has not met since our last CEA meeting.

Evaluation Committee: Betsy Long reported.

We met at the end of October to discuss current situations and future plans.

Some issues:

- Irrelevant information in evaluation reports
- Teachers uncomfortable with certain evaluators and feel that things are getting hostile
- New teachers need more information on responding to evaluations - Betsy reminded everyone that 2.65 is the magic number

- Betsy stated that it is very important that staff write a response to their evaluation and please seek out the evaluation committee members in your buildings if you need guidance.

An email will be sent to reps with information to forward to staff in their buildings about evaluation scores, writing a response, legal requirements for evaluations and tenure cases.

Question: Marty V. "A staff member thought they received a glowing verbal evaluation, however, on paper it was not very good - can the staff member ask to have another eval meeting?" Betsy said yes a staff member can request to meet with their supervisor or principal a second time. Betsy reminded everyone to tailor your response such as "I saw in the evidence based notes you said this, however, my score does not reflect that."

Statement: Laurie D.: Laurie reminded everyone that principals and supervisors do not have to allow a staff member to bring a CEA rep with them to an evaluation meeting, however, if the principal or supervisor has another admin or supervisor with them, then, by all means, the member has a right to have a CEA rep present with them. Please, never go into a meeting alone, without representation, if your admin or supervisor has someone with them.

Question: Nicholas C.: Does a list of "egregious" words, that members should never say during lessons, exist and if yes, can we see what the words are?" The Evaluation Committee is going to look into this.

Health and Safety: Jen Bane reported. Jen stated there is a case of mold in three buildings. We have one member who is out on sick leave until a doctor's note can be produced stating it is safe for he/she to be back at work. Jen stated it is very important to communicate to the head custodian in your building if you have any concerns regarding water, mold, heat etc. Jen said if a member feels as though the condition of their classroom is causing health concerns the staff member should see the school nurse immediately. The nurse will direct the staff member who to call and what doctor to see. If it is going to be a case of workman's comp it is imperative the staff members follow each step as directed by the school nurse and contact their CEA building rep immediately.

Jen asked if each building rep could check their buildings to make sure there is correct and proper signage regarding workman's comp.

Treasurer Report: Doug Chambers reported. Doug passed out hard copies of the CEA October 2019 Treasurer Report to all in attendance. Nicholas Cicarelli made a motion to accept the Treasurer Report and Nancy Volker did the second. Doug also passed out hard copies of the payroll form. Doug stated the CEA budget has not been approved as of the current date.

SDOC Board of Education Report: Amy Kerr and Marty Vistacion (MAS) as well as other MAS staff members attended the November 4th meeting. The evening began with acknowledgement of tenured teachers. The main focus of the meeting was on the results of state testing. In each grade and ethnicity group Chatham is well above the state average. Dr. LaSusa discussed the later start time at CHS. Dr. LaSusa proposed six different models and acknowledged that there are pros and cons to all six. However, it is something that will be implemented for the 2020-2021 school year. The agenda is available online to view the proposed models.

Katrina Keeshen (CMS) as well as other CMS staff members (ten total) attended the October 14th meeting. The SAC counselors reported on vaping and other student wellness concerns. Dr. LaSusa discussed the later start time at CHS.

Special Committees:

End of Year Party: Sarah Gutierrez had no report.

Old Business:

Winter Leadership : Laurie D. stated that Winter Leadership will take place in Parsippany on February 21st and 22, 2020. CEA will cover all costs of anyone who would like to attend.

New Business:

Laurie D. thanked Stephanie Lukasiewicz for all her hard work on the CEA Newsletter. The feedback has been great. Laurie urged everyone in attendance and for building reps to spread the word, that if there is anything special going on in your building, or if a staff member is doing something or did something exciting (i.e. run the NYC marathon) - please let Stephanie know and she will add it to the next newsletter.

CEA Website: Stephanie Łukasiewicz has made updates as well as uploaded the new By-Laws/Constitution.

Voting: Laura Noonan stated that in order to vote, staff have to be a CEA member. Laura reminded everyone that if a staff member is out on leave they are still a CEA member as long as they do not let their membership lapse.

Elementary Conferences: When school resumes after the Thanksgiving holiday elementary staff have parent/teacher conferences and report cards due.

Substitute Issues: Building reps reporting that the members are concerned when a substitute does not "pick up" their job. Laurie D. stated that once a staff member enters their absence into Aesop their job/responsibility is done.

Comments: Staff are concerned that IEPs are not being met when an ICR teacher or a BSI teacher is “pulled” to cover another class because of lack of a substitute. Laurie D. stated that if there is ever any concern about student’s IEP not being met because of lack of staff coverage please immediately email the case manager, supervisor and principal. Also, teachers should never be asked to make the decision regarding proper staffing of their classroom.

Motion to Adjourn: At 4:40p.m. Marty Visitacion made a motion to adjourn. Sarah Gutierrez seconded the motion.