

Chatham Education Association
February 6, 2020

In Attendance: Pete Steinmetz (CHS), Caryn Badian (Special Services), Me'Lissa Morgan-Convery (CHS), Leslie Chapman (CHS), Erin Killea (LAF), Candy Hull (CHS), Stephanie Lukasiewicz (CMS), Jason Mariano (CHS), Nicholas Cicarelli (CMS), Stephen Bontempo (CMS), Amanda Major (CMS), Amy Kerr (MAS), Marty Vvisitacion (MAS), William Stollery (MAS), Michael D'Aloia (SBS) Melissa Scrittoral (SBS), Mallory Lynn (CHS), Laura Noonan (SBS) Laurie DeBiasse (LAF), Sarah N. Gutierrez (WAS), Nancy Volker (WAS) Susan Milone (WAS) and Marylynn MacLeod (CMS)

Call to Order: Laurie DeBiasse called the meeting to order at 3:30pm. Laurie introduced Vickie Walsh, our NJEA rep, to the meeting.

Approval of Minutes: Stephanie Lukasiewicz made motion to approve the January, 2020 minutes and Melissa Scrittoral did the second.

Correspondence: Marylynn MacLeod reported.

Congratulations:

Stephanie Montefinese/CMS : baby girl

Email Correspondence: Laurie DeBiasse reported she sent a thank you email the the Madison Teacher Association thanking them for inviting all the members of the CEA to their retirement workshop. Many members of our association attended.

Treasury Report: Pete Steinmetz reported. Pete will submit the report electronically. Pete stated he is meeting with Steve Spangler of NJEA. for Treasurer training. Pete will send out the End of the Year Treasurer Report and the January, 2020 report.

Standing Committee Reports

Pride: Candy Hull reported.

- Water bottles are in for Washington and Milton field days. The other elementary schools never responded.
- We are co-hosting a Growth and mindset workshop as well as a mental health first aid PD (will be limited to 12 participants - middle and high school).
- Art Show - \$200 pf grant money has been reallocated to buy supplies for a permanent art installation to be made the two evenings of the art show in May. The what and where to display is TBD.
- Senior citizen dinner after Godspell all arranged and parent volunteer is wonderful! Going to try a different caterer. Mint tins are the party favor.
- Growth/Mind workshop in April (may include suicide prevention since this seems to be on the rise)
- Placing a half page ad in the playbill for Godspell @ \$75. Candy asked for a motion to approve the cost. Laurie DeBiasse stated that because the cost is under \$100.00 a motion to approve is not necessary.

- Fishawack - June 6, 2020
 - We are the proud owners of a CEA pop up tent that was a grant and can be used at any school. Blue with white Chatham Education Association lettering.
 - We will be giving out blue reusable totes that say Chatham Education Association (keeping with the schools and towns green theme).
 - Need to start a volunteer list for the day.

Trying to rewrite the beautification grant - from FAST to PRIDE have an email in to Heather.

Grants for the 2020-2021 school year can start to be written July 1st. I would love to have a timeline of events and earmark things we need to address with grants.

Meeting of PRIDE committee - TDB? Would the district consider giving us time during PD?

Grievance: Katrina Keeshen was not in attendance. Katrina reported electronically that she met with Dr. LaSusa regarding the passing time at SBS, back to back time periods and loss of prep time. Dr. LaSusa informed Katrina he would email the SBS staff and work with Kathleen O'Connor, SBS principal.

Comments: Michael D'Aloia and Melissa Scrittorale (SBS Reps): They did receive an email from Dr. LaSusa but feel it is still unequitable to classroom teachers as they are still losing prep time. It is not necessarily a matter of timing and SBS staff would like to do away with block scheduling.

Vickie Walsh/NJEA Rep/Comment: Vickie stated the best course of action is for the reps to try and solve the problem with the building administrator. Vickie also offered different strategies for the SBS teachers:

- stop teaching class two to three minutes before the actual end of the class in order to get the students organized and ready to move on to their next class
- have staff keep a log everyday documenting how much of their prep time is missed and email the document to the building principal every Friday

Membership: Laura Noonan reported.

- Current Membership as of 2/6/20:
Professional - 389 ESP - 128 Potential Members - 19 Total Members: 517
- With everything going on with raises, retro, new Chap 78 deductions and the new POS/PPO deductions, it is really important to check your paychecks to make sure your dues deduction is correct. It should be \$67.05 for professionals/esp dues vary due to hours/position
- Please let me know as soon as possible anyone that is a return from leave (or have them let me know) so that we can dues started back up promptly

Vickie Walsh/NJEA Rep/Comment: Vicki stated she recommends that staff still pay their association dues while out on any type of leave. I

Social: Erin Killea reported. Erin stated the CEA Happy Hour will be on Friday, 2/28/2020 at Harlee's Tap and Grill in New Providence starting at 3:00pm. CEA will provide appetizers. Erin has confirmed the date with Don, the owner of Harlee's.

Health: Mandy Major reported.

- New POS plan started on February 1, therefore new \$15 copays and \$100 deductibles have also begun.
- The new POS premium Ch. 78 deductions should be starting and be deducted as of the 2/15 paycheck.
- Some people have not received new ID cards and/or the cards (hard copy and online) are still listing the old copays. Please have them reach out to Beth Grant and Paul McGowan, pmcgowan@advisorsbb.com, if they are incorrect.
- **REMINDER- Copays DO NOT GO TOWARDS DEDUCTIBLES, BUT DO GO TOWARDS OUT OF POCKET MAXIMUMS!!**
 - You can keep track of the OPM (Out of pocket maximums) on your Aetna online accounts. There is a section that tallies it for you.

For people who are new to the whole deductible situation this is the information I received from Paul McGowan at Brown and Brown:

- *For the family deductible: If an individual meets his or her individual deductible, after-deductible benefits kick in and begin to pay health care expenses for that individual only, but not for the other family members.*
- *If the family deductible is met, after-deductible benefits kick-in for every member of the family whether or not they've met their own individual deductibles.*
- *Deductible only applies to services which do not have a copay. If there is a copay – the member is only assessed a copay. If the service does not have a copay, the deductible will apply.*

Legislative Action—Marty Visitacion

- Another letter writing campaign was shared last month. NJEA needs approximately 12,240 more letters sent by members. If you have done this in the past, you know it only takes a few minutes. [NJEA Link](#)
- Hopefully everyone noted the \$1,000,000 contributed by SDOC employees from July to December 2019. Marty stated this fact twice - SDOC employees contributed 1 million dollars in health care costs in just one-six month time period
- There are LAT representatives from Milton, Southern and the middle school .

Change in Agenda: Pete Steinmentz made a motion to request that Jason Mariano, CHS teacher, be heard at this time instead of during the New Business section of the agenda. The time was getting late and Jason M. was going to need to leave. Stephanie Lukasiewicz seconded the motion.

Jason Mariano/CHS Teacher: Jason thanked the CEA Negotiations Team for their hard work and time commitment for bringing forth the current contract. Jason stated that he has been receiving a .3 stipend for the CHS Tech Club. When the new contract was put forth Jason saw that his stipend had been downgraded to . 2. James Lawrence is the supervisor of extracurricular activities. Jason stated that the amount of time and effort he puts forth, after school hours, weekends and attending three competitions has not changed and was never informed by Mr. Lawrence that his stipend was going to be lowered. When Jason asked Mr. Lawrence why his stipend had been lowered he was told the stipend is based on attendance and that all his club does is “build bridges.” Jason wants the stipend based on the content of the club - not the number of students who attend.

Laurie D. stated she will speak to Mr. Lawrence and thanked Jason for attending the meeting and bringing forth his concerns.

MCCEA: Laurie DeBiasse reported. Laurie will email the information regarding upcoming events.

Evaluation Committee: Me’Lissa Morgan-Convery reported:

- The evaluation committee met on Tuesday to discuss some current or recent evaluations. We continue to encourage members to write a response to every observation and suggest that members note a positive that the observer included in the write up. Additionally we are now encouraging members to follow-up the post-conference meeting with an email reiterating the conversations from the meeting. This is especially important for interactions with certain observers who fail to accurately record the details of the post-conference. Lastly, a meeting was scheduled with Betsy,

Laurie, Karen Chase and me in mid-January. Unfortunately I could not attend at the last minute. We are still awaiting a re-schedule date.

Health and Safety: Jen Bane was not in attendance. Jen submitted her report electronically:

- On January 16th, the H&S Committee met to review our procedures and discuss issues in each building.
- On January 23rd, Laurie, Erin, Laura, an affected staff member and I participated in a conference call with our NJWEC case manager. A plan was decided on to make a request of the business office for a schedule and plan for remediating the water intrusion issues documented at SBS and CHS. The request was made on 2/ 3, I have not received anything back to date.
- On January 28th, Laurie, H&S Rep James Miller, and I attended an Indoor Air Quality session at the Board Office. We were given very useful and valuable information. Most importantly, air quality sampling is not as reliable as we have been led to believe.
 - The following recommendations were made:
 - Document issues and concerns at each step
 - Employee training for water damage and visual inspection methods, assessment and have protocols for involving professional vendors - has this happened? When are the HVAC systems being assessed and maintained?
 - Hygrometry assessment during peak cooling season (in summer) is strongly recommended - is this being done? Set HVAC system based on humidity level instead of temperature
 - Windows cannot be open if AC is running!
 - Cannot block air vents in classrooms - it will end up leading to mold growth
 - Preventative maintenance checklist and classroom inspections to address areas related to mold and moisture control, as well as conditioning and ventilation system function and hygiene, air filter changes, housekeeping and responsible chemical use and storage.
 - Written protocols, programs, and industry standards, along with forms

Although not all of these things are possible for the committee to work on, there are some things that we plan to work towards through cooperation and communication with the central office. You'll note some of my questions are in the notes, which hopefully will be addressed through the most recent correspondence from Peter Daquila.

SDOC Board of Education Report:

1/6/2020: LAF staff attended.

Performance by a CHS student

Discussion regarding retention rate of CHS graduates/college students

1/20/2020: CMS staff attended.

Talk of full-day kindergarten lottery and tuition

Changing school start times later for middle and high school [LaSusa has talked to transportation providers in terms of what would be a realistic plan to accomplish]

Calendar options for 2021/2022 school year [goal is to end earlier and have a week of Feb break. In order to do this, they have to start earlier. It continues to be a discussion. One board member did advocate actively for us.]

Vickie Walsh/NJEA Rep/Comment: The Board of Education has the sole discretion in regards to the school calendar. Many districts in New Jersey are starting before Labor Day. There have been NJ Teacher Associations that have grieved the start date of school calendar, one that went all the way to the Supreme Court and in all cases the Teacher Associations lost.

Membership Engagement Committee: Betsy Eigen/Laura Noonan/Erin Killea reported:

We are planning on meeting either Wednesday 2/12 or Thursday 2/13 after school for our inaugural planning session. If you know of someone interested in attending or helping this committee, please let one of us know. Topics might include the committee discussed after school Monday with Pete and Mike which will use GO Time to offer learning labs about health, benefits, and our paycheck.

Special Committees:

End of the Year: Sarah Gutierrez reported. Sarah stated the tentative date is May 28th. Sarah stated she is still confirming the price with the venue.

Leave Specialist: Betsy Long was not in attendance. Betsy submitted her report electronically.

Beth Grant and I met for an hour and half to discuss maternity, paternity and sick leave. Please let your building know that I am available to help plan their leaves.

Did you know fathers are also entitled to leave for the birth of a child? Fathers are entitled to take the same number of paid days to support their families if they have those days in their current and accumulated bank.

Old Business:

\$100K Committee: Laurie DeBiasse reported. Laurie stated the following CEA members have volunteered to be on the 100K committee:

Meredith Kempson: CHS - Step 9
Cindy Gagliardi: CHS - Step 18
Tina Lesnewich: CHS - Step 10
Kathy Martin: CHS - Step 7
Sarah Gutierrez: WAS - Step 16
Mike D'Aloia: SBS - Step 18
Robin Ciccone: SBS - Step 17
Katie Erezuma: LAF - Step 11
Jen Friedrich: LAF - Step 14
Laurie DeBiasse: LAF - Step 18
Gabby LaRosa: MAS - Step 4
Jackie Behrens: MAS - Step 11
Richard Paprota: Maintenance - Step ?

Laurie stated that one member will need to chair the committee and set a date for the first meeting. The building reps from CMS stated they sent out several emails asking for volunteers to be part of the 100K Committee, however, no one came forth.

New Business:

Steve Beatty & Vickie Walsh/NJEA: Laurie DeBiasse reported that Steve and Vicki visited in CMS in January to meet and answer questions during staff lunch times. NJEA provided lunch and refreshments. Laurie stated the luncheon was well received.

Administration Meeting/CHS: Laurie DeBiasse reported. On Monday, February 3rd Dr. LaSusa, Peter Daquila held a meeting open to all staff members to answer questions on paychecks, retro pay and contracts. The questions and answers are on the CEA website.

Question/When can we see the new entire new contract? Laurie DeBiasse and Vicki Walsh responded: The Board attorney writes the new contract and there is no timeline on when it will be finished. When the Board attorney finishes it then the Negotiation Team reads it over to make sure everything is correct.

Substitutes: Nancy Volker stated that the lack of substitutes is still a big issue at WAS. LAF stated they too are experiencing a lack of substitutes. There have been times when LAF staff are losing their second prep in order to cover a class. Laurie stated that contractually staff are entitled to lunch and one prep everyday. Vickie stated that there is a lack of substitutes in all of Morris county.

Extra Period Question: When getting paid for teaching a sixth period - is the money pensionable? If a staff member is teaching an extra class for only half a year or less and it is not part of your base salary, then, no, it is not pensionable.

Question: Mandy Major stated that she takes a group of CMS 8th grade Special Ed students to MAS for a program that is run by herself and Marty Visitacion. Mandy asked if PRIDE can purchase t-shirts for the students. No. The PRIDE guidelines do not allow t-shirts to be purchased for students. PRIDE money is to be used for ongoing events with the community and parents.

Motion to Adjourn: At 5:00pm Nicholas Cicarelli made a motion to adjourn. Laura Noonan did the second.