

Chatham Education Association  
March 5, 2020

In Attendance: Susan Milone (WAS), Sarah N. Gutierrez (WAS), Nancy Volker (WAS), Betsy Long (CHS), Me'Lissa Morgan-Convery (CHS), Brian Conti (CHS), Leslie Chapman (CHS), Nicholas Cicarelli (CMS), Stephanie Lukasiewicz (CMS), Amanda Major (CMS), Steve Bontempo (CMS), Katrina Keeshen (CMS), Michael D'Aloia (SBS), Amy Kerr (MAS), Christine Grobert (LAF), Erin Killea (LAF), Pete Steinmetz (CHS), Laura Noonan (SBS), Laurie DeBiasse (LAF) and Marylynn MacLeod (CMS)

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

Approval of Minutes: Stephanie Lukasiewicz made a motion to approve the February, 2020 minutes and Katrina Keeshen did the second.

Item of Order: Laurie DeBiasse asked if there was an objection to changing the order of the agenda so that Mandy Major could present the Health report. No one was in objection.

Health Report: Mandy Major reported. Mandy stressed the importance of being proactive and members doing due diligence regarding prescriptions, medical devices and health procedures. Staff should call Aetna and/or Express Scripts to inquire and never assume that coverage will be 100%. Mandy stated during her research regarding medical devices (new or different type of device) that many times the doctor will put the patient in touch with the maker of the device and the medical company will contact the patient's insurance company and take care of the "leg work." Mandy also wanted to remind all members to keep track of your out of pocket maximum so you know when you reach it. Members can check the out of pocket expenses on the Aetna website.

Correspondence: Marylynn MacLeod reported.

Congratulations Card:

Christine Grobert/LAF: CHS Scholarship Named: "Christine K. Grobert Chatham Emergency Squad Scholarship Award"

President's Report: Laurie DeBiasse reported. Laurie stated that Brian Erb at CHS will chair the Nominating Committee. There will need to be a member at each building who will be part of the nominating committee. Please email names to Brian Erb. Laurie stated the President and 1st VP positions are elected positions. Laurie stated that she will not seek re-election as the President. Laurie stated that according to the CEA By-Laws because she is not running for President she will now become the 2nd Vice President. Laurie stated that the member who becomes the new CEA President will need to attend NJEA training during Summer Leadership.

Question: Michael D'Aloia/SBS: Will the elections be done electronically or by paper? Laurie stated that at the suggestion for the NJEA, we will stay with paper elections. Laurie stated voting by paper ballot is encouraged by the NJEA so that if there is ever a question regarding the validity of the CEA union we have hard copy proof of elections.

Laurie stated Erin Killea is in charge of building rep elections. According to the CEA By-Laws the election for President, 1st Vice President and building reps will take place on Thursday, April 16th at a general CEA meeting.

Winter Leadership: Erin Killea and Laura Noonan reported.

- (Erin and Laura) It is important to remind your members of their **Weingarten Rights** -Weingarten rights guarantee an employee the right to union representation during an investigatory interview by an employer. If the interview **could in any way lead to the employee being disciplined or terminated or affect his or her personal or working conditions**, he or she should respectfully request that a union representative or officer be present at the meeting. Without representation, the employee may choose not to answer any questions.
- **Banca Rights**- Right to avoid incriminating yourself in a criminal investigation
- **Garity rights**- Protects you from self incrimination in a potential criminal matter( For example” Answer or you’ll be fired!” you can invoke your Garrity Rights and answer the question)
- Must report “ arrest or indictment: for any crime or offense to superintendent within 14 days - contact your CEA rep/ Present/ County rep and they will assist you in this process
- The disposition of any charge in the arrest or indictment within 7 days
- Know your contract- remind members how to find their contract
- Grievance: “A rule of thumb”- When in doubt - File!
- Be thoughtful on what you post on social media- we asked Laurie to look into a possible PD Workshop on Social Media from NJEA
  - You are held to the same standard as police officers, etc.
  - Maybe set a date for a workshop

Paychecks committee and workshops!

Treasurer Report: Pete Steinmetz reported. Pete passed out hard copies of the December, 2019, January, 2020 and February, 2020 Treasurer report. No one in attendance had any questions for Pete regarding the Treasurer reports. Sarah Gutierrez made a motion to approve the three Treasurer Reports and Stephanie Lukasiewicz did the second.

Pete passed out copies of the proposed CEA budget for the 2019-2020 school year. Stephanie Lukasiewicz made a motion to approve the proposed budget. Katrina Keeshen did the second. Everyone in attendance was in agreement for yes for the budget.

Standing Committee Reports

Pride: Candy Hull was not in attendance. Candy submitted her report electronically.

- March 25th - Senior Citizen dinner after “Godspell.”
- We have a pop up tent, blue and white with Chatham Education Association written on the flap. If you would like to use it for an event please email me and I will arrange for delivery.
- Fishawack - save the date - June 6. We will need volunteers to man the tent!
- Back to School night presence next year yes or no?

Grievance: Katrina Keeshen reported. Katrina stated she will be resigning in June, however, Katrina stated she will assist the new chair with any carry-over issues from the current school year (i.e. passing time at SBS for the Fall, 2020 schedule.) Katrina stated the NJEA Grievance training was excellent.

Items of Note:

K to 5 Grievance : Mike D’Aloia

6 to 12 : Lauren Flood

Laurie D. stated the Grievance Chair is an appointed position. Laurie asked the building reps to tell the members of the open 2020-2021 School year Grievance Chair position. Grievance workshop training is a must.

Membership: Laura Noonan reported.

- Total Professional -389
- Total ESP/Custodian/Maintainers -128
- Potential Members - 22
- Total Membership -517

Dues Question: "What if a staff member went from part-time to full-time and owes dues? How will the staff member be charged? Laura Noonan will research this. Laura will need to submit the information to NJEA and figure out if there is a discrepancy in NJEA or SDOC payroll. The dues for a full time teacher are \$66.55 per paycheck.

Please Note:

- Dues cannot go towards political action
- when a staff member returns from leave please contact Laura N.
- If out at the start of the school year on any type of leave (FMLA included) your sick days may be pro-rated based on the time you missed - Laura N. asked staff to check if it applies to them
- Out on leave and staff member has exhausted all sick days and you are now an un-paid employee - you can pay Cobra for health insurance - if you are an unpaid employee you are no longer a CEA member unless you pay leave membership
- Staff cannot use sick days from the "sick bank" unless they contributed days - only 30 members contributed to the "sick bank" - Laurie D. stated she will speak to Beth Grant about the "sick bank"

Social: Erin Killea reported. We had an awesome turnout from last Friday's Happy Hour. We had representation from every school! As always, if you have any ideas for future Happy Hour or events, just let me know!

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

Governor Murphy called for Chapter 78 relief in his budget address and talked about his administration's efforts to lower health care costs. His budget:

- \* Makes a \$4.6 billion pension payment, 80% of the actuarial required payment, an additional \$1.1 billion over last year, as well as putting an additional \$279 million in this year's budget.
- \* Budgets an additional \$336.5 million for K-12 school aid and \$83 million for pre-K aid over last year, and an additional \$50 million of stabilization aid for districts facing losses as a result of changes to the school funding act in 2018.
- \* Increases surplus to a projected \$1.6 billion, with another \$300 million in the rainy-day fund
- \* Continues to fund the Community College Opportunity Grant program to provide tuition-free community college, as well as creating a similar program for four-year institutions, the Garden State Guarantee. (But keeps funding flat for community colleges.)
- \* Provides funds to remediate lead in preschool facilities.
- \* Invests in programs and services so youth don't get caught up in the juvenile justice system.
- \* Fully funds women's health care and family planning.

How is the governor going to pay for this? He is calling, once again, for a millionaires tax to raise funds. As you may recall, the legislature, when Christie was governor, passed this tax several times, only to see Christie veto it. Now that NJ has a governor who supports the millionaires tax? For the past two years, the legislature lost its interest in passing this tax. This year, however, Senate President Sweeney has announced he will support the millionaires tax, if it is used to put an additional billion into the pension fund. Murphy has other plans for this tax. Remember I said that the governor proposes and eventually comes to an agreement with the legislature.

Please share link again for Chapter 78 Relief:

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

MCCEA: No report.

Evaluation Committee: Me'Lissa Morgan-Convery reported. The committee did not meet due to a scheduling conflict. We had to Let it go...

Me'Lissa stated: Betsy and I met with Karen Chase to discuss issues the committee has been seeing with observations and the process. The meeting went well and we will meet again in the future. Karen stated that 100% of the district certified staff is effective with 60 % highly effective when the observations were averaged at the end of the year. This does not include SGOs, SGPs, summatives, etc. She is going to be working with the district supervisors and admins to revamp the way we use Danielson to evaluate staff. She is willing to share data on the component scores across the district. Overall it was a good meeting.

- if you see a 2, don't just ask for clarification, ask for another meeting
- keeping communication open so that Karen can tell us what areas need improvement so we can tailor PD based on that data

Betsy added that if a staff member was effective in their evaluation, then was told they are not being renewed then it is obvious something has not been communicated. Betsy urged all staff to look at past evaluations.

Me'Lissa added that there are resources for staff in the document folder - look at the domain components. Supervisors should be looking at the same domain components.

Donaldson Hearing: Laurie D. stated that staff who are not being renewed can request a Donaldson hearing. Laurie will email the the NJEA timeline requirements for a Donaldson hearing. Laurie stated that a Donaldson hearing is a public hearing.

Health and Safety: Jen Bane was not in attendance. Jen sent her report electronically. Sorry I can't be there. Please refer to my email sent on 2/26. And as an update to that: The H&S committee will be meeting with Peter and John to discuss finding a way to more open communication regarding maintenance of HVAC units. The meeting will be on 3/18.

SDOC Board of Education: Stephanie Lukasiewicz reported.

- not much to report [good showing from CEA...about 10 of us and it was noticed]
- Full day kindergarten lottery to be held this week
- Coronavirus update via Mike [had admin council meeting Wednesday to discuss all of the plans in the event of closure]
- Referendum upcoming: info starting to be disseminated to see how much the public would be on board
  - fire alarms that don't work
  - new track
  - security vestibules in all schools
  - partial roof replacements
  - HVAC replacements at LAF and CHS

\$100K Committee: Laurie DeBiasse reported. Laurie stated that nothing had been decided and the committee is meeting next week.

## **Special Committees**

End of Year: Sarah Gutierrez reported. The date has been set for Thursday, May 28th at a new venue, Primavera Regency in Stirling. Sarah thanked Candy Hull for the suggestion of the new location. Sarah will send out Save the Date soon.

Membership Engagement: Betsy Long/Erin Killea/Laura Noonan reported. Membership engagement met to discuss engagement projects and workshops to gain input from our activities. The ideas formed quite a list! Currently, we are gathering data about discrepancy in dues at the high school, based on number of questions coming up at that level, and will poll additional members once we get more data about where these discrepancies are coming from. Future projects on the list include workshops on teachers' rights, social media usage, chapter 78, GO Time input from CEA, public relations that would help educate, inform, and champion our members, and effective communication methods at all CEA levels.

## **Old Business:**

New Teacher Orientation: Sean Devine is unwilling to change the remaining NTI scheduled dates to a later start time to accommodate the elementary teachers. There will be a discussion with Sean to make the start times for the NTI meetings more in line with the contract for secondary teachers.

## **New Business**

Remote Learning: Laurie DeBiase reported. Laurie stated that Dr. LaSusa met with all supervisors and administrators regarding the potential school closure. Laurie stated that Dr. LaSusa is frustrated with the NJ Department of Education as they are not providing much guidance. Dr. LaSusa cannot dictate schedules to teacher or families during remote learning and he does not expect staff to be online all day. Please Note: Dr. LaSusa thinks that if we are closed it will be for the duration and then the state will decide what to do about the 180 days. All staff will be paid and we will not come in after July 1. Custodian will receive overtime pay in order to clean and sanitize school

Snow Day Question/Comment: We have only used 1 snow day. All three snow days will be "given back" if not used.

Room Cleaning: Laurie D. stated that if a staff member is not happy with the state of their room please talk to the custodian, head custodian or building rep. Many of the custodians are part of our association.

Para-Professionals: Laurie D. stated that if a member is having an issue with their classroom Para-Professional or the One to One Para's assigned to their students, please speak to the Para-Professional first or a building rep. A lot of the Para's are CEA members.

Motion to Adjourn: Stephanie Lukasiewicz made a motion to adjourn at 5:05pm and Nicholas Cicarelli did the second.