

Chatham Education Association
January 2, 2020

In Attendance: Susan Milone (WAS), Betsy Yates Long (CHS), Michael D'Aloia (SBS), Kathrina Keeshen (CMS), Nicholas Clcarelli (CMS), Stephanie Lukasiewicz (CMS), Stephen Bontempo (CMS), Caryn Badian (Special Services), William Stollery (MAS), Marty Visitacion (MAS), Amy Kerr (MAS), Sarah Gutierrez (WAS), Nancy Volker (WAS), Terrance Ferguson (CHS), Brian Conti (CHS), Laura Noonan (SBS), Laurie DeBiasse (LAF), Erin Killea (LAF), Christine Grobert (LAF), Jennifer Bane, LAF and Marylynn MacLeod (CMS)

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

Welcome : Laurie DeBiasse. Laurie welcomed everyone back from the December break. Laurie introduced Brooke Frapwell from Brown and Brown and Robin Sambuco from Guardian Nurses.

Health Presentation : Robin Sambuco, RN, BSN/Vice President : Guardian Nurses

Robin stated that Guardian Nurses provides 30 plus nurses that are available to all CEA members who participate in the SDOC health care plan. The nurses are health care advocates for our members. All the nurses have 10 plus years experience and are on call for questions, concerns 24-7, 365 days a year. Guardian Nurses are USA-wide - members can call for assistance in they are out of state.

There are four nurses dedicated to New Jersey public schools that are part of SHIF. The nurses that are part of Guardian Nurses do not work for a hospital or a doctor, they work for Guardian and act as health care advocates for CEA members.

Guardian Nurses:

- will make appointments for you/obtain x rays
- assist with pre-certification
- meet you at doctor appointments
- visit you in the hospital (only with staff members ok)
- help you navigate the healthcare system
- HIPAA compliant/confidential
- all Guardian Nurse services are free of charge

Robin passed out hard copies of Guardian Nurse information.

Laurie thanked Robin and Brooke for attending the meeting. Laurie asked building reps to get the word to members at ten minute building meetings. Candy Hull offered to share the information through CEA email

Approval of Minutes : Nicholas Cicarelli made a motion to approve the December, 2019 minutes and Terrence Ferguson did the second.

Correspondence : Marylynn MacLeod reported.

Get Well:
Betsy Yates Long/CHS
Manny Ferreira/CHS

Congratulations:
Jeff Cleary/LAF - baby boy
Veronica Maldonado/MAS - baby

Sympathy:
Jeanette Leong/CMS : former Para at CMS - sent family sympathy card

Treasurer's Report: Pete Steinmetz. Pete Steinmetz was not in attendance. Pete sent the following electronically:

- End of Year Statements unposted on Bank of America
- Will report on both periods next meeting

Standing Committee Reports

Pride: Candy Hull. Candy stated that the CMS & CHS PTO, as part of the Chatham Parent Wellness Series, is hosting "Hidden In Plain Sight" on Tuesday, January 14th at the CHS Auditorium at 7:00p.m. There will be a semi-tractor trailer set up as a mock teenage bedroom and parents are invited inside to witness everyday items that can be indicators of drug use or risky behavior. CEA will have a table set up at the function.

Grants are still being tweaked and implemented. Here is a summary of the NJEA grant site:

[PRIDE & FAST grants 2019-2020](#)

[FAST summary](#)

Grievance: Katrina Keeshen reported. Katrina stated that she and Michael D'Aloia are collecting schedules and calculating lost time due to lack of passing time at SBS. The passing time at SBS is not equal compared to MAS and WAS. Katrina stated that after all of the schedules are compiled she will review everything.

Membership: Laura Noonan reported.

- As of 1/2/20: Total Professional: 389 Total ESP: 127 Potential Members: 18
Total CEA Membership: 516
- Please have staff check that dues are being taken out (especially the return from leave people). There is a lag time between Trenton and SDOC payroll, therefore, Laura stated that building reps are a great source of information in regards to names of staff members who return from leave
- Please encourage new members to join membership. If forms are needed let me know

Social: Erin Killea reported. The next CEA Happy Hour will be in February.

Health: Mandy Major. Mandy was not in attendance. Mandy submitted her report electronically.

- After emailing Beth to extend the open enrollment, the board office did extend it to tomorrow. If anyone has any questions please let them know they can reach out to Mandy Major to try and help.
 - New Health Insurance changes for **POS will begin 2/1.**
 - The changes to the health insurance deduction on payroll will begin with the **2/15 paycheck.**
 - [Here is the email from Beth Grant concerning the Health Savings Account.](#) Basically this is the most important part:
 - *The maximum contribution amounts for 2019 are:*
 - *\$3,500 for individual/\$7,000 for family.*
 - *Those 55 or older can add up to \$1,000 in addition as a "catch up" contribution.*
 - *The new limits for 2020 are increasing by \$50 for individual coverage and \$100 for family coverage.*
 - *The catch up contribution amount will not change.*
 - *HSA funds automatically rollover from one year to the next. It does not operate as a use or lose account.*
 - *After age 65, the HSA rules change significantly.*

Question: Mike D'Aloia: Mike asked what the FSA status was. Laurie D. stated she will contact Beth Grant and Peter Daquila.

Legislative Action: Marty Visitacion reported.

Please see the two links!

[NJEA Lobby Days to Fix the Unfairness](#)

[Let the State Board know you support changes to state assessment for high school students](#)

MCCEA: Laurie DeBiasse. No report.

Evaluation Committee: Me'Lissa Morgan-Convery was not in attendance. Laurie D. stated that she and Me'Lissa will set up an appointment to meet with Karen Chase.

Health and Safety: Jen Bane reported. Nothing new to report. Jen did state that if staff members have any issues in their classrooms and they take photos to please forward any pictures to her.

SDOC: Laurie De'Biasse. No one attended the December, 2019 meeting. LAF will attend the January 13, 2020 meeting.

Special Committees:

End of Year: Sarah Gutierrez reported. Sarah stated she will contact a location in Gillette and also Brooklake in Florham Park.

Old Business: Pete Steinmetz (submitted electronically) an adjustment to the PRIDE stipend to \$750.00. Katrina Keeshen made a motion to raise the PRIDE stipend to \$750.00. Stephanie Lukasiewicz did the second. All in attendance were in favor.

Erin Killea: Erin stated the stipend for the Health and Safety Chairperson should be increased. There will be further discussion on this matter at the February, 2020 meeting when Pete S. is in attendance.

Winter Leadership: Laurie DeBiase reported. Laurie stated that Winter Leadership is not limited to Building Reps, Chairpersons or the Exec Board. Any CEA members can attend. If anyone is interested please contact Laurie D.

“100 K Committee”: Laurie DeBiase reported. Laurie stated she would like to have a committee in place; at least one staff member from each building, staff representing “different professions” in the district, staff who represent different steps on the guide. Laurie asked building reps to discuss this at their 10 minute building meetings and submit names to Laurie.

Membership Engagement Committee: Betsy Long reported. Betsy stated that much information was learned at the NEJA 2019 Winter Leadership. Betsy, Laura Noonan and Erin Killea will chair the committee and welcome any and all ideas from all of the members. Betsy asked building reps to discuss at 10 minute building meetings and to please submit any names of CEA members who would like to get involved

Transcripts: Laurie DeBiase reported that going forward members will only be asked to provide official transcripts to Central Office upon conferment of a new degree.

PPO: Laurie DeBiase reported. Laurie stated that PPO coverage remains unchanged

SBS Passing Time/Specials: Laurie DeBiase and Katrina Keeshen will speak to Dr. LaSusa

LAF/Lunch Duty: Laurie DeBiase will discuss the issue with Dr. LaSusa. Laurie stated that LAF started out the school year “short” on Paraprofessionals. LAF teachers were asked to help “pitch in” and cover lunch duties. This is not instructional time - it is a duty. LAF teachers, in the past, have not been asked to cover lunch. LAF teachers being asked to sign up for lunch duty and get paid to cover. However, if teachers do not sign up administrators can “take away”

staff members second prep to cover lunch. Laurie stated that many suggestions were made to administration, however, the situation still goes unaddressed.

Erin Killea stated that LAF teachers will need to go ahead and cover lunch - then grieve.

New Business:

Chapter 78 Legislation: "Will out new contract allow members to have relief and participate if passed? Answer: Unsure - have to wait for the legislation to pass.

Press Release/Nicholas Cicarelli: Nick asked if the CEA press release that was discussed at the December, 2019 meeting has been done. Laurie stated she read over the BOE press release and will draft a CEA press release. CEA members think there is a strong need to educate our community regarding the contract raises and Chapter 78.

Retirement Gift/Katrina Keeshen: Katrina Keeshen made a motion to give Doug Chambers at \$50.00 Visa gift card as a retirement gift. Caryn Badian did the second. Everyone in attendance was in favor.

Motion to Adjourn: Nicholas Cicarelli made a motion to adjourn at 4:25p.m. and Sarah Gutierrez did the second.