

**SOUTH BRUNSWICK EDUCATION ASSOCIATION
AGENDA FOR REPRESENTATIVE COUNCIL MEETING:
WEDNESDAY, FEBRUARY 19th, 2020**

APPROVAL OF AGENDA (WITH FLEXIBILITY): The meeting was brought to order by John Lolli at 4:09 pm. Cathy motioned and Christine seconded. Approved unanimously.

APPROVAL OF MINUTES: A motion to approve the January minutes was motioned by Tina and seconded by Susan. The motion was approved unanimously.

PRESIDENT'S REPORT:

1. Please keep us updated on those who are on leave or return from leave. When people leave they are not paying dues and therefore not covered should something happen. We have had this happen where the faculty member was unaware they were not paying dues and thus not protected under SBEA.

TREASURER'S REPORT:

Treasurer Tracey Ricco was absent. Report has been shared.

There were no questions about the treasurer's report.

John explained some of the line items. We get reimbursed by NJEA and MCEA for overnight conferences and new teacher dinners, for example. We usually pay about 20% and get reimbursed for about 80% of these types of events. We recently had the new teacher portfolio party, for example and will be reimbursed for 80% of it. Tracey has worked hard to get these reimbursements from both NJEA and MCEA.

The treasurer's report has been officially entered into the record.

CORRESPONDENCE:

Please forward joys and concerns to sbeapride@gmail.com.

Please be sure to update your addresses so that correspondence can be sent to accurate addresses. You can update your address on NJEA.org

JOYS: Melissa Hessel, CA - marriage; Michael Bottino, XRDS - birth of daughter

CONCERNS: Katie Bradley, Deans - death of mother-in-law; Claire Arvin, IF - surgery

COMMITTEE REPORTS:

PR & R Monthly Report - Kristen Konowicz & Collin Boucher:

- Our next meeting will be Tuesday March 3rd at 4:00 in room B205.

Health and Safety - Tracey Ricco & Kristen Konowicz

- Chris, Tracey and Kristen will be meeting with Scott on February 25th to discuss the results of the district health and safety survey. We are working in conjunction with Scott in order to try to fix the ongoing problems across the district- especially regarding temperature issues.
- We are continuing to collect data from our Health and Safety form as well which can be found on SBEAcares.org. Please keep reporting issues that come up.

Website/Communications - Tracey Ricco & Norm Chow:

Possibility of migrating to G Suites over mailchimp. We are waiting to hear back from a representative and get approval from the board. This would be a business level account that can distribute larger volumes of emails.

Membership Report - Kristen Borsi

Membership Report

February 19, 2020



Kristen Borsi, Second Vice President of Membership

KristenSBorsi@gmail.com

1. **The 2nd Annual Non-Tenured Portfolio Party**  was a big success! On Thursday, February 13th, we hosted 35 non-tenured staff in the Board Office Conference Room. First, second, and third-year teachers had the opportunity to network, ask questions of fourth-year staff members, spend quality time working on their portfolios, and enjoy (a lot!) of delicious food from Pizza Delizia. A representative from NJEA was there to offer words of advice and support, and we gave out over \$100 in gift cards! It is an event we look forward to continuing in the future, so if you have any feedback from staff members within your building who attended, please feel free to reach out to me!

2. **New Member Alert!**  The district continues to fill positions, both replacement and tenured, so it is very important that we make sure that **all** new staff in our unit apply to be members of the association. Please touch base with the new staff members in your building and make sure they've both received their application and plan to return it to me as soon as possible.

If new members have questions as to where to send their applications, please tell them to send through interoffice mail to:

Kristen Borsi
South Brunswick High School

3. **Head Rep Spreadsheets**  Spreadsheets of previous and new members within each building have been shared with each head representative(s). If you are a new rep in your building, please see me at the end of the meeting so that this information can be shared with you.

Please update this list throughout the year so the list stays accurate.

NOTE: This list is not to be used to communicate when members are coming and going. You still need to send membership applications and touch base with Kristen when members go out on leave, return from leave, resign, retire, etc. **Please be sure to e-mail me as soon as you are made aware of one of these changes within your building.**

4. **Contact Information**  Please continue to encourage members to update their contact information at NJEA. This includes their home mailing address, phone number, home email address, etc. Here's how:
- Go to njea.org.
 - From the "My NJEA" tab, click Profile.
 - Make the changes.
 - Click submit new information to save the changes.

5. **SBEA Cares**  Please remind members how to log into our website, sbeacares.org. They need their **NJEA PIN and password**. There are many members who still do not have this information. If they do not know their PIN number, they can look on their

NJEA membership card OR e-mail Kristen at KristenSBorsi@gmail.com. I do not have access to people's passwords. They will have to do a password reset.

Please encourage them to visit our website to access our information about . . .

- negotiations process
- calendar of events & meeting dates
- our current contract
- pension & health benefit info
- constitution & by-laws
- guidelines for personal & sick days
- dues
- paycheck info
- SBEA scholarship & other committee information and
- much more!

Legislative Action Team - Paige Rimmer:

-A bill passed the house to designate a national ESP award by a large margin last month

1.The ESP job justice bill still delayed

2.The PARCC bill still held because heavy parent turnout raised questions about the bill no longer being necessary.

3.Taking action for Chapter 78 Relief still ongoing-go to NJEA Action Center or call 1-800-591-CH78. After hearing a message by NJEA President Blisten you will be connected to a member of the Assembly State and Local government committee. Ask them to hold a hearing on A-4352 ASAP.

4.A1104/A1630/A1631/A1632 "Hunger-Free Students' Bill of Rights" introduced-supported by NJEA-no restriction of meals if student is in arrears, requires schools to increase participation in programs-prohibits shaming if in arrears-prohibits some actions in collecting unpaid fees

Elections Committee - Tina Ezzo

As of today, there has been one letter of intent submitted for each of the six Executive Officer positions and no letters of intent submitted for NEA RA. At this time, we can accept nominations from the floor for NEA RA, and unless we receive more than five of those, there is no need for an election this year.

2020 SBEA Executive Officers Slate

President - John Lolli

1st Vice President - Marc Lifland

2nd Vice President of Membership - Kristen Borsi

Treasurer - Tracey Ricco

Corresponding Secretary - Jill Czyzyk

Recording Secretary - Shauna Schwartz

NEA RA - Norman Chow

NEA RA - Shannon Kish

NEA RA -

NEA RA -

NEA RA -

Scholarship Report - Annette Galaro:

The committee will be planning to meet in April, at which time they will read the scholarship applications for SBHS graduating seniors. These scholarships include: the SBEA Joyce Sherman Memorial Scholarship, SBEA General Scholarship, and SBEA Future Educator Scholarship. The application deadline is set as part of SBHS's local scholarship program; it is March 20th this year. These scholarships are awarded at the Senior Scholarship Night, which is scheduled for June 10, 2020.

The committee meets in the summer to review applications for the Children of Membership Scholarship. This scholarship award may vary from year to year and is not guaranteed to be awarded. The actual number of scholarships and the amount to be awarded is determined each year based on donations to the SBEA Philanthropic Fund. More information and applications will be available by the time of the SBEA Rep Council meeting on April 30, 2020. Applications are due by the time of the SBEA Rep Council meeting on June 11, 2020.

Scholarships are made possible through member contributions as well as fundraising activities such as Amazon Smile and the sale of SBEA apparel. Special thanks to all members who support SBEA's philanthropic efforts. If you would like to check if you are contributing, would like to start contributing, or

would like to increase your contribution, please contact Kristen Borsi, SBEA Second Vice President, at kristensborsi@gmail.com.

Please check out the SBEA CARES web site for more information on our scholarships. Contact Annette via email at galarobiz@aol.com with any questions. Please note that this email is for membership use only; please DO NOT provide this email information to students. Students should address questions and concerns regarding scholarships to Student Personnel Services (SPS) at the high school. If needed, SPS staff will reach out to Annette.

Associations (NEA, NJEA, MCEA) - Matt Kostovny

MCEA Rep Council Report:

Reported by: Matthew Kostovny

Date of report: 2/19/2020

Overall/General News and Happenings that are not specific events:

- Message from Uniserv: keep fighting for Chapter 78 relief, which has be refiled
- MCEA housekeeping: get paperwork and reimbursement papers in **on time** (their emphasis)
- **Next MCEA Rep Council Meeting: March 26, 2020**
- Human Rights Committee is looking for more members
 - next meeting is March 12.
 - “Undoing Racism Retreat” is postponed until next fiscal year
 - IPD workshop on **Restorative Practices** will e on April 21st
 - More details coming in February 2020
 - Consult the MCEA webpage (i suppose)
 - Trip to Barnes Museum in Philadelphia
 - April 26, 2020
 - Details available in Feb 2020
- ESP Committee:
 - Discussed simplifying the ESP of the Year and coincide it with the Teacher of the Year process
 - Question on Paras and toileting to be raised at the nest NJEA Exceptional Children meeting
 - Violent Students being kept in districts that cause harm to others is an ongoing discussion that will be again addressed in the next meeting of the Exceptional Children Committee.
 - The NJEA ESP Conference is being held at the East Brunswick Hilton on Jan 31-Feb 2.
- MCEA Pride:

- Trick or Suite Event was a success
- Next meeting was at Brunswick Square Mall, East Brunswick on Saturday, Jan. 25

- MCEA Budget Committee
 - Focus question during budgeting: “What in your budget advances the core goals of member engagement and equality?”
 - Only lost 800 members over the state due to JANUS
 - NJEA reduced its spending by more than \$11 million

- MCEA Congressional Contact Committee:
 - Urges members to contact their US representatives to support
 - HR 3463: “Public Service Freedom to Negotiate Act” which would strengthen collective bargaining rights for federal, state, and municipal employees.”
 - Urge members to contact their State Senators in the US Senate to support:
 - S. 684: “Middle Class Health Benefits Tax Repeal Act” to permanently repeal the tax on “high cost” health plans. This tax would severely impact most NJEA members.
 - Mitch McConnell has refused to put it up for a vote.
 - Next meeting was Wednesday, Jan 15.

- MCEA School Finance Committee
 - [Here is their report in full](#)

Legislation/Political Actions

- See first point in this document

Events of yesterday

- NJEA ESP (Educational Support Professionals) Weekend Conference/PD
 - January 31-February 2, 2020
 - Hilton East Brunswick, 3 Tower Center Blvd, East Brunswick, NJ
 - **Registration due Jan 3, 2020! (Passed!)**

Upcoming Events:

- Monmouth-Middlesex County Overnight Workshop
 - Open Place Spa and Resort, 1 Ocean Blvd., Long Branch, NJ 07740
 - Friday, Feb 21, 2020-Saturday, Feb 22, 2020
 - See MCEA website for details, since to register was a “click here” link on a photocopy of the flyer

- MCEA SPARKS
 - “SPARKS is a fun, hands on program for MCEA members who have had little to no experience working with their local associations, and are potential leaders.
 - February 21-23, 2020 in conjunction with the Joint County Overnight (see first bullet point)
 - See John Lolli if interested for
 - “All nominations and recommendations will be forwarded by Local Presidents to the MCEA President”

- **Ready to Retire?**
 - Two more XYZ Retirement events are planned for this year:
 - Tuesday, March 3rd
 - Monday, May 18
 - To be held at Grand Marquis in Old Bridge
 - How to register was not included in the packet received. Please, go to MCEA for details, hopefully or stay tuned to this report next month!
 - Registration forms: [March](#) [May](#)

- Central 2020 NJEA Winter Leadership Conference
 - Friday, March 6-Saturday, March 7
 - Hilton Hotel in East Brunswick
 - There will be 12 new workshops
 - Forms and letters have already been mailed to your local and county presidents also there is an advertisement in the *NJEA Review* magazine
 - Info: www.njea.org/wlc
 - If local president--i.e., Mr. President, John Lolli, has not received information he need only by email wlc@njea.org for the information necessary
 - **Deadline for submitting WLC forms: Friday, Jan 24, 2020**

- **IDP Workshop: Kaleidoscope, an Introduction to Learning Styles**
 - MCEA Offices
 - March 10, 2020
 - “Adults have preferred paths called learning styles that drive their approach to acquiring and mastering knowledge. Participants will learn how to ID their individual learning styles and the implication those styles hold for themselves and their interactions with others in and outside the workplace.
 - For more details, email: Djacob949@aol.com
 - [Registration form](#)

- LGBTQ Curriculum Inclusion Workshop
 - “Creating an affirming society means understanding the lives and contributions of all members of that society. This workshop will focus on including positive

content from the lesbian, gay, bisexual, transgender and queer communities across the curriculum in order to develop a safer and more inclusive school culture and society at large.

- Location:
 - MCEA
6222 Georges Road, Suite 301-302
North Brunswick, NJ 08902
- When:
 - April 22, 2020
 - Registration: 4:30-4:45p,
 - Workshop: 5pm-7pm
- Register by: **April 15, 2020**
- [Registration form](#)

That concludes “all the news that’s fit to print” since that is all I got!

Social Committee - Paige Rimmer and Paula Lamprecht:

See Social Survey results attached. The Greene Turtle in North Brunswick was the favorite choice for the Happy Hour option. Date March 25, 2020 is a PD Day but, because anyone can go any time they get done that day, we think that is a good option. Free appetizers and info coming. At that Happy Hour and March Rep Council, details for Spring Axe Throwing in Princeton will be outlined. It’s a sign up and pay ahead of time activity so it’s not as loose in terms of commitment.

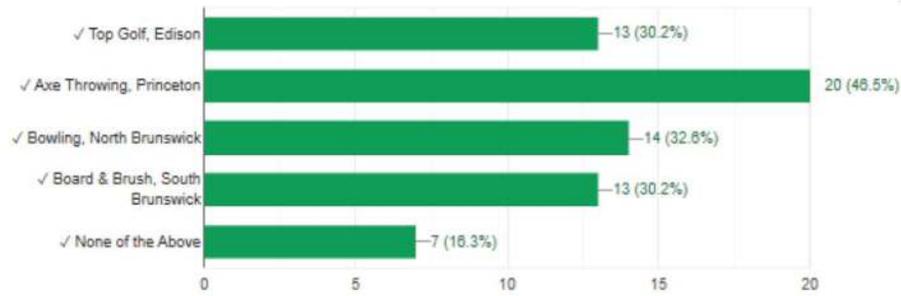
Survey Responses

43 Total Responses from SBEA

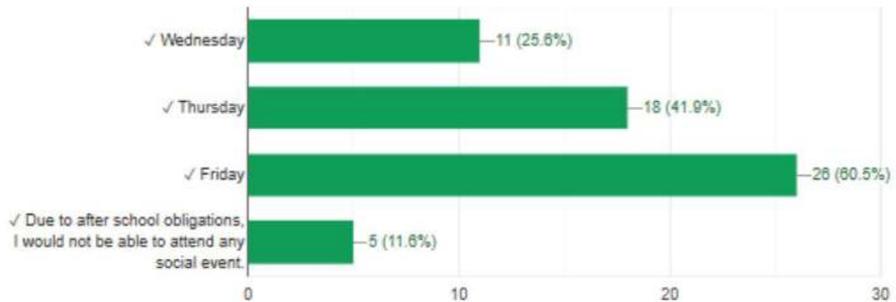
19/43 responses were from the High School (44%)

Question	Data
<p>If we planned a "SocialHappy Hour" after school, where would you like to go? Appetizers would be served. Select as many as applicable.</p>	<p>Legion (23.3% Count 10) Cranbury Station (27.9% Counts 12) The Greene Turtle (55.8% Count 24) Stage House (25.6% Count 11) Lory’s Lakeside (11.6% Count 5) The Pub (25.6% Count 11) B2 Bistro (11.6% Count 5) Doesn’t Matter...I’m in (2.3% Count 1) Not interested in Happy Hour (14% Count 6)</p>

Let us know what get together you would be interested in attending in the up-coming months. Select as many as applicable



What day/s works best for you? Select as many as applicable.



We are looking for your feedback. Let us know any other suggestions you may have for Social Events in the upcoming months. This field is optional.

- Thank you but I'm not available right now (baby)
- What about a family event - like a family picnic getting child care is hard
- Like many coaches, I'm unable to attend anything unless it's in between seasons before thanksgiving, the last week of February, or in June, but I'd like to!
- Fridays work too if not on travel.
- Cornhole Tournaments (indoor or outside in warm weather). Escape rooms, Trivia Nite (Quizzo)
- Consider other locations for Happy Hour along Route One in Princeton area such as TGI Friday, Bahama Breeze, or On the Border at MarketFair.
- Sorry, just too busy anything.
- I think that trying to plan events after early release PD days might help get people to attend because they usually do not have school related after school obligations on those days. I also think it might help to do a little more in-building promotion of events. We know people don't read the minutes or updates, so maybe little hand-outs in mailboxes and using school email (with Scott's okay) would help. I wish I had any better suggestions to help.
- Thank you so much for all of your effort in trying to bring fun events to SBEA members!

Negotiations Report - Chris Hines:

No report.

Member Benefits - Shauna Schwartz:

W2s have been distributed to staff. If you want to double check your marital status and withholdings you can do so by checking your pay stub. It is part of the description of the code under "taxes" on your paystub. For example, code 8001 / Federal Tax:M0 or code 8021 / NJ State B:M0. The M0 represents married with zero exemptions. Or an S1 would indicate single with one exemption, and so on. If you wish to change your withholding you can go to the staff portal and go to doculivery where the paystubs live. Click on InfoForms and select W4 to change your information and submit.

If you have a Vanguard 403b you should have received an amended W2 from central office.. There was a glitch in the system that erroneously taxed your contributions in your federal withholdings. This glitch only applies to Vanguard account holders.

John added: some people may have noticed a difference in their refunds if they started their tax return process. The district started taxing the stipends at a normal rate as opposed to the 22% that it was before. This could impact your refund because SB is taking less taxes out and therefore your refund may be lower. This would impact those staff who receive stipends for coaching, clubs, etc.

If you hear of anomalies from people in your buildings, please let John or Shauna know.

Sick Bank - John Lolli:

The sick bank committee will be evaluating the first applicant this month and this will begin clarifying the procedures for this new contract language. We will keep you updated as things progress.

A question was raised about confirming the sick bank contribution. John has access to the database and can verify if someone is in there. If their name is on the list, they are in. You can email John and he can let people know if they are unsure.

PRIDE & Social Media - Jill Czyzyk:

We proudly sponsored the following events in February:

- Saturday, February 1st we sponsored the Monmouth Junction Science Fair. We handed out desktop garden kits to the families who visited the PRIDE table.
- Saturday, February 8th we sponsored the Brunswick Acres Science Fair. We handed out basil, parsley, and oregano planter sets to the families who visited the PRIDE table.
- Wednesday, February 12th we sponsored the Cambridge Science Fair. We handed out desktop garden kits to the families who visited the PRIDE table.

TOMORROW- February 20th, we will be sponsoring the Ed Foundation Spelling Bee - Our grant is for an ad in the event program and SBEA PRIDE sponsored notepads for the attendees.



Some of the upcoming events we are sponsoring in March:

- Monmouth Junction Paws for Progress
- Cambridge STEAM Night
- Constable Family Fun Night

****Volunteers Needed Sunday, June 14th Pedals for Progress****

We need volunteers to help us collect and process bikes on Sunday, 6/14 at SBHS 10-1.

We appreciate any amount of time you can volunteer!

Pedals for Progress, in its continuing effort to recycle bicycles properly, is having a used bike collection proudly sponsored by The South Brunswick Education Association PRIDE Committee. Anyone with an adult or child's bicycle in repairable condition is urged to donate his or her bike to this worthy cause. Bikes can be dropped off from **10 am to 1pm on Sunday, June 14th rain or shine at South Brunswick High School (gym parking lot)**

The bikes will be sent to Nicaragua, Ghana, Albania, Fiji, and Guatemala. Bikes should be rust free. No trikes, but bikes with flat tires in need of some repair are accepted. Portable sewing machines should be in working condition. All donations are tax-deductible and a receipt will be provided on site. The PRIDE committee wrote a grant for \$2,200.00 to help offset the cost of shipping. If you do not have a bike or sewing machine to donate but want to help, we would love your assistance collecting and processing the bikes on June 14th, 10-1.

Please email sbeapride@gmail.com if you have questions and/or you are interested in volunteering.

Please remember...

We are continuing to collect coffee and gift cards for the South Brunswick Food Bank this year.

Please let me know if you need another yellow collection box. Please bring your donations to the next meeting.

Please continue to take photos and/or let me know about events at your school via email -

sbeapride@gmail.com or jill.czyzyk@sbschools.org

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Facebook-[facebook.com/sbeanews](https://www.facebook.com/sbeanews)

OLD BUSINESS (Agenda items that have been tabled from previous meetings):

No tabled items.

NEW BUSINESS (Items that require motions, discussion and voting for approval):

Any nominations?

Shannon Kish from Monmouth Junction nominated herself.

Norm Chow from the high school nominated himself.

COMMENTS AND CONCERNS FROM MEMBERSHIP (For the good of the order):

If there are events in the school building during the school day, does admin need to be in the building?

John responded that if there are outside people entering it would seem logical that admin is supervising and in the building. Chris added that sometimes admin is taken out of the building to be elsewhere, there needs to be an administrator covering every building at all times to the extent they are able to make that happen.

It was shared that a school event that was planned since last June, but they have not been told that an administrator will not be there. So events are being cancelled at the last minute because there is no coverage. This is being referred to Kristin K. so it can be brought to Scott.

A question was asked about a give back day. Some schools are being told if they don't have conferences lined up they don't have to stay. But then they are being given a give back day. It seems to be inconsistent between schools. Thursday April 9th before spring break is a possible snow day make up, that would be our give back day. Wednesday April 8 will be early release day if there are no snow days. Pending board approval, there will be an email clarifying this.

Every SBEA must be in their buildings during the assigned times of conferences, as per official contract language. Scott has made it clear he wants it to be equal for everyone - that everyone stays. If someone is told otherwise, it would be wise to get that in writing so as to protect themselves. It is expected that all members are in their schools during conference meeting times.

A question was raised about what happens if the slots are completely full? John responded that it is not the teacher's responsibility to open up their own slots or go beyond their contracted time to hold conferences. They are only required to do their set conference times.

If a specialist is assigned to two schools where should he/she go for conferences? Each person is assigned a home school and should be there. If there is confusion, they should contact both building principals.

Family illness days need to be approved? This is not true. There is no need for admin approval of family illness days.

It is reported that ESS is showing the pay rates for all jobs available in all districts. Apparently, other districts around us are paying 20-30 days more than South Brunswick.

Is there going to be a maternity workshop this year? PR&R is working on this and it will happen this year. We are currently looking at dates. (It will be March 18 at the high school - two sessions - 3:00 and 4:15).

Choices for 403b. Vanguard is no longer a choice. There are only about 5 choices and they tend to have higher fees. Who decides what vendors are available to us? These are private vendors and not part of contract language. This is something that the district negotiates and it is not SBEA issue. We do not have any control over retirement plan vendors.

The motion to adjourn was made by Donna . The motion was seconded by Jaclyn. Vote was unanimous. Meeting adjourned at 5:09.

Respectfully submitted,

Shauna Schwartz

Shauna Schwartz

Attendance February 2020:

- Krista Ruane: Constable
- Shannon Kish: Monmouth Junction
- Khadija Safi: Brooks Crossing
- Jaclyn Trippe: SBHS
- Caryn Petrikonis: BA
- Rick Luca: Cambridge
- Donna Saragnese: XRDN
- Norman Chow: Website/Communications
- Tina Ezzo: XRDN
- Kristen Konowicz: Indian Fields
- Paige Rimmer: LAT/Social/PRR
- Marc Lifland: Parliamentarian

Executive Board Members: John Lolli, Jill Czyzyk, Shauna Schwartz, Kristen Borsi, Chris Hines