

NEWARK TEACHERS UNION UPDATE

September 21, 2018

Join us for NTU action days!

Contract Kick-off!

YOUR VOICE - YOUR CHOICE
YOUR CONTRACT!

WEDNESDAY, SEP 26

NTU GENERAL MBR MEETING

4:00PM CENTRAL HS

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Letter from the President

Moving things in the right direction!



Dear Union Brothers and Sisters,

Some good news! After conversations between the union, the talent office and superintendent, the district has decided to reverse the decision of withholding the steps for 70+ employees who had received a partially effective on their end of the year evaluation last year. The superintendent has assured us that moving forward the procedures for withholding steps will be much more transparent.

An additional 50 employees who had salary mistakes because of their hire date was also restored. We will continue to work closely with the district to ensure that all staff are compensated correctly for their hard work.

If you believe there is a problem with your paycheck, please fill out and submit a salary inquiry form (http://newark.nj.aft.org/sites/default/files/article_pdf_files/2017-12/employeeinquiryform.pdf). Completed forms are to be forwarded to: npscc1@nps.k12.nj.us. You can also email Mike Maillaro at mmaillaro@newarkteachersunion.com.

In Solidarity,

John M. Abeigon
President/Director of Organization
Newark Teachers Union



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IPDP/CAP FAQ's

What is the difference between a IPDP and a CAP?

Under NJ code, teachers must complete 20 hours of Professional Development each year. Your IPDP (Individual Professional Development Plan) describes how you will reach those 20 hours, and what goals you are working towards meeting through your professional development.

Under TeachNJ, any teacher that has received an ineffective or partially effective on their end of the year evaluation would be required to create a CAP (Corrective Action Plan) instead of an IPDP. In addition to the requirements of a traditional IPDP, a CAP should lay out what improvements the teacher needs to make as well as the supports the administrator should provide in making those improvements. A teacher on a CAP is required to receive an additional Observation each year, a mid-year evaluation, and MUST be observed by two different administrators over the course of a school year.

Who develops an IPDP/CAP?

Under NJ law, a IPDP/CAP is developed by the teacher and administrator in conjunction. An administrator should never be forcing goals on you that you know are unreasonable or impossible. If you feel a goal is unreasonable, be prepared to provide evidence to demonstrate why.

For example, student baseline data. If your students come to you at a 2nd grade reading level, creating a goal that "all students will read at a 12th grade level at the end of the school year" is setting yourself up for failure.

if you are being compelled to put what you as the classroom professional can demonstrate as unreasonable then explain to your admin that you want their goals in an email for you to review.

Can I be held accountable for the goals I list in my IPDP/CAP?

YES! Your evaluation can and WILL be impacted by you not reaching the goals you have laid out in your IPDP and CAP? That is why it is important to ensure that your goals are reasonable and attainable.

For additional information:

- <https://www.nj.gov/education/profdev/ipdp/TeacherPDPandCAPOverview.pdf>
- <https://www.state.nj.us/education/AchieveNJ/implementation/legalrequirements.pdf>
- <https://www.nj.gov/education/profdev/ipdp/TeacherPDPDocs.pdf> (includes some sample IPDP goals)
- <http://newark.nj.aft.org/resources/ipdp-faqs>

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NTU LEGAL UPDATE: HANDS OFF! HANDS OFF!



Other than to break up a fight where you must physically intervene by first verbally directing the students to stop and simultaneously holding a wrist or hand or stepping in between students, you should never touch a student whether jokingly or endearingly. Teachers who have touched students endearingly wind up being charged with improper sexual touching. DYFS investigators repeat over and over again: “Do Not Touch Students.”

You must intervene to prevent harm to yourself, students or school property. If you don't and someone is injured, you could be charged with lack of supervision. You can't stand by and do nothing. Make sure you write a detailed incident report of every incident where you had to intervene where students confront each other or yourself. Send incident reports to your administrators and report every injury in your classroom immediately to your nurse and administrator. Send injured students immediately to the school nurse. Keep copies for yourself of everything you write.

You can avoid problems by keeping doors open when you have to be alone with students. Never take students home in your car or meet students on weekends or after school hours. Avoid texting students. Too many well-intentioned staff have landed on the pavement to hell and worse. Teachers do not have the liberties that parents have with their own children. Remember, in many instances, you are in a minefield where students and parents know more about DYFS than our colleagues do. It's very simple. Hands off. Non-tenured teachers have not been re-offered contracts because of incidents. Tenured teachers have had tenure charges brought.

The Newark District policy is crystal clear! Hands Off Students except when you must intervene. Last year, nearly 100 teachers had DYFS charges against them for inappropriate sexual contact, assault and/or battery. The Newark Municipal Court is not a pleasant experience for a teacher. A DYFS investigation against a teacher is not a pleasant experience. A tenure charge against a teacher for improper touching is not a pleasant experience. The loss of employment and the suspension and revocation of a teaching license is not a pleasant experience. Let's make the 2018-2019 school year a year free of DYFS allegations for improper touching and improper sexual contact. Please note, that by endearing yourself to students physically you are falling into a trap which many students and parents have used to their advantage by having teachers fired and sued.

The NTU is here to guide and help you. Please discuss this with your colleagues.

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PARCC—Take Action!

A few weeks ago, we had sent out a “TAKE ACTION” with our colleagues at Save Our Schools to reach out to legislators to get them to support Governor Murphy’s proposed changes to PARCC and the impact of PARCC on teacher evaluations.

Please go to <https://actionnetwork.org/letters/demand-the-state-board-of-education-end-parcc-graduation-requirement/> to send the State Board members an email explaining why you would like them to vote in support of the changes proposed by the Murphy Administration. Sharing your personal experiences is most effective.

We got a pretty low turnout of responses on this important issue. When we asked the reps about this, they told us that the members were asking for a script they can use.

“While we acknowledge the importance of student growth, too much emphasis is being placed on unproven assessments like the PARCC. It is not a tool that can accurately measure student performance and growth. The state needs to lessen the impact of PARCC on teacher evaluations and consider more broad and accurate ways of measuring student growth.”



- **NPS Board of Education** – Tuesday, September 25, 6:00 PM – Hawkins Street School, 8 Hawkins St
- **Newark Membership Meeting/Contract Negotiations Kickoff (Members only)**– Wednesday, Sept 26 –4:00 – 5:30 PM Central High School, 246 18th Ave
- **Student Debt Clinic (Members only, more info to come)**- – Tuesday, October 16 4:30pm – 6:30 pm – NTU Office, 1019 Broad Street

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NTUNIVERSITY

We are looking for Workshops, Presentations, Activities to be presented by our members, for our members. Please reach out to Michael Iovino at miovino@newarkteachersunion.com if you are interested!

MEMBER SERVICES

NTU Members should never hesitate to communicate with us by phone, email, etc regarding any of the issues we handle at the Newark Teachers Union.

- Supplemental Fringe Benefits
- Planning for Retirement
- Pension & Buy Back Issues
- ER+D Staff Development
- AFT Membership Benefits
- FMLA and other leaves of absence
- Assistance with Evaluations and Observations
- Disciplinary Hearings
- Labor Relations & Payroll
- Legal Representation
- Workers Comp
- Tuition Reimbursement

Call 973-643-8430 or visit our website <http://newark.nj.aft.org/> or email mmaillaro@newarkteachersunion.com to address these or any other concerns you may have.

Don't forget to follow us on Facebook (<https://www.facebook.com/NewarkTeachersUnion481/>) and Twitter [@NTU_481](https://twitter.com/NTU_481)



NEWARK TEACHERS UNION

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