

NEWARK TEACHERS UNION UPDATE

October 12, 2018

Letter from the President

Data Matters!



Dear Union Brothers and Sisters,

Over the past few weeks, the NTU staff has received quite a few calls about classes with too many students and classes that were lacking vital supplies. Because of this, we sent out our annual class size and supply survey far earlier than normal. This survey is an important tool to help gauge where these problems are happening, and work with the district to resolve them.

John Abeigon

jabeigon@newarkteachersunion.com

We were genuinely surprised that we have only received 16 responses to the survey as of press time. This either means the problem is not as widespread as we believe or that we are not getting the information we need from the membership. If you are having a class size issue, please fill out the class size survey on our website immediately! DATA MATTERS! We can not push the district to fix a problem that we do not know about.

[Class Size Survey—https://goo.gl/forms/4cenYxkdnWtpOpm22](https://goo.gl/forms/4cenYxkdnWtpOpm22)

In addition, every year, at the end of the year, we receive a lot of requests for help for staff who had received low ratings on their observations and end of the year evaluations. We should not be hearing about these problems when they are too late to do anything about them. All partial effective or ineffective observations or evaluations should be rebutted or appealed. Starting with this issue, we will be posting tips and suggestions on how to get the most out of your observations.

Another way to push back against poor evaluations is to ensure you have a strong and effective School Improvement Panel in your school. Please make sure you fill out our School Improvement Panel Survey! Again, DATA MATTERS! We want to know where problems exist now, so we don't have to try and solve them at a frenzied pace at the end of the school year.

[School Improvement Panel Survey—https://goo.gl/forms/xqLSgR4xQaXvikSq2](https://goo.gl/forms/xqLSgR4xQaXvikSq2)

In Solidarity,

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

NEWARK TEACHERS UNION UPDATE

October 12, 2018

Observation-Evaluation Tips—Competency 4



Michael Iovino

miovino@newarkteachersunion.com

FIRST IN A YEAR LONG SERIES!

Competency FOUR is the most significant competency in the observation/evaluation framework because of how much it weighs for mid years and annuals so doing well in it is REALLY IMPORTANT!!

**4: STUDENT PROGRESS TOWARDS MASTERY
4C: Demonstration of Learning**

One of the simplest strategies I have found to make sure you are documenting student progress towards mastery in 4C is using the same DOL at the start of the period, as at the end.



For instance...Give a short 2 question Multiple Choice quiz at the start of class, and then review it with your students. Shortly before the end of the lesson, give the same quiz and review it as well. If your lesson was tied to that assessment, you should CERTAINLY see growth, and if the majority, or hopefully ALL of your students passed the second DOL...you are demonstrating learning!!

You can do the same at the start of a new unit or weekly lesson as well. Be sure that your lesson and assessment are standards based and you are ALL SET!!

More to come!

=====

Michael Iovino is in his 22nd year of teaching at Technology High School and represents the NTU on the Peer Oversight Committee, the District Evaluation Advisory Committee and is one of our Academic Specialists.

NEWARK TEACHERS UNION UPDATE

October 12, 2018

Upcoming Workshops

Are you drowning in student debt?

THERE MAY BE A WAY OUT!



As a union, we are fighting to make college affordable and student debt manageable. However, 44 million people in the United States are saddled with student loan debt.

- Do you have student loan debt?
- Are you struggling to make monthly payments or worrying about student loans following you throughout your life?
- Are you tired of getting phone calls from loan servicers, or concerned about how to tell scams from genuine help when it comes to debt forgiveness?

LET US HELP YOU! The Newark Teachers Union and New Jersey Citizen Action Education Fund will be hosting a Student Debt Clinic!

Thursday, October 18^h

4:30-6:30pm: Newark Teachers Union, 1019 Broad St, Newark,
Parking Available Behind the Building on Beecher Street.

Space is limited, MUST RSVP to sscreven@newarkteachersunion.com

All NTU Workshops are for NTU Members only.



**NEW JERSEY
CITIZEN ACTION
EDUCATION FUND**



NEWARK TEACHERS UNION UPDATE

October 12, 2018

NTU Legal Update— Class Trips Part 1

CLASS TRIPS – COULD BE A NIGHTMARE FOR YOU!

For years the Newark District has had horrendous incidents concerning class trips where student have been lost, left on a bus, drowned. Class trips can have serious professional consequences for teachers and aides in terms of being sued for negligence, DYFS charges for lack of supervision and tenure charges for conduct unbecoming a teacher.

We have some strong planning suggestions when it comes to class trips outside your school building.

1. Obtain a copy of the school building's written policy regarding class trips and follow it to the letter.
2. Ask your administrator for a copy of the District's current policy on class trips and follow it to the letter.

If you do not have the above-mentioned and an incident occurs, you may be determined to have been negligent in preparation for your class trip. It's best to be safe than sorry. The NTU is here to help you.

The following are suggestions to follow in addition to written school and District policies concerning class trips. Remember, children can become mischievous on class trips to get attention. You know who are mischievous in your class. Be aware

A. Chaperones – Necessary to a successful class trip

Have a meeting prior to the date of the trip. This is mandatory. Have rules printed out referencing what chaperones are to do and to what children they will be assigned to watch over. Put everything in writing. Discuss headcounts on and off the bus, into bathrooms and to expect possible mischief from children. Keep a written record of who attended your meeting. Why do you do this? Proof that you are organized and trained staff prior to trip. It's about the safety of your children and the safety of your job! The NTU is here to help and protect you.

B. Clothing and What Children Are to Bring

Be keenly aware of the weather and what clothing is appropriate in respect to where your day will be spent. Make clear the type of lunches. Be prepared in case students don't bring lunches.

C. Will you be near animals?

If so, your judgment in reference to the nature of the animals should guide you as to what you allow your students to do as well as the instructions of the keeper of the animals. Again, watch known mischievous children and others with known disabilities. Don't let students run behind animals who are known to kick backwards. Don't let students feed or put their hands near animals known to bite (horses, donkeys, monkeys, birds of prey.) Be super cautious around animals.



NEWARK TEACHERS UNION UPDATE

October 12, 2018

NTU Legal Update— Class Trips Part 2

D. Headcounts and Bathrooms.

Check bathrooms before children enter to see who is in there. Try to get bathroom time exclusively for your students. Have chaperones chaperone the bathroom. If you have a male chaperone, you are fortunate. The male chaperone can secure the male bathroom. Chaperones should be known and count how many entered and how many left the bathroom. There is nothing worse than an incident involving children in a bathroom. Parents explode when such allegations exist. You cannot be cautious enough when it comes to class trips and bathrooms especially at crowded sites.

E. Returning to the Bus and Leaving the Bus when returning to School.

If you give a time to return to the bus, allow yourself extra time for stragglers. Make a head count to assure all are on board. Again, watch out for the attention-getting and mischievous students. They should be especially forewarned and watched. Ask your principal in advance what you should do if a student doesn't return or becomes lost. When reaching your destination, find out the procedure for reporting a lost or run away child. You must be acutely aware of your runaway students and make chaperones aware of them by name. Utilize name tags with school designation.

Believe it or not children have been left on a bus after it returned to school only to awaken in a garage and locked with in a school bus! Then after getting out of the bus found wandering around the streets in Irvington! Head counts count!

Class trips can be great and they can be a disaster. Beware! They are minefields!

OVERNIGHT TRIPS WITH OLDER STUDENTS

Overnight trips with older students take a big effort and enormous planning. There was an incident where Newark students left their room when they shouldn't and entered a swimming pool. A student drowned!

Overnight trips are fraught with teacher danger. Rules have to be spelled out, in writing, in advance and signed and acknowledged by all students and chaperones. Make sure you have adequate coverage in respect to chaperones. Have adequate money for food. Stick to strict time periods for compliance and make known consequences for violation of rules. Make it clear about alcohol, drugs, familiarity and consequence of violations. Make sure rooms are inspected periodically and at nighttime there is hallway coverage of rooms which should be adjacent to each other. Don't underestimate the mischievous imagination of teenagers on not only day field trips but especially overnight field trips. The students will assuredly test you. Most importantly, stay professional in language and conduct. No alcohol or drug use by anyone (students, teachers, chaperones). You are not their peer, and they will hang you out to dry if you act as their peer especially if they have done something wrong!!

Good luck and prayers be with you on overnight trips. Always seek the presence of an administrator on overnight class trips. If none will or can attend, you have to shoulder the responsibility. Plan and discuss in advance with chaperones. Planning for a day field trip is difficult enough. Planning for overnight field trips is twice as difficult. Ask your administrator for advice and guidance. Ask they attend your planning meetings. Make it a team administrator-teacher-chaperone effort. Two and three heads are better than one especially if you've not taken overnight field trips before.

NEWARK TEACHERS UNION UPDATE

October 12, 2018

Upcoming Workshops

Last week, we had a very successful Special Education 101 workshop with over 25 members in attendance.



Special Education 102: Tuesday, October 17, 3:30—5 PM Q&A about timelines, the law NJAC and more

Both workshops will be at the NTU Office, 1019 Broad Street, parking available behind the building on Beecher Street

Like all NTU programs and workshops, these are for members only.

If you would like to attend, please RSVP to Subrina Screven at sscreven@newarkteachersunion.com.

NEWARK TEACHERS UNION UPDATE

October 12, 2018

Tentative Calendar for Executive Board and Building Rep Meetings

Executive Board

- Tuesday October 16, 2018
- Tuesday, November 13, 2018
- Tuesday, December 11, 2018
- Tuesday, January 15, 2019
- Tuesday, February 19, 2019
- Tuesday, March 19, 2019
- Tuesday, April 16, 2019
- Tuesday, May 14, 2019
- Tuesday, June 11, 2019

Building Reps

- Tuesday, October 23, 2018
- Wednesday, December 12, 2018
- Wednesday, January 16, 2019
- Wednesday, February 20, 2019
- Wednesday, March 20, 2019
- Wednesday, April 17, 2019
- Wednesday, May 15, 2019
- Wednesday, June 12, 2019

A red, rectangular stamp with a distressed, ink-like texture. The text "SAVE THE DATE" is written in a bold, sans-serif font, slanted slightly upwards from left to right. The stamp is centered on the page.

- **NTU Executive Board Meeting**—Tuesday, October 16, 2018—4:00 PM – NTU Office, 1019 Broad Street
- **NPS Business Meeting**—Tuesday, October 16, 2018—5:30 PM—NPS Office, 765 Broad Street
- **Sped 102 Q&A about timelines, the law NJAC and more (Members Only)** - Wednesday, October 17, 2018—3:30—5 PM – NTU Office, 1019 Broad Street
- **Student Debt Clinic (Members only)**- – Thursday October 18 4:30pm – 6:30 pm – NTU Office, 1019 Broad Street
- **NTU Building Rep Meeting**—Tuesday, October 23, 2018—4:00 PM– NTU Office, 1019 Broad Street
- **NPS Board of Education Meeting**—Tuesday, October 30, 2018—6:00 PM—Science Park High School, 260 Norfolk Street

NEWARK TEACHERS UNION UPDATE

October 12, 2018

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



NEWARK TEACHERS UNION

NTU Staff

Editor/Director of Research

Mike Maillaro

mmaillaro@newarkteachersunion.com

Assistant to Secretary/Treasurer

Subrina Screven

sscreven@newarkteachersunion.com

General Counsel

Eugene Liss

Education Resource Department

Johanna Rios

Marysol Ocasio

Part-Time Staff Reps

Robert Palumbo

John Alvino

Security/Maintenance

James Santiago

Newark Teachers Union

Local 481, AFT, AFL-CIO

1019 Broad Street

Newark, NJ 07102

Phone: 973-643-8430

Fax: 973-643-8435

Fax: 973-242-5880

<http://newark.nj.aft.org>

Executive Board

John M. Abeigon, President/Director of Organization

Michael Iovino, Secretary/Treasurer

Vice Presidents

Victor Afonso

Yvette Jordan

Noor Alam

Alicia Malave-Diaz

Juan Alvarez

Anthony Moreno

Chris Canik

Jerry Moore

Ronnie D. Carney

Kathleen Murphy-Butler

Timothy Carr

Justin Petino

Donna Charles

Marisa Rodriguez

Priscilla Covington

Jennifer Ramos

John Cunha

Misha Smith

Josephine Donnellan

Larry Sullivan

Samuel Galves

Cassandra Talmadge

Nancy Gianni

Neil Thomas

Keshia Green

Tennile Wasek

Clarence Jones

Carmen Lopez Wolf