

# NEWARK TEACHERS UNION UPDATE

## October 5, 2018

### Letter from the President

### NTU Contract Kick Off



Dear Union Brothers and Sisters,

On Tuesday, we had a terrific membership meeting to celebrate our NTU Contract Kickoff. This is the first time we have been able to negotiate with a Superintendent that was chosen by the Newark Board of Education in 23 years. We asked the members in attendance what they would like to see in the contract, and I don't think their answers would surprise anyone...

- Increased pay for all NTU members, INCLUDING PER DIEMS!
- Restore steps lost under state control
- Increased Prep time. Less meetings taking up prep time.
- Chapter 78 Health Benefit Contribution Relief
- Increase pay for Masters and PhD programs, return to old guides.
- Benefits/protections for per diems in long term assignments
- Better Tuition Reimbursement
- Increased Discretionary Funds

We will continue to survey our members about what they would like to see discussed during this contract negotiations. As always it is important to remember that the best way to get the best contract is for members to show Superintendent Leon and the Newark Board of Education that you are willing to fight for what you deserve!

In Solidarity,

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

COMING

SOON!

**In next week's Update, we will send out the first in a series of tips and pointers for Observations and Rebuttals from NTU Secretary/Treasurer Michael Iovino! He is on the Peer Oversight Committee and District Evaluation Advisory Committee.**

**Remember! If you receive an observation you disagree with,  
ALWAYS WRITE A REBUTTAL!**

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## 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<sup>h</sup>

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](mailto:sscreven@newarkteachersunion.com)

All NTU Workshops are for NTU Members only.



**NEW JERSEY  
CITIZEN ACTION  
EDUCATION FUND**



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## Upcoming Workshops

The NTU will be offering two workshops to all members focused on the unique needs and requirements of Newark's most vulnerable students.



Special Education 101: Tuesday, October 10, 3:30—5 PM  
Q&A about IEPs, referrals, classifications and more  
(come prepared to discuss student IEPs)

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

Both workshops will 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](mailto:sscreven@newarkteachersunion.com).

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## NTU Legal Update— Keep Records of Everything!

Your job is difficult enough with all the records and plans you must enter. One thing is vitally important to you and that is keeping copies of every incident report, communication to and from administrators, observations, mid-year and annual evaluations, all CAPs and Individual Professional Development Plans. Organize your records monthly, and print out and keep your emails.



### WHY DO THIS???

Because your records in the District's personnel file often times are missing documents which help you to defend yourself when allegations of unprofessionalism, inefficiency or child neglect and abuse are brought against you.

Unfortunately, you have to be very proactive in defensive measures whereby you have written proof to corroborate your position. Your administrators gather and keep records on you to support whatever their position may be. Keep records of all your communications with them. Print out emails. Print out everything having to do with your observations and annual evaluations.

If you haven't done so, request a copy of your personnel file from Human Resources. You can only do so in writing. You'll be amazed what's there and what's not there!! Go to the Board and request a copy. Do so annually to see if it has been updated. Too often in tenure cases, a twenty-year veteran teacher will not have kept a single piece of paper to document their exemplary service, expecting their personnel file will be complete. Surprise! Surprise! The District's recordkeeping is deplorable!

There's nothing worse than having an allegation against you and having absolutely no supporting documentation in your favor. Emails can be lost and deleted.

The NTU is here to help you. It's important that you have in your possession documentation to back you up whether referencing class size, lack of supplies, lack of aides, improper placement of students in your classroom, failure of administrators to follow District discipline plan and especially out of compliance situations. You will virtually be "holding the bag" of blame if you fail to document and report. Administrators will be the first to say "I didn't know" or "no one told me." If you want the Union to report non-compliance, let us know and we will unhesitatingly do so to protect you. The NTU is here to help you.

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## New hours—NTU Resource Center

Starting Tuesday, October 8, 2016, the NTU Resource Center will be operating from 3:30 PM—5:30PM on Mondays, Tuesdays, Wednesday, and Thursday.



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## NTU Folders



In this week's legal update, we talked about the importance of record keeping. At the Newark Teachers Union, we have folders that staff can use to organize their records or they can take as many as they may need to help their students with their own organiz-

ing.

NTU members can come down to the Newark Teachers Union (1019 Broad street, parking available behind the building on Beecher Street) and pick up your folders!

# NEWARK TEACHERS UNION UPDATE

## October 5, 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 words "SAVE THE DATE" are written in a bold, sans-serif font, slanted slightly upwards from left to right. The stamp is centered on the page.

- **Spec Ed 101—Q&A about IEPs, referrals, classifications and more (Members Only)** - Wednesday, October 10, 2018—3:30—5 PM – NTU Office, 1019 Broad Street
- **NTU Executive Board Meeting**—Tuesday, October 16, 2018—3:45 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—3:45 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

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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](mailto:miovino@newarkteachersunion.com) if you are interested!

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## 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](mailto: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

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## 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