

NEWARK TEACHERS UNION UPDATE

November 5, 2018

Letter from the President Election Day



Dear Union Brothers and Sisters,

A few members have reached out us asking if they are allowed to take off Election Day. As you may remember, this was an area of contention during the Anderson and Cerf administration. We have agreed to work that day for several reasons, but long story short here is an answer to the question, "Why are we working Election Day?"

John Abeigon
jabeigon@newarkteachersunion.com

While it is true that under NJSA 18A:25-3 teachers are allowed to take off Election Day and not be docked, what is also equally true is that whatever day the district chooses as the "make up day" can and will be docked should you take it off. That could include winter break, spring break, or even extending the school year. That is why the overwhelming majority of teachers across the state all work that day.

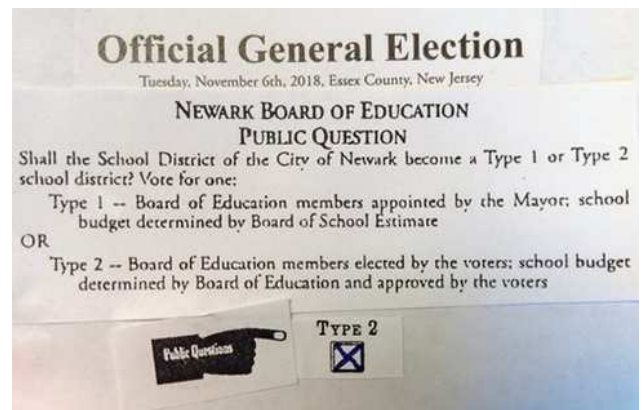
Moving forward, we will continue to work with Superintendent León on ensuring that we get the best possible school calendar for our members.

While Election Day is always important, for Newark residents this year's Election Day may be the most important election in the past twenty plus years! This year, you get to vote to decide if the School Board will be Type 1 (appointed) or Type 2 (elected). There are 600+ school districts in NJ and only 15 have TYPE 1 school boards i.e. school boards appointed by their Mayor. The overwhelming majority have TYPE 2 i.e. school boards democratically elected by the voters.

On Nov 6th, tell Trenton to stop wasting our time with stupid questions by voting TYPE 2 on the Public Question.

In Solidarity,

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



NEWARK TEACHERS UNION UPDATE

November 5, 2018

NJ's new Sick Day Law—PER DIEMS!

The Newark Teachers Union has long supported our community partners in the fight to provide our Per Diem members with a paid leave sick bank of their own. Gov. Murphy signed the bill into law and the clock started ticking on Monday.

Before you begin reading this FAQ please note that we are scheduling a joint NPS/NTU Workshop for all NPS employees entitled to the new paid leave sick bank and will share that date ASAP.

You've got to earn it before you take it

Beginning Oct. 29, employees will begin accruing hours that will count toward sick pay. For every 30 hours worked, they will be entitled to one hour of leave, for a maximum of 40 hours in a year. This paid time off can start to be used after 120 days.

The fine print

- Employees may carry over a maximum of 40 hours of sick leave into the following year.
- Employees must give advance notice when a time-off request is foreseeable. Unforeseeable requests must be made as soon as possible.
- Employers may prohibit employees from using foreseeable sick time on select dates, such as major holidays. If the request on these dates was not foreseeable, the employer may request a doctor's note or other documentation to justify the request.

It's not just for sick days

Employees may use earned sick days for:

- Their own health needs or that of a family member, defined in the law as a "child, grandchild, sibling, spouse, domestic partner, civil union partner, parent, or grandparent or any other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship";
- Issues resulting from an employee (or family member of employee) being a victim of domestic or sexual violence, including medical attention necessary for physical or psychological injury; obtaining services from a designated domestic violence agency or other victim services organization; relocation; or legal services, including participation in any related legal proceeding;
- Closure of the employee's workplace, school or childcare due to a public health emergency;
- A child's school-related conference, meeting, function or other event.

NEWARK TEACHERS UNION UPDATE

November 5, 2018

Observation-Evaluation Tips—Competency 5



TIPS/STRATEGIES FOR OBSERVATIONS/EVALUATIONS/REBUTTALS—COMPETENCY 5— Commitment to excellence and to the professional growth of his/her school and peers

5b. Collaboration. Teacher contributes ideas and expertise to further colleagues' and the school's growth and incorporates productive insights into his or her own instruction

Michael Iovino

miovino@newarkteachersunion.com

Seems pretty obvious, right? It's what we do all day every day... most of the time. However, sometimes we are so busy catching up, grading, planning, that we forget that we are actually doing it.

My team ALWAYS has a "recorder" when we get together for our common planning and that person records what we are talking about and doing. This is a constantly updated Google Doc. Google Docs are great because you can always show "version history" on the sidebar and show your admin all the days/times that you got together. The best part is, you can do it from anywhere, but still be together.

Sometimes my team and I send each other follow up emails when we discuss something. "Hey Ryan, thanks for taking the lead on planning that activity. It came out really well. I will handle the next one." Ryan responds back. Then I open the email, click SAVE AS, HTML format. I take the link and put it in a Google Doc that says COLLABORATION EMAILS and that Doc goes right in my Folder for collaboration.

It may seem tedious, but in this CYA environment, DON'T TAKE CHANCES!

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

November 5, 2018

NTU Legal Update—Special Ed Teachers

AMONGST US WHO ARE IN THE MOST DANGER???

NTU President John M. Abeigon has requested I address what category of teachers in the 2018-2019 school year have had the most DYFS allegations against them so far.

Our autistic and special education teachers and aides have been the most victimized since school opened in September. This is understandable. You have challenging students and too often parents who are enormously frustrated by their children. Some make up allegations to get their children into an out-of-school setting. We, as caring educators, know how difficult their parenting must be. Many parents obviously love their children and become so protective that they believe whatever their child says. It's important that autistic and special education classroom faculties work as a team in protecting children and themselves from harm.

So far our autistic and special education staff have proven to DYFS how caring and considerate they are of the children in their care. Allegations have been “unfounded” against them and both teachers and aides have provided records to substantiate inappropriate student conduct and appropriate staff response. Remember, aides never discipline. They will say “don't do this” and mentor but the teacher determines the discipline in the class. Teachers must make aides clear on discipline to avoid aides having problems. Aides can intervene to prevent harm and damage but afterwards the teacher sets the discipline for student inappropriate behavior.

Autistic and special education teachers and aides keep up the good work but remember your faculty classification statistically have been hardest hit so far this year by DYFS. Do you have the correct number of aides? Are IEP's being followed? Is your class overcrowded? Do you have the right number of personal aides when an incident occurs? All non-compliance must be told to DYFS investigators because oftentimes the District's non-compliance is the direct cause of an incident which could have been avoided were your classroom in compliance with the law. There's just so much you can do and prevent when the District is in non-compliance. Let us know. We don't want you in harm's way. The NTU is here to help you.

Next Week: – Coaches, Gym Teachers, the Gymnasium



NEWARK TEACHERS UNION UPDATE

November 5, 2018

SAVE THE DATE

- **Staff Development Day**—Thursday, November 8
- **Puerto Rico Day Observance (Schools closed)** - Friday, November 9
- **Veterans Day Observance (Schools closed)** - Monday, November 12
- **NTU Executive Board Meeting**—Tuesday, November 13, 2018—4:00 PM—NTU Office, 1019 Broad Street
- **Parent/Teacher Conference (1:00 pm student dismissal)** - Thursday, November 15

Please note that Thursday November 8 and Tuesday, November 13 are the days before and after a holiday respectively. To ensure that you get paid for the holiday weekend, you must take a personal day if you are going to be absent on November 8 and/or November 13



You can take a sick day on those days as long as it is part of an approved medical leave. Unless it is part of an extended FMLA, you must submit a medical certificate to NPS Office of Administrative Services within 3 days of your return to work.

On Monday, November 5 to Wednesday November 7, you can take a sick or personal day as needed.

**AND DON'T FORGET TO VOTE ON
NOVEMBER 6!!!**

NEWARK TEACHERS UNION UPDATE

November 5, 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](https://twitter.com/NTU_481)



NEWARK TEACHERS UNION

NTU Staff

Editor/Director of Research
and Communication

Mike Maillaro

mmaillaro@newarkteachersunion.com

Assistant Director of Research
and Communication

Cristina Balboa

yesntu@newarkteachersunion.com

Assistant to Secretary/Treasurer

Subrina Screven

sscreven@newarkteachersunion.com

General Counsel

Eugene Liss

Education Resource Department

Johanna Rios

Marivelle 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