

NEWARK TEACHERS UNION UPDATE

November 30, 2018

Letter from the President

Contract Update



Dear Union Brothers and Sisters,

As we have reported throughout the week, our members got an early preview of some of our intentions for this year's contract negotiations. As part of our settlement for the 2012 contract grievances, we received in writing a commitment from the district to return to our past system where staff with MA's and PhD's would be placed on higher salary guides. While the details still need to be dealt with in negotiations, we firmly believe this is a great start for negotiations.

John Abeigon

jabeigon@newarkteachersunion.com

For more information, check out these links...

[Settlement Agreement](#)

[Chalkbeat coverage of settlement.](#)

=====

CONTRACT SURVEY!

Negotiations with the district will officially kick off in January. One of the most important first steps in negotiations is our Contract Survey. This year, we are focusing in on several issues that our members have told us are of particular importance, ranging from more prep time to additional protections and benefits for per diem staff. You can also add your own suggested topics. Remember! The more we hear something, the more we can push for it. So work with your Building Rep and Committee to bring forward issues that are important to you!

Click on Contract Survey above to get started. We will be sending more information out about how the process will unfold in weeks to come.

In Solidarity,

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

NEWARK TEACHERS UNION UPDATE

November 30, 2018

Observation-Evaluation Tips—Competency 4



Michael Iovino
miovino@newarkteachersunion.com

TIPS/STRATEGIES FOR OBSERVATIONS/EVALUATIONS/ REBUTTALS—

Competency 4 remains such a big thorn for so many of us because of the added weight in our annuals.

Year long indicators for Competency 4:

4d. Using Data. Teacher tracks assessment data to understand each student's progress toward mastery and uses results to guide planning and instruction.

4e. Understanding of Growth. Teacher can articulate specifically (and with evidence) whether or not each student has internalized grade-level standards and, if not, what s/he still needs

to learn.

4f. Progress Toward Goals. Data reflect that students are mastering the objectives of the focus areas, leading toward mastery of grade-level standards.

For History/Social Studies/LAL use: Newsela (newsela.com)

It syncs up with Google classroom and adds all your students to your classes. You can assign to individual students, whole classes etc. The articles adjust Lexile scores to students' levels as they complete each article and it tracks standards. It scores the multiple choice for you and you can score the writing.

You can put these results in a spreadsheet and put that in your portfolio. Add it to your lesson plan and include tailoring as you adjust levels for the students. Reflect on how students are making progress and alter your lesson plans based on that progress.

It's an easy tool to boost your Competency 4! PLUS you can get a PD certificate if you take the Newsela Workshops they offer! Master it and Turnkey it...and BOOM...you boost Competency 5 collaboration!

For Math and Science people...explore Khan Academy!

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 30, 2018

NTU Legal Update— BE ON GUARD!

NEWARK ATHLETIC COACHES, PHYSICAL EDUCATION TEACHERS, ATHLETIC TRAINERS --- ON GUARD!

Last issue we spoke of the high DYFS incident rate attributed to autistic and special education classrooms. Those directly involved with students in sports programs, gym classes, health instructors and as trainers and rehab specialists should all be cognizant of what they see on television and read too often in the newspaper concerning students and faculty members involved in athletic programs. It's a minefield.

Statistically, DYFS incident wise, we've been doing great here in Newark and I attribute this to the keen awareness of faculty that traps can easily be sprung upon our athletic faculty members who themselves must scrupulously monitor each other's actions to insure that the utmost of professional standards and conduct exist. There simply are just too many opportunities for ill seeking students to make a false allegation against you especially a student who is failing your class or has fallen out of favor with you, your programs or classmates.

Professionalism and high standards must exist in locker rooms, during transportation and when the teams are in public exhibition. Our coaches have done a great job in instilling sportsmanship in our Newark athletes. Shabazz High School's women basketball teams have produced stars in every great major Division 1 college with players going on to the WNBA! Keep it up!

Continue the great job in mentoring your students while at the same time continuing to be the great example of what professionalism is whereby you continue to raise standards of inherent personal and professional development in your students. You've taught your students first and foremost to be young ladies and gentlemen in their sports endeavors.

So far this year there has not been one DYFS allegation against our athletic staff. You've learned the value of hands off, de-escalation, don't go into their territory and speak nothing personal or offending. You know that you should never talk about student shapes (bodies). You absolutely mustn't kid around about your students' physical design. It's too sensitive especially if done in front of classmates. You can get a terrible reaction. DYFS will tell you in an interview that "joking around" will have the joke fall on you!! DYFS is sensitive about faculty being insensitive and they will write to the District they have concerns about your verbal and physical conduct. Words do have meaning and so far this year our faculty involved in athletics has been 100% perfect and on target. Keep it up. Talk among your colleagues about these issues. It's important. The NTU is here to help you!

Next Topic – Stay Out of Their Territory!



NEWARK TEACHERS UNION UPDATE

November 30, 2018

Newark Teachers
Union

December
3rd-20th

Christmas TOY DRIVE



N.T.U.



1019 Broad Street Newark, NJ 07102

Unwrapped toys for all ages will be
collected and distributed to the YMCA.
Drop off: 1st Floor Conference Room

NEWARK TEACHERS UNION UPDATE

November 30, 2018



WINTER COAT DRIVE

December 3rd-20th

**Newark Teachers
Union**

Accepting all lightly
used coats of all sizes.



Newark Teachers Union
1019 Broad Street
Newark NJ 07102

(c) 11-2014

PosterMyWall.com

NEWARK TEACHERS UNION UPDATE

November 30, 2018

Prudential Center Tickets



The NTU still has tickets available for several upcoming events at Prudential Center, including Frozen on Ice, Harlem Globetrotters, and Monster Jam.

Just click on the Prudential Center logo for more information or to purchase tickets! Remember the more successful these promotions are, the more the NTU can put together for our members to enjoy!

SAVE THE DATE

- **New NTU Building Rep Training** —Tuesday December 4, 2018—4 PM @ 1019 Broad Street
- **NTU Executive Board Meeting**—Tuesday, December 11, 2018—4 PM @ 1019 Broad Street
- **NPS Board of Education Business Meeting**—Tuesday, December 11, 2018—5:30 PM @ 765 Broad Street
- **NTU Building Rep Meeting** —Wednesday, December 12, 2018—4 PM @ 1019 Broad Street
- **NTU Board of Education Meeting**—Tuesday, December 18, 2018 -0 6 PM @ University High School, 55 Clinton Place

NEWARK TEACHERS UNION UPDATE

November 30, 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