

# NEWARK TEACHERS UNION UPDATE

January 18, 2019

## Letter from the President Contract Negotiations



John M. Abeigon  
jabeigon@newarkteachersunion.com

Dear Union Brothers and Sisters,

As per our contract, we have begun negotiations with the Newark Board of Education for our collective bargaining agreement which expires on June 30, 2019. NTU received over 500 responses from our member survey. Our negotiations team sat down and reviewed and prioritized these responses with myself and our Executive Board, and we believe we have put together a strong set of demands for negotiations.

The theme for these negotiations will be Restorative Justice. Towards that end, via a signed settlement agreement with Superintendent León we will be returning to a traditional salary guide structure that respects & rewards BA, MA, and PhD guides. We will continue moving forward with our shared goal of cleansing the district of any vestige of the Corporate Reformers who tried to destroy this district and this Union.

Remember! **Everything that has to do with Education is our Domain.** Our negotiations will certainly reflect that!

In Solidarity,

A handwritten signature in black ink that reads "John".

**John M. Abeigon**  
**President/Director of Organization**  
**Newark Teachers Union Local 481, AFT, AFL-CIO**

# Upcoming Professional Development



## Easy IEP Workshop

On Wednesday, February 6, 2019, the NTU will be providing a workshop for staff looking for more information about Easy IEP. The workshop will be from 3:30 to 4:30 and held at the Newark Teachers Union office, 1019 Broad Street (parking available behind the building on Beecher Street)

NOTE: THIS IS NOT AN EASY IEP TRAINING SESSION; it is designed to help staff already trained in Easy IEP become more fluent in the system. Candace Wells and Ajay Srikanth from Newark Board of Education will be the presenters. If you are interested in attending, reach out to [yesntu@newarkteachersunion.com](mailto:yesntu@newarkteachersunion.com). PD Certificates will only be given to NTU members who RSVP to attend.

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## Professional Improvement Fund Dates

If you are planning to attend any of the upcoming conferences/workshops and are seeking PIF reimbursement, all paperwork must be completed and given to the school clerk or the person in charge of travel, so they can submit it through PeopleSoft. It is recommended that you do not wait until the last date for submission. Here are some possible workshops, conventions and/or conferences you may be interested in your area of expertise.

- NJMEA (Music) Convention, February 21-23, 2019, East Brunswick, NJ, must submit paperwork no later than January 18, 2019.
- NJAHPERD (Phys.Ed.) Convention, February 24-27, 2019, Long Branch, NJ, must submit paperwork no later than January 18, 2019.
- NABE (Bilingual Teachers) Conference, March 7-9, 2019, Lake Buena Vista, FL, must submit paperwork later than February 15, 2019.
- NAEA Convention (Art) March 14-16, 2019, Boston, MA, must submit paperwork no later than February 15, 2019.

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## NTU LEGAL UPDATE— CAN INCIDENTS OCCURRING OUTSIDE OF SCHOOL AFFECT YOUR PROFESSION AND EMPLOYMENT?



### YES, IT CAN!

The answer is simple. You can lose your job, profession, license, pension, income, future employment plus face incarceration!

All of the above could happen not only as a result of incidents occurring within a school but also for incidents occurring outside of school! New Jersey Courts have ruled **the conduct need not be predicated upon the violation of any particular rule, law or regulation but may be based merely upon the violation of the implicit standard of good behavior which devolves upon one who stands in the public eye.** That includes conducts in school as well as outside of school! A teacher is always in the public eye.

What this simply means is that Boards of Education have wide latitude when considering whether teacher behavior inside and outside of school warrant discipline based upon behavior considered to be unbecoming.

Out of school incidents involving drugs, sexual misconduct, alcohol, assault and battery, domestic child and spousal abuse, theft and just about any human misdeed you can imagine have served as a basis to bring conduct unbecoming tenure charges or request for discipline against educators by school boards. Oftentimes, allegations of unbecoming conduct are proven not to be true as there are extenuating circumstances that do not warrant discipline or termination but the fact remains that educators must be cognizant and aware that their actions and incidents outside of school could have ramifications to their employment. The defense “**it happened outside school and had no relation to school**” doesn’t fly as a defense. The Newark Teachers Union is here to help you and make sure you call before you go it alone.

**Next Week: The value of a NTU Building Representative and having a building committee in every Newark school.**

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## Scholarship Opportunities!



The NTU is proud to announce our 21st Annual Albert Shanker Scholarship Award Dinner! Every year, we are able to give out several scholarships to our members' children, our paraprofessionals, and the students of Newark.

The application is currently on our website, and more information will be coming in the next few weeks.

[Click here for scholarship application!](#)

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The Essex-West Hudson Labor Council is also offering 10 \$1000 scholarships to families of Union members, including the Newark Teachers Union. That application is due April 19, 2019!

[Click here for scholarship application!](#)

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## Prudential Center Tickets



The NTU still has tickets available for Monster Jam at the Prudential Center!

Just click on the Monster Jam logo for more information or to purchase tickets!

**SAVE THE DATE**

- Tuesday, January 22, 2019 —Newark Board of Education Meeting, 6:00 PM— Mount Vernon School, 142 Mount Vernon Street
- Wednesday, February 6, 2019, 3:30-4:30 PM—Easy IEP Workshop, Newark Teachers Union. 1019 Broad Street
- Tuesday, February 19, 2019, 4:00 PM—NTU Executive Board Meeting, Newark Teachers Union, 1019 Broad Street
- Wednesday, February 20, 2019, 4:00 PM— NTU Building Reo Meeting, Newark Teachers Union, 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](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 Instagram ([https://www.instagram.com/newark\\_teachers\\_union/?hl=en](https://www.instagram.com/newark_teachers_union/?hl=en))



# NEWARK TEACHERS UNION

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Michael Iovino, Secretary/Treasurer

## Vice Presidents

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Juan Alvarez

Anthony Moreno

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Jerry Moore

Ronnie D. Carney

Kathleen Murphy-Butler

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Josephine Donnellan

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