

# NEWARK TEACHERS UNION UPDATE

February 15, 2019

## Taking Back Education



John M. Abeigon  
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Dear Union Brothers and Sisters,

Over the last year, there have been teacher strikes in Los Angeles, Denver, West Virginia, Oklahoma, and Arizona just to name a few. What was at the heart of these strikes? It wasn't just the typical bread and butter contract issues. There were loud calls for smaller class sizes, less testing, and more support staff. Thousands of parents and students joined educators on the picket line.

In recent years, educators and their Unions have pushed back hard against corporate-driven, top-down education reform. They haven't left easily; this is something we have been struggling with in Newark even after the return to local control. But the tide is slowly shifting back in favor of educators.

We educators are the ones at the front lines. We are the ones keeping up with real best practices that work and not just the latest snake oil sold by a curriculum company. We are the ones spending hundreds, even thousands of dollars out of our pockets to provide for the students' educational and emotional needs.

We the educators understand what the students and schools actually need to succeed. It's long past time that EDUCATORS HAVE A VOICE AGAIN. Never forget, Everything that has to do with Education is our Domain

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**

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## Observation-Evaluation Tips—Competency 4



Michael Iovino

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I know that each year it seems the goalposts are constantly moving on us teachers. It would be great if at the beginning of each year, clear instructions were given, and that goalpost remained there all year. Unfortunately, that's not the case.

Competency 4 is all about data. However, as our administrators get better at utilizing the Evaluation Tool, and get better at looking at schoolwide data...they move the goalposts for all of us.

As you collect data, it's important to not simply file it away, but to USE it. For your annual evaluation, you have to be able to demonstrate and articulate how you used your daily data, weekly data, monthly data and standardized test scores to drive and inform your instruction as you reflect, and move students towards mastery.

Some simple ways of doing this are reviewing assignments for day one, going back and putting notes in your lesson plans or a log, and then noting what changes you make the next day that reflect that. In some cases, you may group students differently, or modify a handout, or reteach a concept; perhaps you will contact an interventionist, or a resource teacher for assistance, or even call home.

These are all the basics that we can do to demonstrate that we looked at our data and USED it. Absent that, you jeopardize your rating in Competency 4, which has increased weight for midyear and annual evaluations.

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**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**

**February 15, 2019**

## **NTU Scholarship and Hall of Fame Dinner—**

**May 15, 2019**

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.

This year, the NTU will be inducting Mayor Ras Baraka into the NTU Hall of Fame and honoring Martha Nolley as our Legacy Award recipient!

Click [here](#) for scholarship application!

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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.

- **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.**

# NEWARK TEACHERS UNION UPDATE

February 15, 2019



- Monday, February 18, 2019—President’s Day, School Closed
- Tuesday, February 19, 2019, 4:00 PM—NTU Executive Board Meeting, Newark Teachers Union, 1019 Broad Street
- Tuesday, February 19, 2019—5:30 PM—Newark Board of Education Business Meeting, 765 Broad Street
- Wednesday, February 20, 2019, 4:00 PM— NTU Building Rep Meeting, Newark Teachers Union, 1019 Broad Street
- Tuesday, February 26, 2019, 6 PM—Newark Board of Education Meeting, South Street School, 44 Hermon Street

**Please note that Friday February 15 & Tuesday February 19 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 any of those days.**

**You can take a sick day on those days as long as you can provide medical certification from a licensed physician or hospital, including a diagnosis, verifying that you were either physically unable to perform your duties or that you were carrying a contagious disease on the day(s) of absence.**

**Unless it is part of an extended FMLA, if you take a sick day, you must submit a medical certificate to NPS Office of Administrative Services within 3 days of your return to work. DO NOT SUBMIT THE MEDICAL CERTIFICATE TO YOUR CLERK, SUPERVISOR, OR DEPARTMENT!**

# NEWARK TEACHERS UNION UPDATE

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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 Cristina Balboa at [yesntu@newarkteachersunion.com](mailto:yesntu@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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