

NEWARK TEACHERS UNION UPDATE

March 22, 2019

Contract Update and Stipend Update



Dear Colleagues,

In the next few days, you will be getting a survey from Newark Public Schools and the Newark Teachers Union to update your status if you started and completed a Masters or PhD between October 18, 2012 and November 14, 2018.

John M. Abeigon
jabeigon@newarkteachersunion.com

This survey is IMPORTANT! This information is vital to ensure all eligible staff will be put on the proper guides and paid RETROACTIVELY as agreed to in our Arbitration Settlement.

There is still a lot to be worked out:

NO! This does not address the two –year salary freeze under Governor Christie.

NO! this doesn't address any advancement for a degree achieved before or after the above dates.

Negotiations continue to move forward. Our team has met with NPS on a weekly basis, and we have several more sessions scheduled in the coming weeks. We hope to be tackling some of the bigger issues in the next few sessions.

Stipend Update: We have had a lot of members asking us about the stipend payment for staff who worked at Renew/Turnaround Schools during the summer and/or beginning of the school year. We spoke to the Superintendent, and he told us there has been some issues getting final numbers from the principals about how many staff worked how many hours. As a result, the payment will be coming out in June.

In Solidarity,

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

NTU LEGAL UPDATE— WHAT'S THE NEW LAW CALLED "DON'T PASS THE TRASH" ABOUT?

Sadly, legislators have adopted terminology describing members of the teaching profession as "trash". Under the new law, wherever and whenever a teacher seeks employment, the teacher must answer specific questions concerning whether or not the teacher has a past history involving child abuse or sexual misconduct involving students.

This is why the NTU and every child advocacy group in the State of New Jersey agency repeats and repeats "hands off" because not only can harm befall students, but chances of present and future employment in education can be destroyed. Remember, child abuse can exist with words also! You must stay the constant professional. Substantial child abuse and sexual misconduct will follow teachers by operation of law when applying for future employment. The teacher must disclose it and the future employer must and will make inquiry of the teacher and the teacher's previous employer. The new law says EVERYONE MUST DISCLOSE. Again, and for the ten thousand time – HANDS OFF!!

Stay close to your NTU Building Rep and Building Committee. Participate in NTU faculty meetings at your school. You've worked hard to obtain your degree and teaching license. Talk constantly and seriously with your colleagues about this issue.

Please read what actions of a teacher have been defined as sexual misconduct:

SEXUAL MISCONDUCT MEANS ANY VERBAL, NONVERBAL, WRITTEN OR ELECTRONIC COMMUNICATION OR ANY OTHER ACT DIRECTED TOWARD OR WITH A STUDENT THAT IS DESIGNED TO ESTABLISH A SEXUAL RELATIONSHIP WITH THE STUDENT, INCLUDING A SEXUAL INVITATION, DATING OR SOLICITING A DATE, ENGAGING IN SEXUAL DIALOGUE, MAKING SEXUALLY SUGGESTIVE COMMENTS, SELF-DISCLOSURE OR PHYSICAL EXPOSURE OF A SEXUAL OR EROTIC NATURE AND ANY OTHER SEXUAL, INDECENT OR EROTIC CONTACT WITH A STUDENT.

Every day in the newspapers a teacher is being charged with a child abuse or sexual misconduct allegation. Today, March 20, it was a coach in the Paterson District.

NTU LEGAL UPDATE— WHAT'S THE NEW LAW CALLED "DON'T PASS THE TRASH" ABOUT?

Here are some simple clues to avoid allegations and please remember child abuse can be physical and verbal and that you must always be with your students supervising them. In a moments absence a skull could be crushed. It's happened! The NTU is here to help you.

Always first deescalate professionally and verbally. Send for security or call. Hands off unless necessary to protect the safety of students and never touch the head or neck area of students. They are danger areas where serious bodily harm can occur. Always use professional language. Don't get personal. No rides home. No texting or going on a student's social media. No reference to parents or shape or size of students. Document everything. Bring CST's into conflicted student lives and document to administrators student misconduct. Keep copies of everything. Don't threaten to contact a parent and not do it. The student will make up a lie about you first and you'll be shocked by what they accuse you of.

You must not allow yourself to be isolated in your school or unaware of professional standards that apply to you. Again, talk to your fellow colleagues.

Too often failing or disruptive students look to snare you with a fabrication to cover their misdeeds to get rid of you. They do not have a conscience and too often parents believe them and will call DYFS on you. Again, if you endearingly touch your students you will own the consequences of what students and parents say you did. IAIU investigators highly recommend never permit students to sit on your lap or hug or embrace your legs whether you are a male or female teacher. Innocent actions and intentions cause teachers enormous problems when mischaracterized by a student or a parent. It's best to be safe than sorry. MOST IMPORTANTLY, IF YOU SENSE A PROBLEM GET TO YOUR NTU BUILDING REPRESENTATIVE AS SOON AS POSSIBLE.



**Hands
Off!**

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Week of the Young Child Events



Join us to celebrate those who support young children!

Music Monday-April 8, 2019

Line Dancing with Vice Principal Alicia Lee.

<https://tinyurl.com/WOYC-MusicMon>

Work Together Wednesday-April 10, 2019

Join us for games and crafts.

<https://tinyurl.com/WOYC-Wed>

Thankful Thursday-April 11, 2019

Join us for Karaoke while you mix and mingle with your colleagues.

<http://tinyurl.com/WOYC-Thursday>

Sign up for one or all three!

Refreshments, Guest Speakers and Photo Ops at all events. Please RSVP by Monday, April 1st.

Any questions or concerns please contact Donna Charles @ DCharles@nps.k12.nj.us

All events will take place from 3:30pm to 5:00pm and will be held at NTU Building, 1019 Broad St., Newark NJ 07102



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NTU MEMBER RECOGNITION AWARDS

At this year's Hall of Fame Dinner, we are looking to honor ten members who go above and beyond in education, the school, and the community. Who are these members? They're the ones who stop and help you put up a bulletin board, cutting into their own lunch period. They're the ones who ask staff-centric questions at staff meetings and get away with it because they're knowledgeable and respected by colleagues and administration alike.

So go ahead and take a look around your building, who's that member we should recognize? If you would like to nominate someone, Click [here](#) to fill out the attached application.

Applications must be received at the NTU office by Friday, March 29,. You can bring them to the NTU or email them to yesntu@newarkteachersunion.com with the subject header "Member Recognition Nominee." Nominees will be honored at the Hall of Fame Dinner on Wednesday, May 15th which will be held at The Robert Treat Hotel, 50 Park Place, Newark, NJ at 6:30 p.m.

NTU Scholarship and Hall of Fame Dinner

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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- **Tuesday, March 26, 2019—6:00 PM, Newark Public Schools Board Meeting, Central High School, 246 18th Avenue**
- **Wednesday, March 27, 2019—6:00 PM, Newark Public Schools Budget Meeting, Science Park High School, 260 Norfolk Ave**
- **April 8 to April 11—Week of the Young Child, Newark Teachers Union, 1019 Broad Street**
- **Monday, April 15, 2019—5:30 PM, Newark Public Schools Special Meeting, 765 Broad Street**
- **Tuesday, April 16, 2019, 3:45 PM—NTU Executive Board Meeting, Newark Teachers Union, 1019 Broad Street**
- **Wednesday, April 17, 2019, 3:45 PM—NTU Building Rep Meeting, Newark Teachers Union, 1019 Broad Street**
- **April 19 to April 28—Spring Recess**
- **Tuesday, April 30, 2019, NPS Reorganization Meeting, Elliott Street School, 721 Summer Avenue**

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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 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 Instagram (https://www.instagram.com/newark_teachers_union/?hl=en)



NEWARK TEACHERS UNION

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