

NEWARK TEACHERS UNION UPDATE

September 27, 2019

September is over...already???



Colleagues,

It is hard to believe we are already at the end of the first month of school. There have been a lot of changes already (curriculum, health benefits, the new contract) and more changes to come (new evaluation system, implementation of Earned MA/PhD guides).

It can be overwhelming! Every day the members of the NTU are making a huge difference in the lives of our students and the community, but that is never easy. One month down! Nine more to go!

John M. Abeigon

jabeigon@newarkteachersunion.com

We have to be about wellness and keep it together. Wellness, is our mantra for this year!

UNANNOUNCED COLLEAGUE WELLNESS CHECK DAY--- Do you have a colleague that just back from an FMLA? Someone who is distracted? Overwhelmed? A new teacher lost in the sauce (Do you remember your first year? I do). I challenge you to approach that colleague, take a walk around the block at lunch time, take advantage of this Sunshine Day!

IMPORTANT!

On Monday, September 30, the NBOE and AETNA will be having an information session and Q+A at the NTU office regarding the changes to our health and supplemental benefits. Remember: the changes don't go into effect until January, but open enrollment is in October. We have time to help you understand the changes. I am sure you have a lot of questions...we do too! Do not miss this session!

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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Know Your Rights! RSVP TO Mandates pg. 1

The biggest question we get at the NTU is “How can I possibly do everything my administrator asks me to do in a day?” The answer is YOU CAN’T!

A few years ago, we brought a case before an arbitrator about school/district/and state mandates. And the arbitrator agreed with us!



As full and final resolution of grievance #4713 the NTU and the NPS agree as follows.

When an employee represented by the NTU is (1) directed by the building administrator to work beyond the prescribed work day; (2) submits a timely request for extra compensation to the location time keeper and building administrator; and (3) the request has been denied by either the location time keeper or the building administrator the arbitrator will determine the validity of the employee's claim.

For the 2011-12 school year, when the NTU provides a list of employees who meet these criteria, the NPS will verify the accuracy of the claims. When the claim is verified, the NPS will pay the employees additional compensation based on the current summer school rate. When the claim cannot be verified or is disputed by the NPS, the matter will be presented to the arbitrator on a case by case basis.

It is the intent of the NPS and the NTU that these criteria will be applied to future claims for extra compensation for extra time worked.

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Know Your Rights! RSVP TO Mandates pg. 2

If you feel you are being asked to do a mandate that you can't possibly do in your work day, your first step should be to discuss your situation with your Building Rep and communicate with your administrator. Try and work out a solution you are both comfortable with.



If all else fails, then you would submit the below form to your administrator (if you click on it you will taken to a link on our website).

And as always, LET THE NTU KNOW so we can bring it to the attention of the Superintendent's office.

Dear Administrator;

I am in receipt of your directive to complete _____
(insert directive, lesson plans, Power School, etc)

by _____ **I am not refusing to comply with this directive. However,**
(insert date)
please identify and provide time during my workday to complete the task, or arrange to pay me as per Arbitration Award # 4713.

Sincerely,

Date _____

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Curriculum Workshops @ NTU Sept. 23 and 24

Thank you to NBOE for presenting two successful Curriculum workshops at the NTU Office this week. We appreciate the members who took the time to come out for these important workshops. The NTU will be working closely with the attendees and our Reps and Executive Board to monitor the implementation of this new curriculum.

Have a workshop you would like to see at the NTU? LET US KNOW!

Email mmaillaro@newarkteachersunion.com



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PIF Deadlines

FISCAL YEAR 2020

PIF Expense Travel Approval Dates

(Dates are Subject to Change without Advance Notice)

Traveling Dates from:	Traveling Dates to:	PIF Submission Date Deadline
9/1/2019	9/30/2019	9/11/2019
10/1/2019	10/31/2019	9/20/2019
11/1/2019	11/30/2019	10/18/2019
12/1/2019	12/31/2019	11/22/2019
1/1/2020	1/31/2020	12/20/2019
2/1/2020	2/29/2020	1/17/2020
3/1/2020	3/31/2020	2/21/2020
4/1/2020	4/30/2020	3/20/2020
5/1/2020	5/31/2020	4/20/2020
6/1/2020	6/30/2020	5/22/2020

For more information, please check out the Professional Improvement Fund forms on our website or email ntupif@gmail.com.

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KUDOS EAST SIDE HIGH



East Side High Building Rep Catia Nascimento organized for 34 of her students to visit Viacom for mentoring for college and career readiness.

SAVE THE DATE

- **Monday, September 30, 4:00 PM— AETNA Information Session, NTU Office, 1019 Broad Street**
- **Tuesday October 15, 3:45 PM — NTU Executive Board Meeting, NTU Office, 1019 Broad Street**
- **Tuesday, October 15 6:00 PM — Newark Board of Education Business Meeting, NBOE, 765 Broad Street**
- **Wednesday October 16, 3:45 PM — NTU Building Rep Meeting, NTU Office, 1019 Broad Street**
- **Tuesday, October 29, 6:00 PM — Newark Board of Education Meeting, Ivy Hill School, 107 Ivy Street**

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NTU Website Update

Our website is still located at <http://newark.nj.aft.org>. Google seems to be having some issues finding the site, but it is still there. We have been in communication with Google on this issue and hope to have it resolved as soon as possible. You can still access the website through the above link, through other search engines, and through the link on our Facebook page. Sorry for any inconvenience this may cause.

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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