

NEWARK TEACHERS UNION UPDATE

October 11, 2019

Masters And PhD Retro Payments



Colleagues,

For those staff who were eligible for retro payments under the Mastriani Arbitration Decision last November, those payments were made today! Staff who started their degree program after October 2012 and finished before November 2019 would be eligible for these payments. If you believe you were eligible and did not receive your payment, reach out to employeeservices@nps.k12.nj.us and cc: Mike Maillaro mmaillaro@newarkteachersunion.com

John M. Abeigon

jabeigon@newarkteachersunion.com

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Health Benefits Open Enrollment - Several members have reached out to us asking how to get more information on the different benefit plans available during Open Enrollment. **While we do have a lot of resources available on our website**, the district is still preparing a contribution calculator with the changes reflecting the 10/15 plan. They are also working on putting together a comparison of premium costs for the various plans. NBOE has told us that their Benefits Portal will be updated with this information by October 16.

Remember, they have extended Open Enrollment until November 12 this year, and you can enroll or modify your benefits choice via Employee Self Service. There is no reason to rush to update your choices until you have all the information you need to make an informed decision. If you have any questions, contact NBOE Health Benefits Office at (973) 733-7336 or benefits@nps.k12.nj.us.

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

NEWARK TEACHERS UNION UPDATE

October 4, 2019

Know Your Rights! Rebuttals!

As first formal observations are rolling out, I cannot stress enough the importance of writing a REBUTTAL to your observation if you are dissatisfied with ANY part of it. Sometimes, you like the overall score, but don't like one of the ratings. **Do NOT let that go!**

You have ten work days after the receipt of your ratings via a post-observation conference to submit your rebuttal. If you do not submit a rebuttal, then you are telling your admin and NPS that you AGREE with the rating.

If your admin observes you in-between your initial observation and BEFORE your post-observation conference, then you MUST notify us immediately and ALSO immediately write a rebuttal stating that you have been observed twice in a row without getting the necessary feedback to improve.

Your rebuttal MUST include actual evidence and MUST connect directly to the ratings in the competencies. Do NOT include anecdotal stories, and do not include personal attacks or personal problems with your administrators in your rebuttal. If you believe your administrator is "out to get you," then you should document your concerns and we will help you contact Labor Relations or the Office of Affirmative Action.



[We have an extensive document on how to write an effective rebuttal on our website. Click this link here to go right to it.](#)

Rebuttals must be emailed to your admin, uploaded to your EdReflect, hardcopy delivered to your admin, and emailed to the Talent Office at evaluations@nps.k12.nj.us.

IMPORTANT! If you have not closed out your IPDP by now, you should reach out to your admin. You should not be observed until that has occurred!

NEWARK TEACHERS UNION UPDATE

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- **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**
- **Thursday– Friday, November 7-8 — NJEA Convention—SCHOOL CLOSED FOR TEN MONTH STAFF**
- **Monday, November 11—Veteran’s Day– SCHOOL CLOSED**

Please note that Wednesday November 6 and Tuesday, November 12 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 November 6 and/or November 12

You can take a sick day on those days as long as it is part of an approved medical leave. Unless it is part of an extended FMLA, you must submit a medical certificate to NPS Office of Administrative Services within 3 days of your return to work.

**AND DON'T FORGET TO VOTE ON ELECTION DAY,
NOVEMBER 5!!**

NEWARK TEACHERS UNION UPDATE

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Newark Making Strides of Newark

NTU will be open this Sunday, October 13, 2019 as a pit stop for NTU members (first floor only) we know that many of you participate in the worthy Making Strides of Newark cancer awareness walk; either with your school, your family & friends, your church or other organization.

So once you get to the halfway point, if you need a break, stop by, we got you. (PS: NTU donates \$1,000 to Making Strides of Newark on behalf of its members)



Tired of paying too much for your Benefits? TAKE ACTION

Tired of paying too much for your health benefits? Rising pension rates making it seem like you're not getting a raise at all? It's important to remember that the health benefit contributions and rising pension rates all came at the hands of Chris Christie and Chapter 78, a law enacted in the 2011-2012 school year, which required school employees to pay a portion of health insurance premiums.

Whether Ch. 78 ate your raise or not it is important to remind our legislators that we too are taxpayer and voters. Chapter 78 relief needs to happen but it won't ever happen if your local state legislator doesn't even know you exist or how negatively it's impacting one of their constituents!

Pass this on to your friends and family! Every voice counts!



We're up to 250 letters! It's a start, but we can do much better. If Ch. 78 ate your raise and your local legislator & Gov. don't know that, it's not an issue to them...help us make Ch. 78 Reform/Relief an ISSUE!!

<https://actionnetwork.org/letters/protect-educators-provide-affordable-quality-health-insurance/>

NEWARK TEACHERS UNION UPDATE

October 4, 2019

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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