

NEWARK TEACHERS UNION UPDATE

December 13, 2019

Updates from Superintendent Meeting



John M. Abeigon

jabeigon@newarkteachersunion.com

On Monday, we met with Superintendent León in our monthly consultative meeting. Two important things came out of that meeting that we wanted to share with you immediately:

1) Earned MA/PhD Guides - This morning the district began the process of moving staff to the Earned MA/PhD guides. While a lot of staff were placed today, the district is trying to make sure each individual is being moved to the staff member's desired guide, which takes time. When I spoke to the district last night, they are on track to have everyone moved by the end of the month with all impacted staff being paid retroactively back to the beginning of the school year. We will continue to work with the district to make sure all staff are on

the proper salary guide by the end of the month, and when there are any issues they are corrected as quickly as possible.

2) Out of Certification Observations/Evaluations - We also spoke to the Superintendent about the concerns of the staff who are placed outside of their certification. The Superintendent said that those staff should not be receiving observations or evaluations in those positions. When this happens, staff needs to immediately alert your administrator and Building Rep, and the Building Rep will let us know so we can report to the Superintendent. In the absence of the rep, contact us directly.

NTU proudly treated Harriet Tubman Elementary School students and staff to the film telling the story of the heroic abolitionist and school namesake "Harriet". Pictured: Yvonne Copprue-McLeod, Harriet Tubman Bldg Rep, John M Abeigon, NTU President, Derrick Bobbitt, Brian Little, Aloma Brooks, Nona Adkins (Security Guard) and Tristan James, student intern from Montclair State University.

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO



NEWARK TEACHERS UNION UPDATE

December 13, 2019

Important Forms



Michael Iovino

miovino@newarkteachersunion.com

On NTU's Website, there are a variety of resources that we hope can help members with their day-to-day struggles. These forms are key to ensuring that some of these issues are being addressed.

IMPORTANT! The only way we can maintain and protect our rights are to utilize them. Every time you decide "I don't want to make waves" when someone is taking away your rights, you are giving them

carte blanche to take more the next time. Talk to your Building Rep immediately!

- **RSVP to Mandates:** During the Anderson administration we won an important case that insured that when a member is being asked to do work outside of their normal teaching schedule, the administrator's must either give the staff additional time during the day OR ensure that our staff are paid after hours to do it.

- **Lost preps form:** Too many time we find out that staff are missing their preps at the very end of the school year when there is nothing that can be done about it. Whenever you are losing a prep because of being asked to cover another class or an IEP meeting, or anything else that is not "teacher-driven" it is important that you submit a Lost Prep Form to your administrator and send us a copy at mmaillaro@newarkteachersunion.com.

NEWARK TEACHERS UNION UPDATE

December 13, 2019

Federal Grand Jury Wants Answers on Charter Schools Real Estate Practices

For years, the NTU has warned about the corporate charter schools who have been trying to destroy public education in this city. We reported out about land grabs with names like Pink Hulu Hoop, and enrollment practices that seemed to discriminate against our most vulnerable students.

As we continue to recover from state control, even more stories are coming out about unscrupulous practices from Newark's charters. North Jersey.com (part of USA Today) has been doing a series of stories about the charter industry.

*A federal grand jury has subpoenaed a Newark charter school seeking information on the purchase by its nonprofit support group of two former public school buildings that were flipped at a markup of close to **\$10 million**.*

The deal — financed with state-issued bonds — was revealed in a series of stories by NorthJersey.com and the USA TODAY NETWORK New Jersey that detailed the waste and lack of accountability in charter school real estate transactions, including unexplained costs borne by taxpayers who foot the bill for buildings that are privately owned.

The more than twofold price increase on the pair of Newark buildings purchased in 2018 by the nonprofit Friends of Marion P. Thomas Charter School is a stark example of how costs can quickly inflate with fees and other charges adding to the final tab.

More on this story as it develops.



Marion P. Thomas Charter School moved students into the Burnet Street school, which was purchased from Newark, in November, 2018

NEWARK TEACHERS UNION UPDATE

December 13, 2019

Montclair State University Bilingual Program

When we negotiated our new contract, one of the key concerns was ensuring that all teachers were worked under their proper certification. Because of teacher shortages, too often our teachers are being assigned to positions outside of their certification like bilingual and special education. To work towards resolving this, we negotiated bigger incentives for tuition reimbursement for staff that was willing to get certified in hard to staff areas, such as bilingual education.



We received the below communication from Newark Board of Education about Montclair State University offering a program for Bilingual certification for our members utilizing this additional tuition reimbursement.

As discussed the district is seeking to take the following actions to ensure we provide students in need with certified bilingual teachers:

- Engage with MSU to activate a new bilingual certification cohort which will convene in Newark beginning in January 2020 (application deadline 12/20)
- Provide teachers in that cohort with 100% reimbursement of their tuition expenses as per the high needs provision of the contract
- Explore the possibility of providing tuition payments directly to MSU thereby eliminating out-of-pocket tuition costs for teachers in the new cohort
- Provide 100% reimbursement to the teachers in the existing cohort for their final semester (Spring 2020) tuition costs

This plan is designed to provide the district with approximately 40 certified bilingual teachers (30 in the new cohort + 15 in the existing cohort) before January 2021.

If you are interested or have more questions reach out to Matt Brewster at the Newark Office of Staff Development. mbrewster@nps.k12.nj.us or call 973-733-7241

Question: Do I have to go to Montclair to take advantage of this provision of the contract?

NO! Any teachers who matriculate in a degree granting program leading to certification in a difficult to fill position will receive tuition reimbursement for the full cost per credit, not to exceed nine hundred dollars (\$900) per credit, for courses that are part of the degree program.

NEWARK TEACHERS UNION UPDATE

December 13, 2019

How To Read Your Paycheck Workshop

On Monday, December 9, NTU Director of Research and Communication Michael Maillaro presented a workshop on How to Read your Paycheck.

For anyone interested, all the information presented at this workshop can be found at <https://tinyurl.com/NTUpaycheck>



SAVE THE DATE

- **Tuesday, December 17, NBOE Meeting, 6:00 PM @ West Side High School, 403 South Orange Avenue**
- **The NTU Offices will be closed from Saturday December 21 to Wednesday, January 1 for Holiday Break. If you have an emergency, email mmailaro@newarkteachersunion.com**

Please note that Friday December 20th and Thursday January 2nd are work days before or after a holiday. 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 only 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 NBOE Office of Administrative Services within 3 days of your return to work.

NEWARK TEACHERS UNION UPDATE

December 13, 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

NTU Staff

Editor/Director of Research
and Communication

Mike Maillaro

mmaillaro@newarkteachersunion.com

Assistant to Secretary/Treasurer

Subrina Screven

sscreven@newarkteachersunion.com

General Counsel

Eugene Liss

Education Resource Department

Johanna Rios

Marivelle Ocasio

Part-Time Staff Reps

Robert Palumbo

John Alvino

Security/Maintenance

James Santiago

Newark Teachers Union

Local 481, AFT, AFL-CIO

3rd Floor

1019 Broad Street

Newark, NJ 07102

Phone: 973-643-8430

Fax: 973-643-8435

Fax: 973-242-5880

<http://newark.nj.aft.org>

Executive Board

John M. Abeigon, President/Director of Organization

Michael Iovino, Secretary/Treasurer

Vice Presidents

Victor Afonso

Anthony Moreno

Noor Alam

Kathleen Murphy-Butler

Cristina Balboa

Justin Petino

Chris Canik

Marisa Rodriguez

Ronnie D. Carney

Jennifer Ramos

Timothy Carr

Ryan Sandor

Donna Charles

Misha Smith

John Cunha

Larry Sullivan

Josephine Donnellan

Cassandra Talmadge

Franciso Garcia

Neil Thomas

Nancy Gianni

Tennille Wasek

Clarence Jones III

Carmen Lopez Wolf

Yvette Jordan

Alicia Malave-Diaz

Jerry Moore



NEWARK TEACHERS
UNION