

NEWARK TEACHERS UNION UPDATE

December 6, 2019

Affirmative Action Compliance Email



We have received a lot of questions about the email from Thomson Reuters Compliance Learning regarding an online workshop on Preventing Discrimination and Harassment for Employees. Yes, this went to everyone and yes, this is a legit email from Newark Board of Education. It looks like the district is trying to ensure they are compliant with state law and code on this issue.

John M. Abeigon

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Considering how many harassment and discrimination cases end up before Labor Relations and The Office of Affirmative Action each year, this makes a lot of sense. It seems like the workshop takes about 30 to 60 minutes to complete.

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Newark Teachers Union supports Mayor Baraka's "Believe in Newark" giving back, 6,000 turkey giveaway...and we ran into Mt Vernon staff in an act of kindness. Not all parents have transportation, but school staff cheerfully made their pickup. (R-L, Dina Gordon, Graciela Torreiro Gomes, Victoria Carlisle)

In Solidarity,



John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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Rebuttals



Michael Iovino

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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.

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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.

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Guided Reading Workshop

We had a full house for our Guided Reading Workshop on December 4 at the Newark Teachers Union presented by the NBOE English Language Arts Department. We had so much interest for this workshop we will be looking to schedule another session. We are also working on setting up an autism workshop in the coming weeks.

By the way, this workshop was suggested by one of our new members! Have a workshop you would like to see at the NTU? LET US KNOW! Email mmaillaro@newarkteachersunion.com.



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East Side Kudos

East Side High School's School Leadership Committee (SLC) served breakfast to 600 students and their parents at this morning's ESHS Holiday Honorees Breakfast & Awards Ceremony. ESHS Bldg Rep & SLC Chairwoman Catia Santos Nascimento, alongside NTU President John M. Abeigon, stated that "teachers and administrators working together for the benefit of students creates a positive environment we can all be proud of."



Photo by Marc Lewis, Social Studies Teacher, East Side High School

SAVE THE DATE

- **Monday, December 9—How to Read Your Paycheck Workshop, 3:45 PM @ NTU Office**
- **Tuesday, December 10, NBOE Business Meeting, 6:00 PM @Newark Board of Education, 765 Broad Street**
- **Tuesday, December 17, NBOE Meeting, 6:00 PM @ West Side High School, 403 South Orange Avenue**

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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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