

NEWARK TEACHERS UNION UPDATE

January 10, 2020

2020 Hall of Fame Dinner



John M. Abeigon
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The NTU Education Foundation is proud to announce its 22nd Annual Albert Shanker Scholarship Awards and Hall of Fame Dinner on Wednesday, May 13, 2020 at The Robert Treat Hotel, 50 Park Place, Newark, NJ at 6:30 p.m. Tickets for this special program are \$80.00, which includes a buffet dinner and dessert, along with music and a special program for your enjoyment.

Last year, twenty students received academic scholarships, including two Presidential Awards in the amount of \$2,500.00, four Executive Awards in the amount of \$1,750.00 and the rest in the amount of \$1,000.00. You can support these fine young people and hardworking paraprofessionals by becoming a scholarship sponsor, purchasing tickets to attend our dinner, placing an ad for your business or publishing a personal message. Visit our website for the application, ad journal form, and additional information.

We are relying on your continued support and good will to continue this worthy endeavor. Should you have any questions, please do not hesitate to contact Johanna Rios at (973) 643-8430 or e-mail ntuscholarshipawards@gmail.com

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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Michael Iovino

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MIDYEAR REVIEW & OBSERVATION FAQs

I want to take a moment and answer some of our most frequently asked questions regarding OBSERVATIONS/MIDYEARS...

1. YES, you can be observed as many times as an admin feels is necessary. HOWEVER, if an admin seems to be singling YOU out for multiples this MAY be a problem. Document everything, make sure you are getting feedback that is HELPFUL...and reach out to us.

2. YES, your admin can stay the ENTIRE period, multiple periods, etc...as long as they observe a MINIMUM of 20 minutes, it's fine.

HOWEVER, if an admin seems to be singling YOU out for longer observations this MAY be a problem. Document everything, make sure you are getting feedback that is HELPFUL...and reach out to us.

3) No, the district won't automatically throw out an observation if your admin does NOT get you your feedback within TEN days of your observation. While it is a violation of the contract, it still can and will be used against you. The only time we have been able to get these thrown out is IF they give you another observation after the first without having gone over the feedback with you.

4. YES, the information from walkthroughs, observations can be part of your MIDYEAR/ANNUAL Evaluation

5. NO, MIDYEARS are NOT required for Tenured teachers, only for NON-TENURED, and teachers on a CAP...but..

6. YES, your admin can still ask you to complete a midyear review, and hold a review session with you. It is an excellent CHECK-IN for you to see where you WOULD be if the year were over...giving you a great chance to correct your areas of weakness.

As always, you should write a rebuttal to all or any part of an observation or annual that you disagree with in a TIMELY MANNER, and reach out with any questions to miovino@newarkteachersunion.com

Whether you are a veteran teacher and certainly if you are a new teacher, please feel free to consult the teacher members on your School Improvement Panel regarding questions about any observation and evaluation questions!

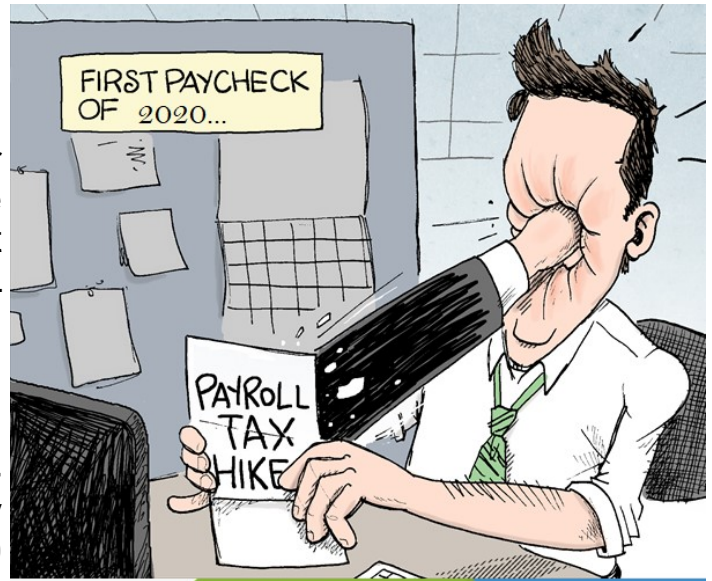
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Looking at your paycheck. What changes in January?

Every January, we get the same questions from the members about why their paycheck seems to have decreased. This is typically caused by two main areas.

- 1) Payroll taxes: There are Federal and State taxes that are only taken out until certain income caps are reached each year. This resets every January. For example, Social Security deductions are only made on an employee's first \$132,900 of income. That is ALL income, not just your NBOE salary.



For a state level, Family Leave Insurance, Unemployment, and other payroll deductions equal about 5.4% of your salary and are only taken from your first \$34,400 of income earned in a calendar year. Again, this resets every January.



- 2) Chapter 78 contributions: Under state law, our health benefit contribution is based on a percentage of the total premium cost paid by the district. That premium cost is typically adjusted every January, so while your percentage of contribution may not change, you would still end up paying more. The district has a calculator on their Benefits Portal so you can check what your new contribution rate would be.

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Kudos—Kenneth Ward, Central High

Kenneth Ward, Special Ed Teacher at Central High, was recently featured by Plymouth Rock Teacher Stories. In addition to his work for the students of Newark, he is an motivational speaker, and Kenneth recently published his first book, *I Will Be Accountable and Responsible: The Five Areas of Personal Development*.

When asked why he teaches, “With my kids at school, I teach them that there is greatness within them. They might not have had anyone ever telling them that before. And once they see that greatness in themselves, it is their responsibility to do something with it. I was fortunate and blessed to be able to beat the odds, and I believe my students can, too. “



Kudos—Maria Valado, Wilson Ave

Maria Valado, a twenty-five year Newark veteran educator and former NTU Building Rep was elected by the Board of Trustees to become the Bayonne School Board President!! It is always great when a true educator gets put in this position to advocate for the important changes public schools need! Kudos to Maria!

Upcoming Prudential Center Events

Monster Jam presents Triple Threat Series

input **NTU413** as the promo code to access the group seats for any of the below times.

January 24 at 7 PM

January 25 at 1 PM

January 25 at 7 PM

January 26 at 1 PM



Disney On Ice Presents Dream Big January 16-20

Believing is just the beginning for your favorite Disney heroes at Disney On Ice presents Dream Big! Watch as Anna and Elsa from Disney's FROZEN save their kingdom, Disney Princesses inspire with stories of strength and kindness, and much more!



Share every magical moment filled with breathtaking ice skating and beloved songs and stories that give you a reason to believe!

Access your specially-priced tickets by entering code **NTU413** here.

Jurassic World Live Tour!

Please use the following links for the event, and input **NTU481** into the promo box prior to selecting seats in order to receive the group rate.

Thursday, February 27 at 7 PM

Friday, February 28 at 11 AM

Friday, February 28 at 7 PM

Saturday, February 29 at 7 PM

Sunday, March 1 at 7 PM



Spring NJ Devils Tickets! - Through our partnership, the Prudential Center has made several spring Devils games available for NTU Members and their friends and family at discounted prices. [Follow this link!](#) And share it with the Devils' fans in your life!



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Union Membership Benefit! Earn an Associate Degree for Free!

Earn an Associate Degree for Free — Completely Online. Over \$112 million in scholarships has been awarded to more than 30,000 students who have enrolled in Free College since 2015. Take advantage of a free education to earn an associate degree for FREE, completely online. Union Plus Free College, brought to you in partnership with AFSCME, is designed for working adults with full and part-time options. Several degrees are offered including Business Management, Associate of Arts Degree and Teacher Education.

Classes are offered through Eastern Gateway Community College, an accredited, public and non-profit college. Enroll today! Classes begin January 13.

CALL 888-590-9009 or [CLICK HERE TO GET STARTED ONLINE](#)

SAVE THE DATE

- **Wednesday, January 15, 2020—Staff Development Day**
- **Monday, January 20, 2020—Martin Luther King Jr's Birthday- SCHOOLS CLOSED**
- **Tuesday, January 21, 2020. 3:45 PM—NTU Executive Board Meeting, 1019 Broad Street**
- **Tuesday, January 21, 2020, 6:00 PM—Newark Board of Education Business Meeting, 765 Broad Street**
- **Wednesday, January 22, 2020, 3:45 PM—NTU Building Rep Meeting, 1019 Broad Street**
- **Tuesday, January 28, 2020, 6:00 PM—Newark Board of Education Meeting, Chancellor Avenue School, 321 Chancellor Avenue**

Please note that Friday January 17th and Tuesday January 21st are the work days before or 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 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.

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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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