

NEWARK TEACHERS UNION UPDATE

January 31, 2020

We Need A Universal Messaging System



John M. Abeigon

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Everyone knows that CVS sells their chewing gum and candy bars at the checkout counter. Likewise, no McDonalds on Earth sells *carne asada*. Not in either of their operations manuals does the word “autonomy” ever appear. Product placement and menu creation is not the store manager’s domain. Why then does our school district allow for the delivery of arbitrary and capricious pronouncements and mandatory practices that may (or may not) come from a flawed message delivery system or the personal ego of a local administrator?

Like the game of telephone where the dad’s request to throw out the garbage, filtered through two or three family members, becomes “car’s in the garage” important and meaningful direction is coming from the Superintendent’s office and being reduced to distorted and mixed messages to the instructional staff expected to implement them.

We must create and adhere to a message delivery system that respects buy-in from affected staff—those directly expected to implement the message. Imagine a system where after a committee of school-based teachers and principals makes a grade level decision on the delivery of a subject, that decision is modeled by and for coworkers where they can calm panic or resolve misinterpretations before they spread across the district.

Treatment for a broken arm involves resetting the bone in place and immobilizing it in a cast or splint to allow it time to heal. That’s it, it’s that simple. Under normal circumstances the treatment doesn’t vary. Physicians, who learn from each other and share their best practices, long ago decided that this was the best way to treat a broken arm, and they all said “we’re good”.

Why then is a debunked and often unrealistic practice like Aggressive Monitoring still required in some schools in this district and not in others sometimes only minutes away from each other? Who hasn’t gotten the message? I believe we can create a messaging system that fosters the delivery of great instructional and professional services to our students—the creation of the Framework Evaluation Committee is a great step forward in the right direction, as educators I know we will learn from it.

More on the historic importance of the Framework Evaluation Committee to come.

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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2020 Hall of Fame Dinner and Scholarships

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.

This year, we will be inducting Steve Adubato into the NTU 2020 Hall of Fame , and Senator Ronald Rice will be receiving our NTU Legacy Award. Both men have a long history with the Newark Teachers Union and the city of Newark.

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

Essex-West Hudson Labor Council AFL-CIO Scholarships

Every year, the Essex-West Hudson Labor Council gives out scholarships to the children of the affiliated unions. This year, 10 \$1000 scholarships will be awarded!

[Please use the below application, the deadline is April 15, 2020!](#)

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Prescription/Benefits Concerns

We have had members reach out to us saying that AETNA told them that certain prescriptions covered under Benecard would not be covered or require different procedures. We had the same issues a few years ago when we switched to Benecard. In general, these problems are usually quickly fixed. When a prescription or benefits provider changes, they have to offer “the same or better” coverage. If you are having an issue, use the below contact information and CC: mmaillaro@newarkteachersunion.com



Tel: 973-733-7336

Email: benefits@nps.k12.nj.us

765 Broad Street, 2nd Floor

Newark, NJ 07102

SAVE THE DATE

- **Monday, February 10, 2020—SCHOOL CLOSED, Lincoln Birthday**
- **Monday, February 17, 2020—SCHOOL CLOSED, President’s Day**
- **Tuesday, February 18, 2020, 3:45 PM—NTU Executive Board Meeting, 1019 Broad Street**
- **Tuesday, February 18, 2020, 6:00 PM—Newark Board of Education Business Meeting, 765 Broad Street**
- **Wednesday, February 19, 2020, 3:45 PM—NTU Building Rep Meeting, 1019 Broad Street**

Please note that February 7th, 11th, 14th, and 18th are the 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

January 24, 2020

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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