

NEWARK TEACHERS UNION UPDATE

February 28, 2020

They can't say yes unless you ask....



One of the most important principles when it comes to negotiating is “they can’t say yes unless you ask.”

This is why we send out surveys to our members asking what they would like to see in our contract. Our negotiations team puts together our initial proposals based on these suggestions, and brings them to the board. Of course, we don’t always get everything we want exactly how we would want it, but you would be surprised by how often we will find ourselves getting the board to agree to things we never expected just because we took the time to ask.

John M. Abeigon

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At last year’s “Read Across America” event I came upon an English-language learner who had no Dr. Seuss to read in her native language. It broke my heart. This took a lot of asking around, and a lot of partners, but the NTU is happy to report that today we were able to deliver hundreds of Dr Seuss books in Portuguese to ten schools in the district.



The same thing went for our Evaluation Framework Committee (which we will talk more about on page 2 of this update). The idea of teachers having an equal say in restructuring evaluations and how they are implemented is anathema to many in education, but myself and the negotiations team asked, and we are happy to report that we will be working to put a new evaluation system in place under their recommendations over the next few months.

The morale of this? Always ask!

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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Membership Meeting

At our membership meeting on February 26, 2020, our Framework Evaluation Committee was able to update the membership on their progress.

The Framework Evaluation Committee is comprised of Michael Iovino, Ronnie D. Carney, Silvia Pereira, all formerly of the Peer Oversight Committee, and new additions, Krystle Rhett and Graciela Gomes. This committee was created in our contract and tasked, via mutual agreement, to partner with the NBOE to review the current Framework for Effective Teaching and reduce its ability to be used as a tool of career destruction, and make it a tool of instruction. To do this, the team has combed through the entire framework to identify areas to change to move it into alignment with the purpose of a good instructional support framework. Our recommendations range from reducing the point impact on Competency 5, to eliminating the term "enthusiasm" and more.



Additionally, we recommended changing the overall framework so that Highly Effective would read CONSISTENTLY, not ALWAYS; a much more sensible term. The goal is to produce a Framework that is less open to negative interpretation, more clear, and attainable. Lastly, the committee has also begun a deep dive into lesson plans so that when this committee has finalized everything, neither the Framework, or current planning formats should result in redundant or unnecessary work heaped onto teachers, freeing us up to focus on the core components of our jobs, planning and teaching.



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50th Anniversary of 1970 Strike



February 25th was the 50th Anniversary of the settlement of the 1970 Newark Teachers Union strike. We decided to hold a luncheon for the surviving veteran members at the same location where they both voted to and settled the strike---The Robert Treat Hotel. One of our retirees, Francine Tedman-Morris, even flew in from California to join us. As there is more to come regarding this event, I just wanted to note two important points.

Carole A Graves is an American Democratic Party politician and labor leader who served 27 years as the President of the Newark Teachers Union and three terms as the elected Essex County Register of Deeds and Mortgages. She was the first African-American female leader of a major US labor union. No one needs to school the NTU on Black History Month or equity politics—we possess & exemplify both.



And lastly, how's this for solidarity. During the 11 week 1971 teachers strike, for which Carole Graves and Joe Del Grosso did 3 months in prison for refusing a return to work court order, money was tight. Union members were not bringing home a pay check and there were hungry mouths to feed. Friends and family who were working at other union jobs, like the many breweries in the city at the time, gave up work shifts so striking teachers could earn some hours and bring home at least a little bacon.



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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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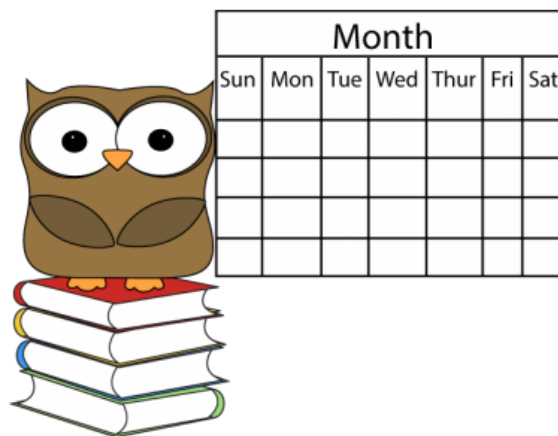
February 28, 2020

Newark 2020-2021 School Calendar

This morning, Superintendent León sent out the 2020-2021 school calendar. This is the earliest we have had a school calendar in recent memory. While no calendar will ever be perfect, we were pleased to see that he had taken many of our recommendations in continuing to move away from the ill-advised changes the state put in place. This year, we will not be returning to school in August, our Spring Break falls in line with most of New Jersey's School Systems, and schools are closed for the NJEA Convention giving staff a nice 6-day weekend in November. The NTU will continue to work with the district to see more improvements in the calendar in the future.

10 Month Calendar

12 Month Calendar



SAVE THE DATE

- **Tuesday, March 17, 2020 , 3:45 PM—NTU Executive Board Meeting, 1019 Broad Street**
- **Tuesday, March 17, 2020, 6:00 PM - Newark Board of Education Business Meeting, 6:00 PM, 765 Broad Street**
- **Wednesday, March 18, 2020, 3:45 PM—NTU Building Rep Meeting, 1019 Broad Street**
- **Tuesday, March 24, 2020 , 6:00 PM - Newark Board of Education Meeting, George Washington Carver, 333 Clinton Place**

NEWARK TEACHERS UNION UPDATE

February 7, 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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