

NEWARK TEACHERS UNION UPDATE

Join us for a

NEWARK TEACHERS UNION MEMBERSHIP MEETING

AGENDA

- **FRAMEWORK EVALUATION COMMITTEE**
- **MIDYEAR EVALUATIONS**
- **LOTS MORE TO SHARE**

- * **\$350 IN DOOR PRIZE RAFFLES**
- * **PICK UP YOUR NTU UMBRELLA**

WEDNESDAY, FEBRUARY 26TH@3:45 PM

SOUTH STREET SCHOOL

44 HERMON STREET, NEWARK, NJ 07105

Bring membership card or Photo ID, only NTU Members will be admitted

NEWARK TEACHERS UNION UPDATE

February 7, 2020

A Building Rep at Every School!



John M. Abeigon
jabeigon@newarkteachersunion.com

As the Superintendent moves in the direction of including NTU representation in more decision making roles and committees, it is now more than ever of vital importance that we have a Building Rep at every location. This position should not be held by “whoever just wants it” but by someone who’s a problem solver, with good communications skills, an effective or better rating, and who will proudly represent the school staff.

What is the role of a Building Rep?

Typically the Building Rep is our go-between to ensure that the contract is being followed at each school. The Rep would create a Building Committee to assist in their work, representative of the staff at the school. They would meet with the administrator once a month (or more, as needed) to discuss the issues at the school. The Rep would also be expected to be at our monthly meeting here at the NTU office and to hold monthly meetings with the staff at their building (usually piggybacked after faculty meetings) to discuss potential issues and solutions. You would get an extra prep period a week purely for "union work."

Next steps?

If you are in a school without a Building Rep now is the time to get together, start vetting yourselves and call for an election in your building. Take time during your next faculty meeting to discuss this issue together. Attached are the expectations and roles for a Building Rep, and below are the list of schools that currently do not have a Union Rep. If you would be interested, send an email to mmaillaro@newarkteachersunion.com and mio-vino@newarkteachersunion.com.

Enjoy the three-day weekend!

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

NEWARK TEACHERS UNION UPDATE

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Understanding your Paycheck: February Increments

Under New Jersey code, staff move up their increments based on their hire date. Staff hired on or between March 1 through October 15 receive their increment at the beginning of each school year (staff would not move up a step in September of the year they were hired).

Staff hired on or between October 16th and the last day of February receive their increment on February 1 each school year.

This year, February 1 fell exactly in the middle of a pay cycle. For January 27 to January 31, you would be paid at your old salary (reflected in the top of your paycheck), and from February 3 to 7, you would be paid at your new salary (reflected in your salary progression on Employee Self Service).

If you believe there was an issue with your increment, reach out to npscompensation@nps.k12.nj.us and cc: mmaillaro@newarkeatchersunion.com

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.

If you feel you are being asked to do a mandate that you can't possibly do in your work day, your first step should be to discuss your situation with your Building Rep and communicate with your administrator. Try and work out a solution you are both comfortable with.

If all else fails, then you would submit the below form to your administrator (if you click on it you will taken to a link on our website).

Also, if due to the substitute shortage in the district, you are being asked to cover, be sure that you are being paid for it with your school administrator, or accommodated in some other way!

NEWARK TEACHERS UNION UPDATE

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Rebuttals



Michael Iovino

miovino@newarkteachersunion.com

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 Human Resources at evaluations@nps.k12.nj.us.

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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!](#)

NEWARK TEACHERS UNION UPDATE

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How can your Union help you this Valentine's Day?

Looking for flowers for your loved ones? We got you covered! Through Union Plus, NTU members get 25% off flowers and gifts through Teleflora!



Click here for more information!

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

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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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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

Francisco Garcia

Neil Thomas

Nancy Gianni

Tennille Wasek

Clarence Jones III

Carmen Lopez Wolf

Yvette Jordan

Alicia Malave-Diaz

Jerry Moore



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