

NEWARK TEACHERS UNION UPDATE

March 6, 2020

Getting Our Voice Back



Since returning to local control, one of the NTU's top goals was to ensure that the NTU and our members always have a seat at the table. We started this process by reorganizing the Peer Oversight Committee to become the Framework Evaluation Committee. Half of the FEC are NTU-appointed members, and the FEC has made recommendations to Superintendent León on how to improve the Evaluation Framework and the implementation of the Evaluation Framework.

This week, NTU members were asked by the Superintendent to review seven revised district policies and make their recommendations for how to improve these policies. The areas covered included extracurriculars, discipline, attendance, student dress code, graduation, grading, and promotion/retention. The NTU feels strongly

John M. Abeigon
jabeigon@newarkteachersunion.com

that it is important to provide well-researched alternatives that come from experience and best practice, not just saying no for the sake of saying no.

Progress has been steady. NTU will have two members on the district's environmental impact committee, and several NTU members will be meeting with the Superintendent in the coming weeks about how to reduce unnecessary mandates and paperwork.

Our credo is "Everything that has to do with Education is our domain!" We will continue reporting out our successes, and the challenges to getting there.

=====

AUTISM PROFESSIONAL DEVELOPMENT FOR TEACHER AIDES

Next Wednesday and Thursday, the NTU will be hosting autism workshops from the Newark Board of Education for our Teacher Aides and Personal Aides. This is something we have been working with NBOE for a while not, and we are happy to see it finally coming to fruition. You should be getting more information from the Office of Special Ed in the next few days.

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

NEWARK TEACHERS UNION UPDATE

March 6, 2020

Rebuttals



Michael Iovino

miovino@newarkteachersunion.com

I cannot stress enough the importance of writing a RE-BUTTAL 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.

NEWARK TEACHERS UNION UPDATE

March 6, 2020

Know your Rights—Prep Periods

In our new contract reached on August 2019, we increased the number of prep periods for elementary teachers, and clarified exactly how those prep periods can be used. This language was agreed by directly with Superintendent León and ratified by the Newark Board of Education:

*Teachers shall have those periods during which specialists cover their classes set aside for preparation as defined in Article V, Section 5.A.8 of this Agreement. All elementary school teachers shall receive a minimum of five (5) preparation periods in a five (5) day week. **Three (3) of the five (5) weekly preparation periods shall be self-directed by the teacher.** Two (2) of the five (5) weekly preparation periods shall be directed by the building administration for activities such as, but not limited to, grade level meetings and common planning.*

The key phrase here is “**self-directed by the teacher.**” If you are losing one of your “**self-directed**” prep periods to IEP meetings, mandates that have nothing to do with preparing for your classrooms, or any other purpose, that means you missed your prep period, and the administrator has to give you a make up prep in a timely fashion. Make sure you fill out a “missed prep form” and CC it to mmail-lero@newarkteachersunion.com.

You know you are in the
TEACHERS' DANGER ZONE



You have more meetings
than prep periods.

NEWARK TEACHERS UNION UPDATE

March 6, 2020

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

March 6, 2020

March is Social WorkMonth



March is Social Work Month. Every day, Newark Teachers Union's Social Workers (CST, SWK II, and PIRT et. al.) work to empower and elevate millions of people, including some of the most vulnerable in our society. Our students and staff face unimaginable challenges every day, and our Social Workers are on the front lines in helping everyone get through these challenges!

This year's theme is "Generations Strong!" From the National Association of Social Workers:

The theme has various meanings. As we enter a new decade it is important to look back and honor the powerful, positive impact the social work profession has had on our society for generations. We also want to spotlight the life-affirming work that social workers from all generations — from the Greatest Generation to Generation Z — are doing. And since NASW is celebrating its 65th anniversary in 2020, Social Work Month is a great opportunity to remind social workers of the important work NASW has been doing for decades and the need to join.



- **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

March 6, 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

NTU Staff

Editor/Director of Research
and Communication

Mike Maillaro

mmaillaro@newarkteachersunion.com

Assistant to Secretary/Treasurer

Subrina Screven

sscreven@newarkteachersunion.com

General Counsel

Eugene Liss

Education Resource Department

Johanna Rios

Marivelle Ocasio

Part-Time Staff Reps

Robert Palumbo

John Alvino

Security/Maintenance

James Santiago

Newark Teachers Union

Local 481, AFT, AFL-CIO

3rd Floor

1019 Broad Street

Newark, NJ 07102

Phone: 973-643-8430

Fax: 973-643-8435

Fax: 973-242-5880

<http://newark.nj.aft.org>

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



NEWARK TEACHERS
UNION