

NEWARK TEACHERS UNION UPDATE

October 16, 2020



Colleagues,

During our monthly Superintendent meeting, we brought up numerous concerns with workload that our members had relayed to us and based on our surveys. The Superintendent's response was unequivocal: DURING THIS CRISIS, TEACHING IS THE PRIORITY. No one should be afraid of being written up for not following mandates that aren't directly related to the instruction of students. That means administrators should not be stressing staff out over BitMojis, duplicate logs, etc. Portfolios are definitely not to be used. When this happens, we need to be notified immediately. This comes directly from the Superintendent.

John M. Abeigon

jabeigon@newarkteachersunion.com

It is important not to be insubordinate. To address these issues, follow the "RSVP to Mandates" procedures. When your admin is asking you to do extra work that can't possibly be done in your normal work day, you have the right to get additional prep time or additional pay to do those mandates. We won that right through arbitration! Please report any

unreasonable administrators to us.

http://newark.nj.aft.org/sites/default/files/article_pdf_files/2018-10/updated_rsvp_to_mandates_0.pdf

http://newark.nj.aft.org/files/arbitration_award_4713.pdf

Peerfit

Stressing?



Put on a few extra pounds during lockdown?

Check out Peerfit! This is a free program offered through your health benefits provider and all NTU members should take full advantage!

Enroll at peerfit.com/sponsored using the Newark Board of Education email address and the information you have on record with HR. If you have any questions or trouble signing up, please contact support@peerfit.com. If the problem persists please contact benefits@nps.k12.nj.us.

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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NTU Virtual Membership Meeting (Telephone Town Hall)

Tuesday, October 20, 2020, 3:30 PM



Agenda:

- . Looking at November**
- . What do to with mandates?**
 - . Evaluation Updates**
 - . Q+A**

To register, [click here.](#)

SAVE THE DATE

- . October 19 to October 30—NBOE Benefits Sessions**
- . Tuesday, October 20, 2020—NTU Virtual Membership Meeting**
- . Tuesday, October 27, 2020—Newark BOE Business Meeting**
- . Tuesday, October 27, 2020, 3:30 PM—NTU Executive Board Meeting**
- . Wednesday October 28, 2020, 3:30 PM—NTU Building Rep Meeting**
- . Thursday, October 29, 2020 —Newark BOE Meeting**

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DID YOU GET YOUR NTU SWAG YET?

One of our members sent us this picture to show she had received this year's NTU Swag. Our annual calendar book, membership card, and NTU Mask were mailed out to all NTU Members.

If you don't get yours yet, please reach out to Subrina Screven sscreven@newarkteachersunion.com. Remember, this only went out to NTU Members, so check your paystub to make sure your membership is active. If not, reach out to Subrina to get your membership card in, and we will get your swag out to you!

NTU Mask-Up Contest

We want see you in your NTU Mask! Get your pictures to us of you wearing your NTU mask! Send pictures or screenshots of your wearing the mask on social media (#NTUMask) to

mmaillaro@newarkteachersunion.com with the Subject Line: #NTUMASK by Monday, October 19, 2020

Members will vote on submissions and 1st, 2nd & 3rd place prizes are \$100, \$50 & \$25!



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UPDATED! Health Benefits Changes

Earlier this year, we discussed legislation (Chapter 44) that was passed to provide staff with Chapter 78 relief, meaning staff would have plan options that would allow them to pay less for their health benefits.

<http://newark.nj.aft.org/ntu-updates/ntu-update-july-17-2020>

For districts like Newark who don't participate in the School Employee Health Benefits Plan, the district is required to give their staff the option of an equivalent plan to the new NJ Educator Plan. Newark was able to do that with AETNA, and staff who choose this new plan will be able to get significant savings on their "Chapter 78" contributions.



- Health Benefit Plan Comparison Charts

- Prescription Plan Comparison

- New Plans FAQ's

- New employees: As per Chapter 44, all employees who were hired on or after July 1, 2020 will be placed in the Newark version of the NJ Educator Plan on January 1, 2021. They will not have any choice in their plans.

- For employees hired before July 1, 2020, the choices are:

- NJ Educator Plan.
- Stay on your current plan.
- Choose different district plan (please take advantage of info sessions listed below).
- Waive benefits.

- Staff hired before July 1, 2020 MUST make a choice. If they do not make a choice, the default will be NJEP.

- Online Open enrollment will run from Nov 2 to Nov 30. All benefit changes will go into effect on January 1, 2021.

- There will be two weeks of virtual information sessions from NBOE every day Oct 19 to Oct 30 @ 4 PM.

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Benefits Deduction Schedule— September and October 2020

Just a reminder, NBOE sent this email out at the end of August:

Dear NTU Full Time 10 Month Employees, Food Service Workers, Senior Cooks, Bus Drivers, Nurses and LPNs:

Due to the early date of the first paycheck of the school year, it is necessary to make a slight modification to the deduction schedule for September and October.

The September and October deduction schedule is as follows:

September 4, 2020:	No deductions
September 18, 2020:	Deductions
October 2, 2020:	Deductions
October 16, 2020:	Deductions
October 30, 2020:	Deductions

This adjustment will not change your total employee contribution over this time period.

If you have any questions or need additional information, please contact the Benefits Department via email at benefits@nps.k12.nj.us





SETON HALL UNIVERSITY



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Dear Educator,

Do you want to pursue a leadership position in K-12 education? Now more than ever, K-12 education needs innovative educators.

We are looking to accept approximately 16-20 highly qualified candidates who aspire to advance to a supervisory or administrative position. [Learn more »](#)

You are Invited to attend a Virtual Information Session

Wednesday, October 21, 4:30 p.m. EST

Register Today!

For more information, please contact Dr. James Corino or Dr. Al Galloway at Seton Hall University:

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NTU Education Resource Center

Unfortunately, the NTU's Education Resource Center will not be available. There was no way to reopen following CDC Guidelines. We will send out updates if and when the situation changes.

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.

- Planning for Retirement
- Pension & Buy Back Issues
- ER+D Staff Development
- Health and Supplemental Benefits
- 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 mmail-lero@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)

Under the current situation, it is vital to stay informed! If you have changed your address, phone number, or location, please reach out to sscreven@newarkteachersunion.com to let us know. Also, if you don't get our weekly updates, send an email to mmaillaro@newarkteachersunion.com to make sure you are on our mailing list.

NEWARK TEACHERS UNION

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