

NEWARK TEACHERS UNION UPDATE

October 9, 2020

Looking towards November



Colleagues,

During yesterday's Reopening Task Force Meeting, the superintendent informed us that on or about October 16, the district would be sending out new surveys to staff and students about their availability and interest in returning to physical instruction in November. This survey is going to be at the heart of guiding any decisions moving forward.

It is going to be VERY important that if you say "No," that you provide information in the comments section. The August survey played a big part in swaying the decision to remain closed until November.

John M. Abeigon

jabeigon@newarkteachersunion.com

The NTU has and will continue to release as much information as possible about what your rights and options are.

- Knowing your rights!
- FFCRA

Student Growth Objectives

In last week's Principal Points, the Office of Teaching and Learning sent out guidance on SGO's, so we are including that information here with permission. There is a lot of great information here for teachers and administrators about setting goals for your IPDP, which you shouldn't be stressing over until you're through with testing, as per the Superintendent.

[SGO Guidance](#)

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

Tuesday, October 20, 2020, 3:30 PM



**Agenda and more
information to come in
next week's update!**

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 October
19, 2020**

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



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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 by the middle of next week, 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!

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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Health Benefits Update

Earlier this year, we discussed legislation (Chapter 44) that was passed to provide staff with the ability to pay less for their benefits, i.e. Chapter 78 relief.

<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. The district will be sending out more specifics about this new plan in the next week or so.



- 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 regardless of title 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 current plan
- Choose different district plan
- 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.

- The NTU will also provide live information sessions.

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Flexible Spending Accounts

As part of your enrollment for benefits, you may want to consider taking advantage of the option to put pre-tax money aside in “Flexible Spending Accounts.” These accounts allow staff to pay for health care costs or CHILD CARE COSTS before they are taxed, which makes the costs far less. Considering everything going on with COVID, these accounts could be lifesavers for our members.



REMEMBER YOU CAN ONLY ENROLL IN FSA'S DURING THE OPEN ENROLLMENT PERIOD!

Changes go into effect on January 1, 2021.

<https://www.marketwatch.com/story/irs-loosens-rules-on-flexible-spending-accounts-as-coronavirus-pandemic-takes-financial-toll-2020-05-14>

New Jersey School-Age Tuition Assistance Program

In addition, the state of NJ has expanded their NJ School-Age Tuition Assistance Program for families who make less than \$150K a year. This could be another resource for our members struggling with child care issues!

<https://www.nj.com/education/2020/10/if-you-make-less-than-150k-you-could-be-eligible-for-childcare-money-under-expanded-nj-program.html>



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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





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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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NEWARK TEACHERS UNION UPDATE

October 2, 2020

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 mmailaro@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 mmailaro@newarkteachersunion.com to make sure you are on our mailing list.

NEWARK TEACHERS UNION

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