

NEWARK TEACHERS UNION UPDATE

December 11, 2020



John M. Abeigon
jabeigon@newarkteachersunion.com

Colleagues,

During our last contract negotiations, one of our biggest concerns was to ensure that the Evaluation Framework was updated to be a more accurate representation of our staff, and to ensure that the Framework was being implemented the same way in every situation. This resulted in the creation of a joint Framework Evaluation Committee.

Your NTU team worked hard to create a viable framework for virtual observations for teachers which was approved by the district. We then proposed that the same had to be done for ALL other frameworks. The District chose to ignore that recommendation and opted to use the frameworks as published so we immediately filed a grievance. Rather than go to arbitration, the district opted to meet and discuss the frameworks. We have selected representatives to review those frameworks and we will make our case for changes to them. We should have more information regarding that next week.

On the same note: it is CRITICAL that you take note of exactly how your school is using the modified Teacher framework and if there are ANY inconsistencies that you alert me at miovino@newarkteachersunion.com. We have been alerted to some and have addressed those. Without informing us, nothing will change.

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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SHOULD YOU WRITE A REBUTTAL?

YES! In so many cases, staff who receive ratings they disagree with choose NOT to write a rebuttal. This can be because of several reasons. It can be out of fear of an administrator. You are non-tenured and do not want to make waves. You are approaching retirement and do not want to make waves. It's only one observation, you'll pick it up next time, etc etc.

WRONG.

This rating is **YOURS** for your entire career. If it's an annual, it **MAY** result in a withholding of an increment (one of the worst penalties an educator can take, it impacts your salary for the rest of your career) It may also lead to a tenure charge (two years in a row of Partially Effective or Ineffective ratings can lead to you losing tenure and being fired). It can hurt your chances of transferring.

Without a rebuttal there is almost no way to defend you from tenure charges. You are a professional, you went to school to do this job, and you should not want someone to mischaracterize your performance in a way you disagree with. **WRITE A REBUTTAL.** Click this link, [REBUTTAL WRITING TIPS](#), for our comprehensive guide to writing a Rebuttal.

Please READ and FOLLOW all instructions.

A VIRTUAL TOWN HALL EVENT HOSTED BY



THE ALLIANCE
FOR NEWARK PUBLIC SCHOOLS

#OURSCHOOLS:

A YEAR IN REVIEW
& THE YEAR AHEAD

A COMMUNITY DISCUSSION
ABOUT #OURSCHOOLS,
LESSONS FROM 2020 &
WHAT IT MEANS FOR 2021

Special Guest

Roger Leon

Superintendent Newark Public Schools



MONDAY
DECEMBER 14TH
6:00PM

BROADCASTING
LIVE ON FACEBOOK
@ALLIANCE4NPS

WWW.FACEBOOK.COM/ALLIANCE4NPS

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Executive Board Meetings

Tuesday, December 15, 2020—3:30 PM

Tuesday, January 26, 2021—3:30 PM

Tuesday, February 23, 2021—3:30 PM

Tuesday, March 23, 2021—3:30 PM

Tuesday, April 20, 2021—3:30 PM

Tuesday, May 25, 2021—3:30 PM

Tuesday, June 22, 2021—3:30 PM

NTU Executive Board

Under the NTU Constitution, Executive Board Meetings are open to the membership, except for when in Executive Session. Currently, the NTU is doing virtual meetings, so we are asking members who wish to attend the meetings to fill out the attached information, and we will send you a link to the meeting. All requests must be in by close of business on the day before the meeting (for our December 15 meeting, that means all requests must be in by 5:00 PM on Monday, November 14).

For security reasons, please use your NBOE email, and you must be an NTU member to receive a meeting link.

We will set aside some time at the end of the meeting for members who would like to address the Executive Board.

SAVE THE DATE

- **Monday, December 14**—Alliance for Newark Public Schools Facebook Town Hall, 6:00 PM
- **Tuesday, December 15**—NTU Executive Board Meeting, 3:30 PM
- **Wednesday December 16**—NTU Building Rep Meeting, 3:30 PM
- **Tuesday, December 22**—Newark Board of Education Meeting, 6:00 PM
- **Wednesday, December 23**—Early Dismissal (1:00 PM for Students and Staff)
- **Thursday, December 24**—Christmas Eve Holiday
- **Friday, December 25**—Christmas Holiday
- **Monday to Wednesday, December 28-30**—Winter Recess
- **Thursday, December 31**, New Year's Eve Holiday
- **Friday, January 1**, New Year's Day Holiday

Please note that December 23 and January 4 are 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 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..



SETON HALL UNIVERSITY



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Dear Educator,

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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, December 16, 2020 at 4:30 p.m., EST

Register Today!

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

James A. Corino, Ed.D.
Program Director, Education Leadership,
Management and Policy
(973) 275-2356
james.corino@shu.edu

Albert Galloway, Ph.D.
Online Program Director, Education
Leadership, Management and Policy
(973) 275-2417
albert.galloway@shu.edu

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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

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

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Kathleen Murphy-Butler

Noor Alam

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