

NEWARK TEACHERS UNION UPDATE

December 18, 2020



The NTU has been pushing the importance of Wellness even before the pandemic started. Now more than ever, it's vital for NTU members to recognize "WE ARE NOT OKAY!" The NTU will be posting resources on our Social Media and NTU Website to identify what's going on, and what staff can do about it

At last Wednesday's Rep Meeting, we had a wonderful training session from our Employment Assistance Program on "Holiday Burnout." At this link, you can find a video of the training, a presentation you can share with your colleagues, and a Burnout Assessment to assess your current state.

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Evaluation Update



John M. Abeigon
jabeigon@newarkteachersunion.com

Colleagues,

As we mentioned last week, the Newark Teachers Union Framework Committee continues working to ensure that all staff are being observed and evaluated fairly and accurately during this period of remote learning. As part of that process, the Framework Committee worked on creating revised Teacher Frameworks that more accurately reflected what can be observed during remote learning.

These are the revised Teacher Frameworks:

- Revised Teacher Framework
- Competency 2 Guidance

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 contact us at miovino@newarkteachersunion.com. We have been alerted to some and have addressed those. Without informing us, nothing will change.

Yesterday, Michael Iovino and Mike Maillaro met with NBOE to present recommendations on modifying our other frameworks (Adult Support, Student Support, CST, Nurses, and School-wide Services) on behalf of the Framework Committee and other staff that responded to our requests. We feel a lot of progress was made during this meeting, and revised Frameworks and additional guidance should be coming in the next few weeks.

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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RSVP To Mandates

As we continue to work towards administrators showing compassion and allowing our staff to focus on educating students, we sent all Principals the following FYI earlier this week. It is important that staff follow these procedures and continue to let us know when their rights are being violated, so we can bring them to the attention of the Superintendent.

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Over the past few months, we have received reports from several schools about staff being asked to do all kinds of additional paperwork and redundant non-instructional activities that are taking away from instruction and contractually-protected preparation time. The Superintendent has said numerous times that education needs to be the priority at all times.

In 2012, the NTU won an important Arbitration Award (which we are attaching) that protects our staff members in these matters. When your staff brings these issues to your attention, these are the forms they will be using.

Thank you,

John M. Abeigon
President and Director of Organization
Newark Teachers Union

• [RSVP TO Mandates](#)

• [Working Beyond the Prescribed Day: Arbitration Award #4713](#)

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Reopening Timelines

Staff members have reached out to us about if we are returning in January, and when they should get COVID tested. As of right now, the district time line has not changed. We continue to address this with the Superintendent and Reopening Task Force regularly, and if something changes, we will let you know immediately.

The Superintendent is VERY aware of what the COVID infection and death numbers look like in the schools, district, and state, and we will continue to advocate strongly for ensuring the safety of all staff and students.

Newark Reopening Plan Timelines

- January 4-8: COVID-19 Testing Days. This is the window during which all staff are to be retested for COVID-19 (nasal, oral, or saliva swab). Please remember to submit negative results through the Employee Self Service system prior to your return to work. Central Office and schools will operate remotely during this time period.
- January 11: Central Office Staff and School Administrators Resume In-person Operations.
- January 19: Instructional and Support Staff Report to Schools. This week will afford school-level staff the opportunity to acclimate themselves to district protocols and to deliver instruction from the school.
- January 25: In-person (Hybrid Model) Instruction Begins for Students.

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Flexible Spending Accounts—USE IT OR LOSE IT!

Important reminder! All of your funds in your Flexible Spending Accounts must be used up by midnight December 31 each year! Now is the time to stock up in those important last minute medical-related items like Over the Counter Medication, Band-Aids, thermometers, even Sanitary Products!

The website <https://fsastore.com/> is a great resource to help spend your FSA dollars, but remember you can use your FSA at any pharmacy or other store that sells these type of goods!



SAVE THE DATE

- **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 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 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..

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AFT PLUS

Reminder! Being an NTU member gives you access to our AFT Plus program which includes discounts on many services and goods for this holiday season and beyond.

For more info go to <http://www.aft.org/member-benefits>, call 1-800-218-1133 Ext 8643 or check out pages 36-38 in the NTU Calendar Book.



**'Tis the season for up to 25%¹ savings on a safely
sanitized travel option when you need it**

Union members (and family members) save up to 25% off¹ Hertz car rental base rates.

Whatever your travel needs are this holiday season, rent with confidence knowing that your Hertz ride is disinfected — twice — then sealed for your protection. Rip the Hertz Gold Standard Clean[®] seal knowing no one else has stepped inside your car before you after a 15-point cleaning process.

RENT WITH PEACE OF MIND WITH HERTZ

Enroll in Gold Plus Rewards[®] for FREE!

**PLUS, get more peace-of-mind-perks
when you sign up to be a Gold Plus Rewards Member:**

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NTU Education Resource Center

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

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.

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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