

NEWARK TEACHERS UNION UPDATE

December 4, 2020



John M. Abeigon

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Colleagues,

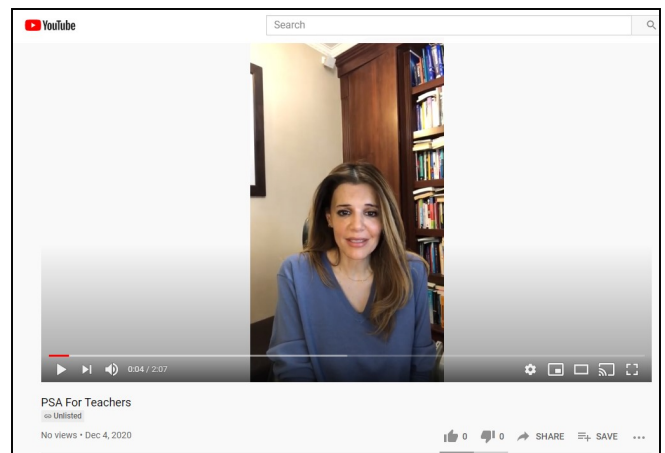
During the first lockdown back in Spring, I was binging on some crime drama or other and one of the talking head pop-ups was famed psychologist Dr. Linda Papadopoulos. She spoke in plain English, and I immediately started following her on Instagram.

I would insert her uplifting mental health snippets onto our NTU Instagram. Seeing she got a lot of likes from our followers, I tagged her as the unofficial NTU Psychologist.

Long story short, there is no level of risk I am unwilling to take for our members, I sent her an email asking if she had a message for educators who may be despairing during this holiday season.

Guess what? She responded and it's awesome, I asked for 20 seconds, she gave us 2 minutes and here it is...

<https://youtu.be/c1c6rW4k8Xs>



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?



Michael Iovino

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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.

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AFT Winter Academy

The American Federation of Teachers has put together a AFT Winter Academy providing our members with a variety of terrific programs.

On Monday, December 8 at 6 PM they will be kicking off their program with a Professional Learning Fair. There will be more programs offered throughout December and January.

Classes include:

- 10 Trauma-Informed Strategies to Help Students Heal
- Developing Problem-Solving Strategies with Bar Models: Winter Virtual Edition
- Differentiating Instruction
- ELL 101 Special Virtual Edition: Planning for the Success of ELLs
- Make Your Virtual Science POP!
- Meeting Writing Expectations in the K-5 Classroom: Recommendations for Improving Writing Instruction
- Simple View of Reading: One Lens at a Time, the Full Picture
- Teach Them to Think

AFT's puts on some of the best educator programs out there, and this is a worthwhile experience for all NTU members!



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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!



Everything Flex Spending.

UNION'S GUIDE TO SURVIVING THE HOLIDAYS WITH COVID BURNOUT

Even in the best of times, the holiday season can be extremely stressful for a lot of people. Our colleagues at HCAMS have put together a [Union's Guide to Surviving The Holidays with COVID Burnout](#). We will also be working with HCAMS to provide workshops to our Building Reps to help support members with these important issues.



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How do I know if I am an NTU Member?

The easiest way is to check your paystub. If it says "Union Dues/NTU" under "After-Tax Deductions" then you are a NTU Member! Not being a member is like expecting a piece of teacher's lounge pizza without contributing to the pizza party!

If you are not a member, reach out to Subrina Screven at sscreven@newarkteachersunion.com immediately!

What is COPE?

Under the law, Unions cannot use dues money for political reasons. Because of this, we ask our members to consider making voluntary contributions to NTU's COPE (Committee on Political Education) Fund. NTU COPE is responsible for building a political structure that can communicate the union's goals and objectives through legislation, by working with government officials at the local, state and national level, and by being effective in organizing campaigns.

This includes organizing members around important legislative issues and elections.

So why are we mentioning this right now? The runoff election for the two open Senates seats is of key importance to us. It's the difference between ensuring President Biden and Vice President Harris can move forward their agenda or staying with the Corporate Reform model DeVos has spread. The NTU COPE will be sending support to our brothers and sisters in Georgia!

How do you sign up for COPE?

[Go right to the NTU Website and fill out the attached form!](#)



NEWARK TEACHERS UNION UPDATE

November 20, 2020



- **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 2 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.

Union-Plus Holiday Giveback Campaign!

LAST DAY TO SUBMIT NOMINATIONS!!



Union Plus is giving \$1,000 to 100 extraordinary union members this holiday season in the Union Plus Holiday Giveback Contest and you get to nominate the winners! But hurry — there are only two weeks left to submit your nomination!

Tell us all about an extraordinary union member you know — someone who's always looking out for everyone else but never for themselves — and they'll be entered to win.

There are three ways to enter, so take your pick!

1. Record a one-minute video & submit your video using the button below.
2. Post the video on your personal Instagram account using the hashtags #UnionPlusGiveAGrand and #Contest.
3. Write about your nominee. Use the entry form to paint us a picture (in 300 words or less) of an extraordinary union member.

Winners will be awarded throughout December.

[Enter now and help us make the holidays a little brighter for 100 extraordinary union members.](#)



SETON HALL UNIVERSITY



Are you Ready to Lead?

Learn more about Seton Hall's nationally recognized M.A./Ed.S./Ed.D. programs in Education Leadership, Management & Policy.

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

1 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:

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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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Michael Iovino, Secretary/Treasurer

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Chris Canik

Marisa Rodriguez

Ronnie D. Carney

Jennifer Ramos

Timothy Carr

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John Cunha

Cassandra Talmadge

Josephine Donnellan

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Love Gaillard

Tennille Wasek

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Carmen Lopez Wolf

Nancy Gianni

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Yvette Jordan

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