

NEWARK TEACHERS UNION UPDATE

April 23, 2021



John M. Abeigon
jabeigon@newarkteachersunion.com

Colleagues,

As we head into the last two months of school, it's important to remember there are contractual funds that are set aside for our members' use each year. This money belongs to you! USE IT!

- **Discretionary Funds:** In our last contract negotiations, we raised the discretionary funds to \$150 per year. We understand that this year has been unusual, but many of our staff made home classrooms or studios in order to do remote learning for the year. Many of those purchases could be eligible for discretionary funds. Talk to your clerk and follow the district guidance.

- **Professional Improvement Fund:** The Professional Improvement Committee has let us know that there are still quite a bit of funds available for this year. Remember! Virtual conferences and workshops are eligible for these funds!

- **Tuition Reimbursement:** In our 2015 contract, we expanded the Tuition Reimbursement program to include certificated programs: "The District shall grant approval for tuition reimbursement for graduate level courses in instructional methodologies, learning theory, etc. and for non-credit professional programs." These funds tend to go quickly, so always get your applications in as early as possible!

And don't forget the [ESSER Stakeholder Input Survey](#)! The district is eligible for \$84,217,960 of money from the American Rescue Plan. We would suggest staff to sit down with your Building Reps and colleagues to come up with solid recommendations for how this money can best be used.

These negotiated funds are hard fought for by the NTU Negotiations Team, and of huge benefit to you, our members. They are considered "use it or lose it," and you know what I always say: "DON'T GIVE THEM BACK A DIME!"

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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IT'S TIME FOR YOUR EVALUATION! 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.

Please make sure you click and complete the 2021 ANNUAL RATINGS SURVEY and let your NTU Building Rep know if you have received a PARTIALLY EFFECTIVE or INEFFECTIVE!

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Get outside!!

As we said a few weeks ago, it is important for staff and students to get back to some sense of normal. Sitting in a classroom behind a plastic wall makes it real hard to do that. How about taking your kids outside?

[NBOE Reopening of Schools Plan](#) pp. 6, 16, 20 & 21 states: "Schools will create recess schedules" and "When possible, outdoor spaces will be utilized for instruction".

It is gorgeous out there so get to scheduling! Fresh air is super important for student and staff wellness.

Some NTU-approved CDC safe games to play include Simon Says, Hopscotch (even has a math component) and One, Two, Three, Red Light!! YouTube others. Not sure? Run your suggestion past your school nurse.

If your school's scheduling team, which as the Superintendent said should include the school's Building Rep & School Improvement Panel, hasn't already worked outdoor instruction and recess into the school's schedule, get on it! This isn't just a good idea, in NJ recess is the law.



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Masks and shields

The NTU still has masks and face shields for our members and the community. If you need masks and/or face shields, just call 973-643-8430, and we will set them aside for your to pick up!



Did you get your vaccine?

WEAR YOUR BUTTON!

In our efforts to both promote the vaccine and instill confidence in our return to in-person instruction (for our visual learners), the NTU has produced buttons for NTU members who have gotten their vaccines! Send an email with your name, address, and proof that you are vaccinated (vaccine card or email confirmation) to sscreven@newarkteachersunion.com, and we will get one out to you!



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LAST CHANCE TO APPLY!!!

2021 NTU Scholarships

The NTU Education Foundation is proud to announce its 2021 Albert Shanker Scholarship Awards and Hall of Fame Induction.



In 2019, twenty students received academic scholarships, including two Presidential Awards in the amount of \$2,500.00, four Executive Awards in the amount of \$1,750.00 and the rest in the amount of \$1,000.00.

This year, we will be inducting Steve Aduato into the NTU 2021 Hall of Fame posthumously, and Senator Ronald Rice will be receiving our NTU Legacy Award. Both men have a long history with the Newark

Teachers Union and the city of Newark.

We are relying on your continued support and good will to continue this worthy endeavor. Should you have any questions, please do not hesitate to contact us at (973) 643-8430 or e-mail ntuscholarshipawards@gmail.com.



DEADLINE FOR SUBMISSION IS MONDAY, APRIL 26!

**Click here for REVISED Scholarship
Application and Ad Journal Purchases**

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Reminder: Third Check in April

Reminder, the April 30 check will be the third paycheck in April. This means that many of the standard “twice a month deductions” (such as pension and health benefits) will not be coming out of this paycheck.



SAVE THE DATE

- **Tuesday, April 27 — Newark Board of Education Reorganization Meeting—6:00 PM**
- **Wednesday, May 12—Eid-Al-Fitr (School Closed)**
- **Tuesday, May 25—NTU Executive Board Meeting—3:30 PM**
- **Tuesday, May 25—Newark Board of Ed Business Meeting—6 PM**
- **Wednesday, May 26—NTU Building Rep Meeting—3:30 PM**
- **Thursday, May 27—Newark Board of Ed Meeting—6 PM**
- **Monday, May 31—Memorial Day (School Closed)**

Please note that May 11, May 13, May 28 and June 1 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.

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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

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.

Don't forget to follow us on Facebook (<https://www.facebook.com/NewarkTeachersUnion481/>) and Instagram (https://www.instagram.com/newark_teachers_union/?hl=en)

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 changes.

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

Vice Presidents

Victor Afonso

Justin Petino

Noor Alam

Silvia Pereira

Cristina Balboa

Marisa Rodriguez

Chris Canik

Jennifer Ramos

Ronnie D. Carney

Ryan Sandor

Timothy Carr

Larry Sullivan

Donna Charles

Cassandra Talmadge

John Cunha

Janae Taylor

Mark Donetz

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Josephine Donnellan

Tennille Wasek

Kristyn Faison

Carmen Lopez Wolf

Joicki Floyd

Love Gaillard

Francisco Garcia

Nancy Gianni

Yvette Jordan

Kathleen Murphy-Butler

Catia Nascimento

