

# NEWARK TEACHERS UNION UPDATE

## May 28, 2021



John M. Abeigon

jabeigon@newarkteachersunion.com

Colleagues,

We are all in this together!

Since the beginning of the pandemic, the Newark Teachers Union has been working closely with the city and various community groups to provide resources and support to the citizens of Newark.

Last weekend, the Bethesda Church of Christ had a community outreach day, and under the leadership of NTU's Subrina Screven and Bishop Ahmed M. Screven, we were giving NTU masks and face shields to the community. Our friend Governor Jim McGreevey was also on hand to help out!







ST THOMAS ECCLESIASTICAL JURISDICTION COGIC  
Bishop Ahmed M. Screven, Jurisdictional Prelate  
Dr. Sherri L. Penson, Jurisdictional Supervisor  
Evangelist Lateefah Frazier, District Missionary

## COMMUNITY OUTREACH

**SATURDAY**  
**May 22, 2021** **CLINTON AVE & HEDDEN TERR**  
**11:00 A.M.** **Newark**

**NEWARK DISTRICT COGIC**  
**Bethesda Church Of God In Christ**



PRAYER FACE MASKS FACE SHIELDS EAR BUDS FOR CHILDREN

For More Information Please Contact 973.641.3193

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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## New Rules for Entry to NTU Offices Effective June 1, 2021

**Upon showing vaccination card to Security  
FULLY vaccinated members/visitors can sign in  
& proceed to NTU OFFICES without a mask.**

**Members/Visitors without proof of vaccination  
MUST WEAR A MASK**

These rules are aligned with the CDC and NJDOH &  
ARE SUBJECT TO CHANGE.

THANK YOU!

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## Discretionary Funds—LAST CALL, LEAVE NO DIME BEHIND!

As announced last week, teachers will be getting \$300 in discretionary funds this year.

*Dear Teachers, Nurses, or Academic Interventionist:*

*As per District policy, in order to be reimbursed in the amount of \$300.00 for items that supplemented and affected your work with pupils this school year and COVID-19 related expenses, you will be asked to complete and submit a District Discretionary Fund Certification.*

*All individuals requesting reimbursement will be required to scan and upload a copy of their 2020-2021 discretionary receipts as supporting documentation no later than June 1, 2021. Please see the attached memorandum for further instructions and to access the link.*

[Discretionary Fund Memo](#)

***Pro-tip: A few staff have reached out concerned about the limit of how many files you can upload to the discretionary fund link. We recommend that scan all your receipts into one PDF!***

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Michael Iovino

[miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com)

### From the Desk of the Secretary Treasurer:

So far, the results of our Evaluation survey seem to demonstrate that MOST principals have been following the advice of the Superintendent to show compassion and only give low evaluations in extreme circumstances. The number of ineffective and partial effectiveness seems to be way down from past years.

During our contract negotiations in 2019, under the guidance of President Abeigon, the Negotiations Team was very concerned about ensuring Evaluations were being done fairly. We created a Framework Evaluation Committee to monitor the evaluations process. The NTU members of the Framework Evaluation Committee made some important recommendations this week regarding the Rebuttal/Appeals process.

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*The purpose for making these recommendations is twofold.*

*Firstly, as it relates to the Observation rebuttals, staff currently submits a rebuttal to a principal who has already reviewed the observation and approved it. Staff who may perceive their work environment to be somewhat hostile, or staff that is non-tenured, are reluctant to “make waves” and challenge an observation that is simply going to be reviewed by their principal. Administrative teams have a goal of mutual support. This process is skewed heavily against the person that wishes a fair and honest review of their rebuttal without fear of reprisal or retaliation.*

*Secondly, as it relates to Evaluation rebuttals, staff currently submits a rebuttal to “EVALUATIONS” whereupon the Assistant Superintendent for the principal of the staff member’s school is to review the rebuttal and make a decision to uphold or change the rating based on the evidence. However, all or nearly all evaluation ratings are upheld, nor is any feedback given as to who made the decision and how it was reached. There is no analysis of the evidence, critique or feedback provided.*

#### **Recommendations:**

**OBSERVATION REBUTTALS:** Staff should submit Observation Rebuttals to EVALUATIONS for review, not to their direct supervisor or principal and all rebuttals should receive responses that include an explanation as to how any decision was reached as well as a critique of all included evidence explaining why it may have been insufficient to warrant a rating change.

**EVALUATION REBUTTALS:** Staff should continue to submit them to EVALUATIONS, however, they should be reviewed by an Assistant Superintendent that does NOT oversee the sending school. The process should also be a “blind process” where all names of the teacher, the school and the administrator have been removed to try to remove bias. Additionally, all responses should include an explanation as to how any decision was reached as well as a critique of all included evidence explaining why it may have been insufficient to warrant a rating change. After the staff member reviews the feedback, they may then submit their rebuttal evidence to a joint NTU/NBOE committee to review the rebuttal and the feedback and make a recommendation to uphold or change the rating.

# NEWARK TEACHERS UNION UPDATE

## May 28, 2021

### Non-Tenure Notice

By May 15, you should receive either a non-reoffering letter or a contract in the mail for the 2021-2022 school year from the Newark Public Schools.

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#### IF YOU RECEIVE A NON-REOFFERING LETTER:

If you are a non-tenured teacher who received a letter of non-reoffering, you need to reach out to the Newark Teachers Union immediately!

##### 1. IF YOU HAVE NOT REQUESTED A HEARING ALREADY

Click this link: [CAUSE/HEARING REQUEST](#) to Request the Causes for non-reoffering and your Donaldson Hearing

- Print the letter and send it in certified/return receipt requested and save your receipt
- You have **TEN DAYS** from receipt/notification of non-reoffering to send this letter (make sure you CC the appropriate people as indicated)

##### 2. AFTER YOU SUBMIT YOUR CAUSE/HEARING REQUEST

Click and print this [DONALDSON CHECKLIST](#) and complete it as soon as possible

You will hear from us in the coming weeks for an important meeting that you must attend in preparation for your hearing. You will be required to bring your completed checklist and the materials.

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#### IF YOU RECEIVED AN EMAIL NOTIFYING YOU YOUR CONTRACT WILL CONTINUE NEXT YEAR:

**You don't have to do anything! You are good to go!**

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#### IF YOU HAVE NOT RECEIVED A NON-REOFFERING LETTER OR RENEWAL BY MAY 15:

If you don't receive a non-reoffering or a contract for 2021-2022 school year BY MAY 15, [you should immediately follow the directions on the enclosed form.](#)

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Please email [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com) or call the NTU (973) 643-8430 with any and all questions you may have in regards to the 2021-2022 school year.



# NEWARK TEACHERS UNION UPDATE

## May 28, 2021

### Personal Days Buy Back and Roll Over

We have had a lot of questions about how personal days roll over or can be sold at the end of the school year.

There are two relevant provisions of the contract.

1) If you have used more than 5 sick and personal days combined, you can roll over all your sick days and up to 3 personal days as sick days.

2) If you have used 5 or less sick and personal days combined, you can roll over all your sick days and you can either sell or roll over your remaining personal days (as sick days). Under state law, no one can roll over more than 15 days in one year. The forms for Personal Day Buy Back will be coming out around June 1, and staff will have two weeks to send them back in.

<b>Teachers/Child Study Team</b>	<b>\$200.00 per day, \$1,000 maximum payment</b>
<b>School Clerks</b>	<b>\$135.00 per day, \$675 maximum payment</b>
<b>Permanent Aide</b>	<b>\$100.00 per day, \$500 maximum payment</b>

**SAVE THE DATE**

- **Monday, May 31—Memorial Day (School Closed)**
- **Tuesday, June 22—NBOE Meeting, 6 PM**
- **Tuesday, June 22—NTU Executive Board Meeting 3:30 PM**
- **Wednesday, June 23—NTU Building Rep Meeting 3:30 PM**

Please note that 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.

# NEWARK TEACHERS UNION UPDATE

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## Employee Assistance Program

Dear Member,

We're all looking forward to the end of the school year, longer days, and a slower pace of life. But even though school's out, we're still working hard to continue expanding and providing services for our union members. Following 15 months of a pandemic, [HealthCare Assistance with Member Support \(HCAMS\)](#) knows we're still experiencing more difficult issues than ever before—increased stress, health, and financial concerns. And now, we're facing anxieties that can arise as we find our way back to our old routines. We've had to balance working from home with childcare and caring for loved ones, then adjust to teaching in person, and hybrid education. The additional stressors have caused an increase in stress, anxiety, and substance abuse.

Your **Union EAP** is ready to support and assist you all summer long. Now more than ever, it's important to know that *you're not alone*, and there are people ready to help you navigate through these issues.

If stress and anxiety are affecting your already complex daily routines, there's help available to our Members. **HCAMS** offers a confidential, no cost **Employee Assistance Program (EAP)** to all our members and their families [24 hours a day, 7 days a week](#).

We are ready to help you navigate the following:

- [Covid Stress Syndrome](#)
- [General Stress Anxiety/Trauma](#)
- Job Protective Employee Assistance
- Drug and Alcohol Dependencies
- Depression and Anger Management
- Families First Coronavirus Response Act, FFCRA 2021 Extension **(NEW)**
- Americans with Disabilities Act, ADA
- Chapter 69

**"You can't exercise your rights, if you don't know your rights."**

Job Protection is their number one goal particularly in these difficult, uncertain times. Don't let "stressors" affect your job security.

Call **1-888-828-7826** for more information.

**HCAMS**

In Cooperation with Your Association

[www.unionsupport.org](http://www.unionsupport.org)

# NEWARK TEACHERS UNION UPDATE

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## Employee Assistance Program

### Signs of COVID-19 Burnout

1. Do you become tired very easily/have less energy during the day/are tired earlier than usual/tired after simple activities?
2. Are you hearing from friends and family, "You don't look so good/You look tired,"/Feeling annoyed and ready to lash out when you hear this?
3. Do you find yourself working harder/working longer hours and accomplishing less, and/or making more mistakes than usual?
4. Are you feeling cynical/helpless/unenthusiastic about life or the future?
5. Are you feeling sad throughout the day/crying frequently/ feeling constantly on the verge of tears?

Take the rest of the Burnout Assessment and get your score:

<https://www.hcams.net/covid19-relief-resources>

Use your camera phone to scan and join the **HCAMS Newsletter**. Stay up to date on wellness, behavioral health, and important COVID-19 updates.



**HCAMS**

[www.unionsupport.org](http://www.unionsupport.org)

1-888-828-782



# NEWARK TEACHERS UNION UPDATE

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**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](mailto:sscreven@newarkteachersunion.com), and we will get one out to you!

### Vax and Visit with the State Parks Vax Pass

The New Jersey Department of Environmental Protection is offering a free State Parks Vax Pass under the new “Vax and Visit” campaign to all **New Jersey residents** who receive at least one dose of their COVID-19 vaccination by July 4, 2021. The State Parks Vax Pass, which will be of the same value as the Annual State Parks Pass, will allow free access to all of New Jersey’s 51 State parks and forest facilities that charge daily walk-in or parking fees through December 31, 2021.

The Department of Environmental Protection will also provide refunds to New Jersey residents who already purchased Annual State Park Passes this year and have received at least their first dose of a COVID-19 vaccine.

<https://www.nj.gov/dep/vaxandvisit/>





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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](mailto:sscreven@newarkteachersunion.com) to let us know. Also, if you don't get our weekly updates, send an email to [mmaillaro@newarkteachersunion.com](mailto: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](https://www.instagram.com/newark_teachers_union/?hl=en))

[If you are not an NTU member, make sure you fill out a membership application on our website!](#)

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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 changes.

# NEWARK TEACHERS UNION

## Staff

**Editor/Director of Research  
and Communication**  
**Mike Maillaro**

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**Assistant to Secretary/Treasurer**  
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**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**  
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**Newark, NJ 07102**  
**Phone: 973-643-8430**  
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<http://newark.nj.aft.org>

## Executive Board

John M. Abeigon, President/Director of Organization

Michael Iovino, Secretary/Treasurer

## Vice Presidents

Victor Afonso

Kathleen Murphy-Butler

Noor Alam

Catia Nascimento

Cristina Balboa

Silvia Pereira

Chris Canik

Justin Petino

Ronnie D. Carney

Jennifer Ramos

Timothy Carr

Marisa Rodriguez

Cassandra Chapman-  
Talmadge

Ryan Sandor

Larry Sullivan

Donna Charles

Janae Taylor

John Cunha

Neil Thomas

Mark Donetz

Tennille Wasek

Josephine Donnellan

Carmen Lopez Wolf

Kristyn Faison

Joicki Floyd

Love Gaillard

Francisco Garcia

Nancy Gianni

Yvette Jordan

