

Newark Teachers Union Update

May 7, 2021



John M. Abeigon

jabeigon@newarkteachersunion.com

Colleagues,

Thanks to the NTU's efforts and the Superintendent's acknowledgement and good intentions, he released several announcements today that directly impact our members:

1) **One less workday!** 10-Month Staff will be ending the 2020-2021 school year on June 25. In addition, all staff will be allowed to leave at 1 PM on the last day if all their close out activities are done.

2) **Discretionary funds will be doubled to \$300 for this year.** Haven't spent the \$300 yet? Merchandise was delivered to your home (Obviously!) during the 'Vid? Don't worry, we are on it!

As per NBOE they "...are currently extending the deadline for submission of receipts and will incorporate COVID related expenses as being acceptable. Staff will be notified officially in the upcoming Teacher Talk edition early next week."

In other words, you have time, and we will make sure you get to spend every penny!

3) **WE ARE NOT DONE!!** We anticipate there will be many more announcements to come! We have the Summer to iron out the details, but all shall be revealed no later than the Superintendent's Convocation.

These announcements will pertain to all members of the bargaining unit: Aides, Clerks, CST's, Attendance Counselors, etc.

So while it's not "Covid Pay" per se, we'll take it!

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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Around the district....

Princeton University will honor four outstanding New Jersey secondary school teachers at its 2021 [Commencement](#) on Sunday, May 16, including **East Side High's Andrew Teheran!** The teachers were selected for the award based on nominations from public and private schools around the state. They each will receive \$5,000, as well as \$3,000 for their school libraries.

Walk into Andrew Teheran's class in East Side High School in Newark, New Jersey, and you might be forgiven for mistaking it for a professional production studio. As a teacher of media and visual arts, he has worked with his students creating videos for the school district, public service announcements promoting holiday pet adoption for the ASPCA — and even a documentary on the Passaic River.



"When visitors come to East Side, and a school tour is planned, one of the first stops is always Mr. Teheran's (or T, as students endearingly call him) classroom," said Meg Murray, vice president of academics at East Side High School. "Visitors are constantly amazed, impressed and inspired by the projects that T's students have completed. His classroom embodies the vision of what extraordinary teaching and learning should look like."

Teheran explores the range of media arts in his classes, from podcasting to Claymation to digital animation to 3D printing. He encourages students to enter their work into film festivals and contests, with many winning national and international recognition.

"Despite having projects to do for East Side and the district, a class to teach, students coming into his room every day after school for help and to work with his mentorship on a personal creative undertaking, he still manages to have time for everything," said a student. "Although I no longer have his class, I still feel like I can go to him with any idea I have in my mind of things I want to create or learn."

Teheran created the school's Media Arts Magnet Program and was a member of the New Jersey Department of Education's writing team for the state's new media arts standards. He is a recipient of a 2009 Apple Computer Distinguished Educator Award.

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East Side NTU Rep and NTU VP Catia Nascimento reached out to a few celebrities to record special messages for the East Side Staff for Teacher Appreciation Week including [Star Trek Voyager's Tim Russ](#)

Science Park's Patrick Farley was featured on AFTNJ's website for Teacher Appreciation Week. He's been a teacher in the Newark public school system for 27 years, and for 17 of them, he's been teaching health and physical education at [Science Park High School](#).

Now Newark Teachers Union member Patrick Farley can add "teacher who couldn't be stopped during the pandemic" to his resume.

That distinction was given to him May 3 by Chalkbeat [in a Teacher Appreciation Week story by Susan Gonzalez](#) in which readers from around the country "salute educators who went above and beyond."



Newark Educators! We need to get more comfortable showing off all the great things we are doing in the city of Newark!

Have something you would like to share?

Email: mmailaro@newarkteachersunion.com!

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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.

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.

IF YOU RECEIVED A CONTRACT:

Fill out your contract and send it back to the district accepting employment for next year!

IF YOU HAVE NOT RECEIVED A NON-REOFFERING LETTER OR CONTRACT 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.](#)

Please email 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.

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School Calendar Update

Newark School Calendars for 2021-2022 were approved by the NBOE this week:

- [10 Month Employees](#)

- [12 Month Employees](#)

Some NTU members have reached out to us asking about why we are coming back in August again this year. School Calendars are district prerogative.

In our 2019 contract, we fought hard the district to agree to a ONE YEAR AGREEMENT for staff to not have to return before September for the 2020-2021 school year. That one year was as much as we could get them to agree to, as much as we would have liked otherwise.



- 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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- EXCLUSIVELY FOR UNION MEMBERS -

30% OFF BOUQUETS

Mother's Day is the perfect time to tell her just how much you appreciate her and to show your gratitude and love.

[SHOP MOTHER'S DAY](#)



MOTHER'S DAY IS SUNDAY, MAY 9TH

CLICK OR CALL TODAY | 866.890.0121

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Personal Days Buy Back and Roll Over

We have had a lot of questions about how personal day 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 only 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, you can roll over all your sick days and either sell all your personal days. Under state law, no one can roll over more than 15 days in one year. The district will be sending out forms to the impacted staff around June 1, and staff will have two weeks to respond.

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

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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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)

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

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

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Justin Petino

Noor Alam

Silvia Pereira

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