

NEWARK TEACHERS UNION UPDATE

June 4, 2021



John M. Abeigon
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Two Different Schools, Same District (Part 1)

Colleagues,

As we return to somewhat normal, I have had the privilege of visiting more and more schools each week. As I was on my way to visit one school, I drove by another and heard sounds I had not heard in a while: the sounds of children frolicking in a playground. I turned the car around and made an unannounced visit to that school.

After going through the ingress protocols I came upon the school's Building Rep who volunteered to escort me to the Principal's office. His office was a good distance (it felt like 6 miles) away from the Main Office so I had the opportunity to chat with the Building Rep about the *return* and how it was going. The whole time I could hear joyful engagement. I do not have to describe that sound to teachers. Social and emotional wellness is not just for learning, it's for living!



When we reached the office, the Principal and Building Rep picked up on what sounded like an ongoing discussion about some scholastic issue or other. Apparently, whatever the issue was they were on the same page, and he confidently left the rest up to her. He offered me a seat and asked the reason for my visit and if there was anything he could do for me. I smiled and explained that I was only there for a wellness check and that the sounds of recess at a traffic stop had brought me there that morning. I thanked him and asked him to escort me out (remember, his office is 6 miles from the entrance). I had seen and heard everything I needed to see and hear: children being children, adults *in loco parentis* doing exceptional work under exceptional conditions together.

My point is this: whether it be scheduling recess during a pandemic or preparing for a live graduation ceremony under CDC, I witnessed a collaborative effort between professionals using the resources available to serve the interests of the students. It's not easy but it can appear effortless in an organization where power and trust is distributed widely and leaders can lead without being controlling.

Part 2 to come next week...

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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Safe School Reopening Survey

It was announced this week that Newark is eligible for about \$262 million in COVID related federal aid. As is usually the case, the media is not quite reporting the story 100% correct. ELIGIBLE is the key word here. There are a lot of steps and procedures that need to be followed to make sure we get that money.



One of the biggest steps is that schools must have a Safe School Reopening Plan in place. Newark was one of the first districts in the country to have a Reopening Task Force. We have a strong Reopening Plan that has proven to be successful over the last few months. But, the plan has to be modified to ensure that all students and staff are 100% in person for full day instruction next year.

Next week, the district will be sending out a survey to all staff and stakeholders to help finalize the Safe School Reopening Plan. It is important that everyone take the time to do this survey. It should take about ten minutes of your time. Over the last few months, we have said over and over again “LEAVE NO DIME BEHIND!” \$262 million is money that can do a lot of good for our schools and the community, not to mention some very specific ideas we have discussed with the superintendent for our members.

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Michael Iovino

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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!

UPDATE! If you got your evaluation AFTER filling out the survey initially, please update your answers!

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Personal Days Buy Back and Roll Over

On Thursday, the district sent out the Personal Day Buy Back Forms. We have had a lot of questions about how personal days roll over or can be sold at the end of the school year. If you are eligible and did not receive one, or have any questions, please email the Payroll Team at payrollcs@nps.k12.nj.us. The forms MUST be in by June 30, with payment expected on July 30.



To be eligible, you must have used 5 or less sick and personal days during the 2020-2021 school years. Note that all sick days (including those used for FMLA) count towards that limit. Also note that under NJ stature, staff can only roll over 15 additional days each year, so if you have more than that, you should sell back your personal days or you will lose them!

ESCROW REMINDERS FROM NBOE

Dear Employee:

We hope that you and family are continuing to remain safe and healthy.

*This is a reminder for those enrolled in the Escrow Program that the deductions will be ending on **Friday, May 28, 2021**. The refund dates are as follows:*

*>>>One Check Option – issued in one (1) lump sum on **Friday, June 11, 2021***

*>>>Four Check Option – issued in four (4) equal installments on **July 9th**, 23rd, August 6th and August 20, 2021.*

*Escrow Open Enrollment –**May through July 15th** of each year, if you are interested in enrolling, switching options or discontinuing from the Escrow Program we ask that you do so through ESS (Employee Self Service). We are excited to introduce our ESS (Employee Self Service) way of enrolling in our Escrow Program this year!!*

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NTU 2021 Scholarship Recipients

This year, the NTU was able to give out 25 scholarships to our members and their children. Congratulations to them all!

SCHOLARSHIP RECIPIENT	MEMBER'S NAME	SCHOOL
Kelly Raftery	Jean M. Raftery	First Avenue School
Ashira Ruttner	Jeffrey Ruttner	Weequahic High School
Brianna Seawick	Annamari Seawick	East Side High School
Joi Nevaeh Langston	Michelle T. Clanton-Langston	Thirteenth Avenue School
Kaitlyn Gelman	Kerry Beese	Sir Isaac Newton School
Angelina Marte	Amanda Marte	Oliver Street School
Michael Cunha	John Cunha	Ridge Street School
Janayah McCullers	Shari Pritchett	John F. Kennedy School
Kyla Ayanna Walker	Erica H. Walker	Office of Early Childhood
Orest Myron Figol	Olga Figol	East Side High School
Manuel Branco	Ivone A. Branco	Ann Street School
Kayla Caldera	Marcela Palma	Louise A. Spencer School
Christopher Donnellan	Josephine Donnellan	Elliot/Ridge Street Schools
Daniel Carvalheiro-Santos	Cristina Carvalheiro	Wilson Avenue School
Noah Branco	Ivone A. Branco	Ann Street School
Terrell Lockett	Monic Lockett	University High School
Daniel Francis Devitt	Gregory Devitt	Barringer High School
Jalen Allen	Tekeema Allen	Camden, Carver, Bruce Schools
Darren Teixeira	Wilson Teixeira	Wilson Avenue School
Miah Bilal	Trayce McCullin-Bilal	Vailsburg Middle/AHHS Schools
Caroyln Wynd	Anayanci Pitti-Wynd	East Side High School
Victrese Corrothers	Sherise Corrothers	Cleveland Elem. School
Justin Gerard Miranda	Tracy L. Jagersky	Abington Avenue School
Jasmine Saint Louis	Shannon Saint Louis	Quitman, Bragaw, Bard High
Jordan Skillern	Jean Skillern	Technology High School

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How to check if you are a NTU Member

AFTER-TAX DEDUCTIONS		
Description	Current	YTD
Union Dues/NTU	52.22	574.42
TPAF Contrib Pension Ins P10	0.00	204.15

Every few weeks, Subrina Screven or Mike Maillaro send out emails to the small number of teachers, aides, and clerks in Newark aren't Union members reminding them to sign up for the NTU. Many of them are surprised by the fact they aren't NTU members. They assumed when they were hired, they were

automatically put in the Union. [Under the law, you have to sign a membership application](#) for us to start taking out dues.

To verify if you are a member, check your pay stub under "AFTER TAX DEDUCTIONS." If you see Union/Dues/NTU, you are a member. If not, fill out the above card, and we will get you signed up.

SAVE THE DATE

- Tuesday, June 22—NBOE Meeting, 6 PM
- Tuesday, June 22—NTU Executive Board Meeting
- Wednesday, June 23—NTU Building Rep Meeting 3:30 PM

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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!

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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Register for AFT TEACH 2021



A Union of Professionals
AFT TEACH 2021
Virtual Conference
July 6-10, 2021
[Register Now](#)

It's time! Registration is now open for AFT's signature biennial conference--to be held virtually July 6-10. A powerful way to engage leaders and members, this conference features more than 50 plenaries and workshops focused on ensuring students' freedom to thrive. Sessions will address key areas including rebuilding academically from the COVID-19 pandemic, creating anti-racist classrooms, civics throughout the curriculum and more. Don't miss this important union-hosted professional learning event. Learn more and register now at www.aft.org/teach.

Do you need another reason to join us virtually July 6-10 for AFT TEACH 2021? You won't want to miss this civic education general session panel on Thursday, July 8!

Preparing Our Students: Civic Education, Engagement and Participation

Thursday, July 8, from 3:30 - 5:00 p.m. EDT

How do we ensure students are well-prepared to participate meaningfully in civic life? AFT President Randi Weingarten will chair a conversation on teaching civic education and readying students for all aspects of civic life, including their participation in free and fair elections. Attendees will leave with ideas, tools and strategies to help students better understand and participate in our democracy.

This esteemed panel will include:

Stacey Abrams, founder, Fair Fight Action

Danielle Allen, director of Harvard's Edmond J. Safra Center for Ethics

Randi Weingarten, AFT president

Preparing Our Students:
CIVIC EDUCATION
General Session | **July 8, 3:30 p.m. ET**

STACEY ABRAMS,
Founder, Fair Fight Action

DANIELLE ALLEN,
Director of Harvard's
Edmond J. Safra Center
for Ethics

RANDI WEINGARTEN,
AFT President

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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

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Executive Board

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Catia Nascimento

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