

# NEWARK TEACHERS UNION UPDATE

## October 1, 2021



**John M. Abeigon**  
[jabeigon@newarkteachersunion.com](mailto:jabeigon@newarkteachersunion.com)

Brothers and Sisters,

As we said all last year, clear and consistent communication is one of the most important things the Newark Board of Education can do to make life easier for the staff and students in our schools.

At our Building Rep and Executive Board meetings this week, we had some in-depth conversations about what PLC's look like at each school. Messaging was getting down to the staff filtered differently depending on who was delivering the message. We spoke with Dr. Mary Ann Reilly in Teaching and Learning, and she agreed with many of the points we made. Biggest among those points is "teachers must run the PLCs. There are schools where progress is happening because teachers are identifying problems of practice and addressing them." Isn't that we have been saying all along? We will continue to work with the Office of

T & L towards improvement. Meanwhile, please read [Teacher Talk](#) bi-weekly. If what you're reading is not what you are seeing please let us know.

But this isn't just limited to PLC's. At this week's Reopening Taskforce, we brought up the inconsistent communication when it came to non-vaccinated staff testing schedules and [student testing](#).

We have a district with close to 10,000 staff and over 40,000 students. If everyone is hearing a different message, it just creates confusion and low morale. Every day, three to five resignation notices come across my desk. We have a nationwide teacher shortage, and we hear the frustration from the members who call us every day. Too many of you are choosing to address your fatigue and frustration by taking sick days. This may be a much-needed mental health day, but the domino affect it is causing is not helping your fellow teachers and school staff who have to miss preps and cover for you.

We all need to be on the same page to succeed. So let's keep doing what we've been doing and wear our masks, follow the protocols, use the [CDC Distance Tree](#) we sent out, and if you need some mental health time reach out, get some PeerFit mediation advice to get some rest, talk to your family and friends, but don't make a bad situation worse for your colleagues by taking sick days when By The Grace of God you are not sick.

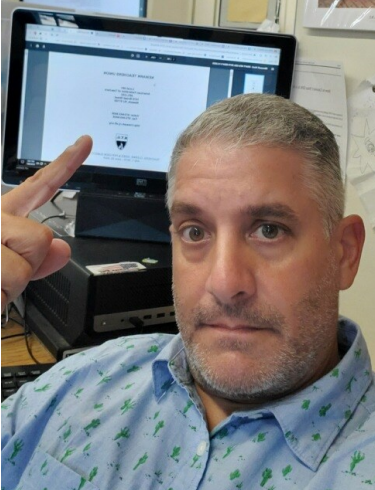
**In Solidarity,**

**John M. Abeigon**  
**President/Director of Organization**  
**Newark Teachers Union Local 481, AFT, AFL-CIO**

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### From the Desk of the Secretary Treasurer



Mike Iovino  
NTU Secretary-  
Treasurer

Welcome back and by now you're probably in full swing and feeling like it's six months in!

As a full time teacher in my 25th year, I'm going to share some important tips here over the year that will help you out come Annual Evaluation time.

#### **TIP ONE: KEEP A LOG/JOURNAL**

Start now! We all know how important good planning is, but we also know, things happen. Last minute changes to testing, or an assembly gets announced, or the counselors need to see some kids etc are all possibilities.

It's important that come time for your annual you should be able to account for changes to the schedule or pulled students. It's an important part of the conversation to be able to demonstrate why you are not where you're supposed to be, and/or why students aren't either.

If you are losing preps, in addition to filling out the [missing prep form](#), PUT IT IN YOUR JOURNAL. As President Abeigon has been saying..."If we don't have preps, don't expect me to be prepared!" How can you get done the tons of tasks they keep asking you to do if they are simultaneously taking your preps? Make sure you record it all in your journal.

If you lose your preps, but they demand work from you [SUBMIT AN RSVP TO MANDATES](#) that tells your admin to find you the time to do it. If they STILL demand work that requires you to complete after hours...SUBMIT TIME SHEETS.

Hold them accountable as much as they hold you accountable!

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### Paycheck Update

- Today's paycheck (October 1) is the first ten day check of the year. For ten-month employees, to check if you are being paid correctly:
  - Take your total compensation and divide by 214 to get your daily rate
  - Multiply that by 10 to get your weekly rate.
- Today's check is technically the second check of September, so the deductions for Escrow have not started yet. That deduction should go into effect in the October 15 paycheck.
- The October 29 paycheck will have normal deductions take out of it. IT IS NOT TREATED AS A THIRD PAYCHECK.
- SIGN UP FOR DIRECT DEPOSIT!! We have several new staff who are not under direct deposit or using the district's



### Open Enrollment/FSA

- According to NBOE benefits office, the tentative dates for Open Enrollment this year will be November 8th through the 23rd.
- This year will not be an active enrollment. If you want to keep your benefits the same as they are, you will not have to do anything during the Open Enrollment period.

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"My job is giving me migraines, high blood pressure, chest pains, and bleeding ulcers. I'd quit, but I like their health plan."

- If you are interested in setting up an [Flexible Spending Account](#), that would be done during Open Enrollment.

• **Note:** From our discussions with the School Employees Health Benefits Commission and Newark Benefits Office, it seems very unlikely the "[Garden State Plan](#)" will be available during Open Enrollment. There may be a separate enrollment for that at a later date.

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### Building Rep Vacancies

American History High
Avon Ave School
Barringer High School
Belmont Runyon School
Cleveland School
East Ward Elementary
Elliott St School
Fourteenth Ave School
Lafayette St School
Michelle Obama Elementary School
Newark Evening
Newark School of Data Science and Information Technology
Newark School of Fashion and Design
Newark Vocational
Peshine Ave School
Quitman St School
Roberto Clemente School
S Seventeenth St School
Speedway Ave School
Weequahic High School

By Monday, we will be emailing out notices to staff at buildings without Building Reps. If you are interested in the position, fill out the form and send it back to us. If we have more than one qualified applicant in a school, we will schedule an election. To be eligible, you must be a full dues paying Newark Teachers Union Member in good standing for (4) four full years.

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**SAVE THE DATE**

- Friday, October 1 —Pay Day (10 days for 10 month employees)
- Monday, October 11—Indigenous People’s Day—School Closed
- Friday, October 15 —Pay Day (9 days for 10 month employees)
- Wednesday, October 20—Staff Development Day
- Tuesday, October 26—NTU Executive Board Meeting
- Wednesday, October 27—NTU Building Rep Meeting
- Thursday, October 28—Newark Board of Ed Meeting

Please note that October 8 and October 12 are the 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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### COVID TESTING FOR NON-VACCINATED

As per NTU discussion with NBOE health services, the two sites circled below are open until 6:00 p.m. on Fridays. Regardless of where you live, just show your school ID and you will be processed ASAP. Their turnaround time is between 24/36 hours because Covid testing is all they do.

## COVID-19 TESTING SITES

**Ann Street School**  
(30 Ann St)  
**Walk-Up Testing Only**  
Parking available in school lot  
(973) 988-5511  
Tuesday - Saturday 9 AM - 3 PM

**Branch Brook Park Skating Rink**  
(Enter on Park Ave)  
**Walk-Up & Drive Through Testing**  
(973) 988-5511  
Brief screening required  
Tuesday - Saturday 9 AM - 3 PM

**Lincoln Park**  
**Walk-Up & Drive Through Testing**  
(862) 257-0718  
covidtesting@sunrisegoc.com  
Tuesday - Saturday 9 AM - 3 PM

**Mt. Pleasant Testing Site**  
(155 Mt Pleasant Ave)  
**Walk-Up Testing Only**  
(862) 257-0718  
covidtesting@sunrisegoc.com  
Tuesday - Saturday 9 AM - 3 PM

**Mt. Vernon Elementary School**  
(142 Mt. Vernon Pl)  
**Walk-Up Testing Only**  
**Parking Available in Lot**  
(862) 257-0718  
Tuesday - Saturday 9 AM - 3 PM

**CITY OF NEWARK**  
Mayor Ras J. Baraka  
and the Municipal Council

**Mary Eliza Mahoney Health Center**  
(394 University Ave)  
**Walk-Up Testing Only**  
(800) 734-7083  
Monday - Friday 9AM - 12PM

**Newark School Stadium**  
(450 Bloomfield Ave)  
**Walk-Up Testing Only \***  
(973) 988-5511  
Monday - Saturday 9AM - 3PM

**Saint James Health**  
(228 Lafayette St)  
**Walk-Up Testing by Appointment**  
**(15 minute rapid tests available)**  
(973) 789-8111  
Monday - Friday 8AM - 6PM

**Saint James Health West Ward**  
(332 South 8th St)  
**Walk-Up Testing Only**  
(973) 245-0060  
Monday - Friday 8AM - 6PM

**University Hospital Ambulatory Center**  
(40 Bergen St)  
**Walk-Up Testing Only**  
(973) 972-9000  
Monday - Friday by Appointment 9AM - 3PM

**The Waterfront**  
(2 Grafton Ave)  
**Walk-Up Testing Only**  
(973) 988-5511  
Monday - Friday 1:30PM - 7:30PM  
Saturday 9AM - 3PM

Newark residents ONLY. No appointment or symptoms needed. Testing is FREE. Uninsured are welcome. Insured individuals must provide insurance information. Masks REQUIRED at all testing sites. If you do not have a mask we will give you one.  
\* Antibody testing available

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### NTU Education Resource Center

The NTU's Education Resource Center will be open after school for all your lamination, printing, etc. needs.

Appointments are limited to provide a safe environment. You may select ONE time slot per day and will only have a one hour slot...so if you are late, you don't get more time. Check your emails as we will be sending out updated sign up sheets on a regular basis throughout the school year.



## 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!**

# NEWARK TEACHERS UNION UPDATE

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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!](#)



# NEWARK TEACHERS UNION

## Staff

**Editor/Director of Research  
and Communication**

**Mike Maillaro**

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Subrina Screven**

**[sscreven@newarkteachersunion.com](mailto:sscreven@newarkteachersunion.com)**

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**General Counsel  
Eugene Liss**

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**Education Resource Department**

**Johanna Rios**

**Marivelle Ocasio**

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**Part-Time Staff Reps**

**Robert Palumbo**

**John Alvino**

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**Security/Maintenance**

**James Santiago**

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**Office Staff**

**Wendy Huang**

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## Executive Board

**John M. Abeigon, President/Director of Organization**

**Michael Iovino, Secretary/Treasurer**

## Vice Presidents

**Victor Afonso**

**Yvette Jordan**

**Noor Alam**

**Kathleen Murphy-Butler**

**Cristina Balboa-  
Camacho**

**Silvia Pereira**

**Justin Petino**

**Chris Canik**

**Jennifer Ramos**

**Ronnie D. Carney**

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**Cassandra Chapman-  
Talmadge**

**Larry Sullivan**

**Janae Taylor**

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