

NEWARK TEACHERS UNION UPDATE

October 22, 2021



Brothers and Sisters,

Elections matter, People! If the last four years have taught us anything, it's that most basic foundation of democracy, voting, matters. Elected Presidents select Supreme Court Justices. Elected Governors select Department of Education Commissioners. Almost everything that effects our lives is governed or regulated by fellow citizens we place in positions of power through elections. This is based on a premise we all learned back in grammar school during Social Studies.

John M. Abeigon

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Everything you need to know about how to vote this November is posted on this website <https://nj.gov/state/elections/vote.shtml>, but here are important dates and deadlines to help you schedule when and how you will vote this year.

October 23 – October 31:
In-Person Early Voting Period.

October 26:
Deadline to apply for a Vote-by-Mail Ballot by Mail for General Election.

November 1 at 3pm:
Deadline to apply for a Vote by Mail ballot in person at your County Clerk's office.

November 2:
Election Day - Polls are open from 6:00am-8:00pm.

The reasons why you vote are personal, be it women's reproductive rights, childcare and education, COVID, gun control, decriminalization of weed, whichever issues are important to you. The important thing is that you vote. How you vote, when and where you vote is totally up to you (at least it still is in New Jersey). Elections Matter, I know it, and I know you know it, and even Lil Jon knows enough to Rock the Vote!!!



In Solidarity,

John M. Abeigon

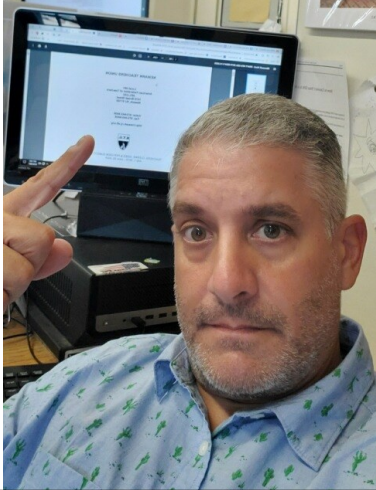
President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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From the Desk of the Secretary Treasurer



Michael R. Iovino

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The Power of an Email.

Most of the administrators in the district have been taught to avoid putting stuff in writing. Disagree? How many times have you sent an email to your admin asking a simple question only to have a response like..."see me."? Why? Because they want to avoid putting things in writing. The written word is powerful; as educators, we know this. It's in the clarity of our instructions and in the feedback we give our students, it's in the rules on our walls, and in the learning intentions we write. Do not let your administrators off the hook! Follow these simple guidelines.

When your admin stops you in the hall and asks you to do something, as soon as you can, get to your computer and send them an email detailing what they just told you and ask if that is correct.

When you have a meeting with your admin, as soon as you can, send them an email summarizing it in detail and asking them to confirm it.

When they give you some task to do and you are pretty sure it's "extra-contractual," send that email, get them to confirm.

Every conversation requires an email to document, clarify and confirm. If they are not willing to reply to your confirmation, then it is "unclear, and unconfirmed" and you didn't want to act on it unless it was clear and confirmed.

Let your admins know this is how you and your school are operating and you will be amazed at how little they find for you to do that is "just a quick little favor."

Lastly, ALWAYS PUT REQUESTS IN YOUR JOURNAL! Bring that journal to these impromptu meetings, let them know you keep accurate records. Much like when they walk into YOUR room with their clipboards scribbling away...you do the same...yes, it has the same effect!

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Compliance, Class Size, and Compassion

When we sent out our compliance survey, we asked staff to report any class size problems as well. 43% of the surveys we received said their class size was over the state limit. In fact, we had 19 schools where over 50% of the responses reported class size over the limits. This would be egregious even without COVID!

This problem is compounded by the ongoing teacher shortage and a severe lack of subs. We have teachers who are covering classes pretty much every day, teachers working outside of their certifications, and staff going above and beyond every day to try and keep these schools functioning.



So of course, in all these schools, we have administrators who are giving these staff the proper support and appreciation they deserve...right? Of course not. 92.6% of the survey responses told us their admins were acting like everything was business as usual. Only 34% told us "My school is encouraging us to create lessons that are low-stress, engaging and focused on Social-Emotional learning."

So what can we do?

First off, if you miss a prep, for whatever reason, [REPORT IT!](#)

Second, when they pile mandates on you, put your hand up and remind them that there are only so many hours in the day. Ask "What is really important here?" And make sure you follow the [NTU RSVP to Mandate procedures](#). We won an [Arbitration Award on this very issue](#).

Third, work with your Building Rep and the Building Committee to find solutions. Saying No is important, but having an alternative is always better.

And when these issues can't be resolved, LET US KNOW! We can't resolve a problem that we don't know exists. Too often, we hear about these situations at the end of the school year when it's too late to do anything about them.

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NJ Regional Day Honored For Special Olympics



[ESPN](#) has announced the ESPN Honor Roll for 2021 -- a list of top 25 schools from across the country -- as part of its Special Olympics Unified Champion Schools National Recognition Program.

We are proud to announce Newark's NJ Regional Day was one of the top 25!

Pictured above: Joseph Dolahan, Jacqueline Abend, NTU Building Rep Garrett Rothschild

Also special thanks to Michael Houlihan (Science Park) for helping to facilitate the inclusive partnership between Regional Day and Science Park.



NEWARK TEACHERS UNION UPDATE

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NTU Executive Board

Executive Board Meetings

- [Tuesday, October 26, 2021](#)
- Tuesday, November 16, 2021
- Tuesday, December 21, 2021
- Tuesday, January 25, 2022
- Tuesday, February 22, 2022
- Tuesday, March 22, 2022
- Tuesday, April 26, 2022

Under the NTU Constitution, Executive Board Meetings are open to the membership, except for when they are in Executive Session. [Currently, the NTU is doing virtual meetings, so we are asking members who wish to attend the meetings to fill out the attached information,](#) and we will send you a link to the meeting. All requests must be in by close of business on the day before the meeting (for our October 26 meeting, that means all requests must be in by 5:00 PM on Monday, October 25).

For security reasons, please use your NBOE email, and you must be an NTU member to receive a meeting link.

We will set aside some time at the end of the meeting for members who would like to address the Executive Board.



SAVE THE DATE

- Tuesday, October 26—NTU Executive Board Meeting
- Wednesday, October 27—NTU Building Rep Meeting
- Thursday, October 28—Newark Board of Ed Meeting

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America's Big Deal

Our neighbors over at Newark Symphony Hall sent this over to us. Over the next few weeks, they are shooting a game show called [America's Big Deal](#), and are inviting people come to be in the audience.



Audience members each get \$40 gift cards, or you can even use it as a fund-raiser if you can get a group of 30 or more. If nothing else, it's a fun night out. [Click here to sign up!](#)

LOCATION- Newark Symphony Hall

SHOOT DATES-(OCT 28, NOV 4, 11, 18, 23 (only show on TUESDAY) & DEC 2, 9, 16

TIME- 7pm check in, LIVE SHOW 8p-10p

DRESS- Casual...look nice, no large visible logos, no HATS, no ALL WHITE

PARKING- FREE & SECURITY (we will send info on ticket)

GUESTS- Each person can select up to receive up to 4 tickets (everyone attending will get \$40 gift)

FUNDRAISING/CHARITY GROUPS- Can have 30-200 people (ONLY offer to those 100% coming)

AGES- 18+ (16+ if they are with parent)

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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.

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!](#)

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