

NEWARK TEACHERS UNION UPDATE

January 14, 2022



President John M. Abeigon

jabeigon@newarkteachersunion.com

When we return to school on Tuesday, all safety protocols will remain: masking, ingress, egress, social distancing, etc. Non-vaccinated members will still be required to test weekly as per Gov Murphy Executive Order. Additionally, vaccinated and unvaccinated members will have the ability to test weekly at their locations. [The district will follow all CDC and state Guidelines when it comes to quarantine and removing students and staff.](#)

Remember! Every school has a Pandemic Response Team, if there is something going on at your school that puts you, your colleagues, or the students at risk, bring it to PRT's attention immediately. If you aren't satisfied with their response, email mmaillaro@newarkteachersunion.com. We can only intervene in these situations when we know about them!

As the district have been doing for the first three months, decisions on any changes or closing will be based on numbers and may be specific to a location. For example, closing down a classroom on the first floor and not the entire building.

Feel free to call or email me directly with any questions or concerns.

Grievance Update

In February we have several arbitration dates set up for some of our outstanding cases including the district's inconsistency with applying quarantine days, the district not following our Discretionary Fund Policy, and the district changing the notice period for non-tenured staff who resign. These cases can take some time, and we will continue to update you.

In Solidarity,

John M. Abeigon

President/Director of Organization

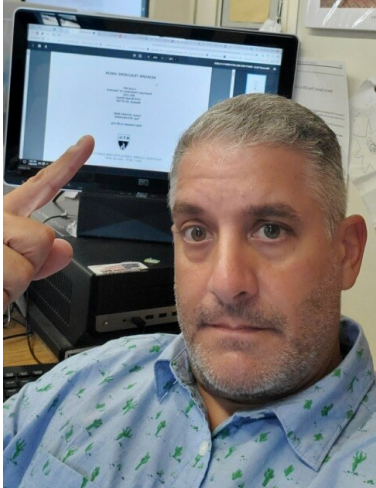
Newark Teachers Union Local 481, AFT, AFL-CIO

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From the Desk of the Secretary Treasurer



Michael R. Iovino

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It is that time of the year...the temperature drops, the holidays are over and BOOM...MIDYEAR EVALUATIONS. Midyears are only required for teachers on a CAP. Even if it's required, the RATING that you get is FORMATIVE...it does not count. It's a checkpoint letting you know how on track you are to get a rating at the end of the year. Participation is required, meaning you can't tell your administrator that you aren't attending the meeting, but if your "portfolio" or whatever your school uses to score you is incomplete, there should not be any consequences.

I advise you to do your best to have your stuff ready so you can see how you are progressing, but if you are really stressed out and can't find the time, remember, it's better to get your lesson plans done on time and meet all your other requirements that WILL impact your annual evaluation, than to ignore them to complete your mid-year information.

Even though your mid-year does not count, if you have one, and you actively participate in it, **MAKE SURE TO WRITE A REBUTTAL FOR ANY PART YOU DISAGREE ON!** [Rebuttal guidance is here](#). REMEMBER...signing means you had the meeting, not that you agree with your ratings.

My mantra this year has been, I would rather have a partially effective annual than a highly effective funeral. **MANAGE YOUR HEALTH!** Stay safe!

If you have any questions or have an admin that is bullying you regarding your Mid-Year email me at miovino@newarkteachersunion.com

PS You can see the district's own language regarding Mid-Year Conferences on page 18 of the Teacher Handbook...[link is HERE](#)

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2022 NTU Hall of Fame and Shanker Scholarship Awards

The NTU Education Foundation is proud to announce our **24th Annual Albert Shanker Scholarship Awards**.

In 2021, twenty-five students received academic scholarships from the NTU, including seven Presidential Awards in the amount of **\$2,500.00**, six Executive Awards in the amount of **\$1,750.00** and twelve in the amount of **\$1,000.00**.

Scholarships are available for paraprofessionals, Newark students, and the children of our members. The Application is below. The deadline is Monday, April 25, 2022.

You can support these fine young people and hardworking paraprofessionals by becoming a scholarship sponsor, placing an ad for your business in our Publication Journal, or publishing a personal message.

If you require additional information or forms, they can be downloaded at the Newark Teachers Union Home Page <http://newark.nj.aft.org/>

- [Scholarship Application](#)
- [2022 Sponsor Letter](#)
- [2022 Ad Journal Form](#)
- [2021 Ad Journal](#)

Essex-West Hudson Labor Council Scholarships

Every year, the Essex-West Hudson Labor Council gives out scholarships to the children of the affiliated unions. This year, 10 \$1000 scholarships will be awarded!

[Please use the linked application, the deadline is April 15, 2022!](#)

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NBOE COVID DASHBOARD

After NTU requested clarification, the NBOE updated their [NBOE COVID Dashboard](#). The numbers shown for staff are for all staff (teacher, aide, clerk, admin, custodians, food service, etc) assigned to a location, not just NTU members. Any staff who has tested at a school site or uploaded their test results through ESS are recorded on the Dashboard.

COVID-19 Dashboard

CDRSS: SIC Module Surveillance Week of 1/3-1/9

STUDENT CASES: 3		STAFF CASES: 338	
School	# of Cases	School	# of Cases
Ann Street	1	Abington	7
Chancellor	1	American History	10
George Washington Carver	1	Ann Street	7
*These numbers reflect official test results submitted for the window of dates requested by the state.		Arts	9
		Avon	4
		Bard	5
		Barringer	8
		Belmont Runyon	9
		*Staff refers to all employees regardless of title who work at the location. **These numbers reflect official test results submitted for the window of dates requested by the state.	

As staff and students continue to test and post results, we will be keeping a close eye on these numbers.

EMPLOYEE ASSISTANCE PROGRAM

HealthCare Assistance with Member Support (HCAMS) shut down at the end of 2021. We are looking at other companies that work with Unions to offer Employee Assistance Programs.

[For now, you can use the district's EAP Program](#)

Family/parenting problems

Grief/bereavement

Marital/relationship issues

Stress/anxiety

Depression issues

Alcohol/drug/other addictions

Elder care/childcare issues

Financial/credit counseling

Legal referrals

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BENEFITS UPDATES

Starting in January 2022, the district announced two changes to our benefits.

Self-Insured: As you may have noticed on your benefits cards, while the district will still be using Aetna to administer our health benefits, they have moved from a “Fully Insured” to a “Self-Insured” program. What does this mean exactly? With a fully-insured health plan, the employer pays a premium to a health insurance company. In return, the insurance company covers the costs of the employees’ healthcare. With a fully-insured plan, there is no additional risk to the employer. In a self-insured plan, the employer directly pays the health claims of the employees as they occur. This change should not have any direct or noticeable impact on the members or their dependents, but as always, the NTU will be monitoring the situation.

Express Scripts: The district has also announced they will be moving their prescription plan from Aetna to Express Scripts. Our contract says that when a provider change is to occur, a joint committee is formed to review these changes and make recommendations. This did not happen, so we have already moved forward on a grievance challenging the legalities of this change.

For now, you can access your ID Cards through the Express Scripts website <https://www.expressscripts.com/> or the Express Scripts App. Because of HIPAA rules, you and each adult dependent on your benefits will have to create their own log in to access their order history. We posted more information on our website: <http://newark.nj.aft.org/express-scripts>

During this time of transition, if you have any issues with your benefits, reach out to the NBOE Benefits office at 973-733-7336 or email at benefits@nps.k12.nj.us

FSA UPDATE

Staff who have enrolled in Flexible Spending Accounts for 2022 have reached out to us asking about their new FSA cards. This was the response we got last week from Benefits.

While your account for 2022 has been established and is active for use, there has been a delay in the mailing of the debit cards due to a COVID outbreak. We expect the cards to go out in the next couple days.

If you have a claim in the meantime, please log into www.NBOEbenefits.com and click on the View button on the top right hand corner of the as screen to review your account(s) details, and review the reimbursement process when you cannot use your debit card.

If you have any questions, reach out to the NBOE Benefits office at 973-733-7336 or email at benefits@nps.k12.nj.us

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- Monday, January 17—Dr. Martin Luther King, Jr's Birthday—School Closed
- Tuesday, January 25—NTU Executive Board Meeting, 3:45 PM
- Tuesday, January 25—NBOE Business Meeting, 6:00 PM
- Thursday, January 27—NBOE Regular Meeting, 6:00 PM

Please note that January 14 and January 18 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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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!](#)

NEWARK TEACHERS UNION

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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

Marisa Rodriguez

Timothy Carr

Ryan Sandor

**Cassandra Chapman-
Talmadge**

Larry Sullivan

Janae Taylor

Donna Charles

Tennille Wasek

John Cunha

Carmen Lopez Wolf

Mark Donetz

Josephine Donnellan

Kristyn Faison

Joicki Floyd

Love Gaillard

Francisco Garcia

Nancy Gianni

