

NEWARK TEACHERS UNION UPDATE

January 28, 2022



President John M. Abeigon

jabeigon@newarkteachersunion.com

IT'S TRULY A SHAME

One teacher loves students and teaching, works hard to obtain a Masters' degree in their teaching field, like math, chemistry or science, and wants to retire as a classroom educator. Meanwhile, in the same school, there is another teacher who is counting down the days to get out of that classroom to become an administrator. Instead of being a help to their compatriots that future administrator will become an "ogre" and make the daily life of the urban classroom schoolteacher miserable.

Aristotle wrote words to the affect of "show me the child and I'll show you the man." Every teacher five minutes into a parent/teacher conference sees "where the child gets it from." We all know that the first 7 years of a child are developmental, often assigning and acquiring lifelong traits. So too the future administrator. I often say show me the Principal and I'll show you the VP.

Yes, the ogres do exist. We all know it. Many have taught less than 5 or 6 years before getting the credentials to leave the classroom they never wanted to be in. It doesn't take long before they demonstrate the demonic traits they inherited from the misadministrators. It is no small wonder why urban districts have such large teacher turnover and why many teachers retire early. The criteria to become a substitute teacher have become easier in New Jersey to fill the many vacant positions which exist due to teacher turnover and administrative abuse.

NTU has been doing exit surveys for staff who have resigned, and in so many cases the staff member said they were leaving the district because of their administrator.

Teaching in an urban district is not easy, and the physical and mental strain upon teachers is enormous. Couple the urban educator's daily problems with ogre administrators and you have the perfect recipe for the streams of teachers leaving urban education.

The present system is simply not working. Those with power are misusing it. They are not helping those who are in the trenches. They are chasing great educators out of education.

In Solidarity,

John M. Abeigon

President/Director of Organization

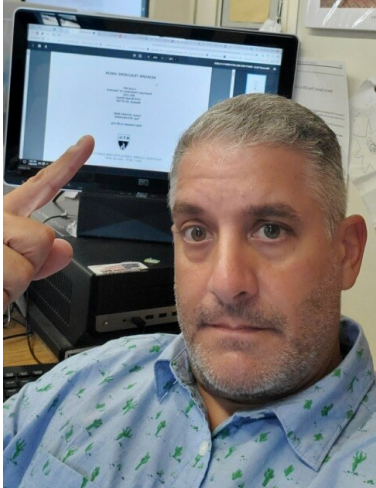
Newark Teachers Union Local 481, AFT, AFL-CIO

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From the Desk of the Secretary Treasurer



Michael R. Iovino

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Reminders:

- **Midyear participation:** If you are NOT on a CAP, attending the Midyear meeting is mandatory, but doing hours of work to present what you did for the first half of the year is not. Get your rating, work on improving for your annual.
- **Make Google Drive work for you.** Start building your Annual Evaluation at the start of the year by creating a folder for each competency and put stuff in it as you go. Snap pictures of things and put them in there. At the end of the year, share the folders and call it a day. If they give you a ten-page form to fill out, link the folders. Done.
- **Rebuttals:** Write them! If you have an overall rating to an observation that you like, but there is a component that was rated low and you disagree, write a REBUTTAL (Follow instructions on this [REBUTTAL WRITING TIPS](#) document)
- **Missing preps:** If you are losing preps, in addition to filling out the [missing prep form](#), PUT IT IN YOUR JOURNAL. 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.
- **RSVP TO Mandates:** 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](#).
- [NBOE Teacher Evaluation Guidebook 2021-22](#) spend some time with this. It covers a lot.
- [NPS Leadership Framework](#) (so you can see how your administrator is evaluated)
- [Other Evaluations](#)

That's it for now!

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Know Your Rights: What's NJFLI?

While most of our members have heard of the Family Medical Leave Act (FMLA) and the NJFLA (New Jersey Family Leave Act), you may be less familiar with New Jersey Family Leave Insurance (NJFLI) even though it is deducted from your paycheck every two weeks.

	Description	Current	YTD
1.04	Fed Withholding	769.59	1,570.92
1.08	Fed MED/EE	71.21	144.33
1.00	Fed OASDI/EE	304.47	617.14
1.48	NJ Unempl EE	18.79	38.03
	NJ NJ HCSF	0.00	0.00
	NJ NJ WDPF	1.23	2.49
	NJ FL/EE	6.88	13.92
	TOTAL:	1,427.56	2,906.88

FMLA makes sure that you are protected from any kind of disciplinary or evaluative action that might be taken against you because of absences due to a medical issue or because you are taking care of a family member with a medical issue. BUT, FMLA does not provide for pay during that time. Our staff members would use their sick or personal days, but once they run out of their days, they would no longer be paid.

NJFLI provides New Jersey workers cash benefits to bond with a newborn, newly adopted, newly placed foster child, or to provide care for a seriously ill or injured loved one.

You can receive benefits for twelve consecutive weeks, or up to 56 days of intermittent leave in a 12-month period. If you have not claimed your maximum benefit amount, you may reestablish a claim within the same 12-month period to care for a different family member, or during or following employment with a different employer.

Claimants are paid 85% of their average weekly wage, up to the maximum weekly benefit rate set for that calendar year. In 2022, the maximum weekly benefit rate is \$993 per week.



For more information or to apply for NJFLI, you can go to the [NJ Division of Temporary Disability and Family Leave Insurance's website](#).

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New Survey Shows Parents stand in Support of Educators!

Since the beginning of the pandemic, educators and school support staff have made heroic efforts to keep students safe and learning. In a school year that started with the delta variant and a calendar year that started with omicron, educators have tried to overcome these challenges and focus on helping our students recover and thrive. And contrary to what you hear some armchair pundits say, [this new polling](#) shows parents see this work and acknowledge it.

A supermajority of U.S. parents give their public schools and teachers top marks for their herculean efforts to respond to the challenges of COVID-19, fresh polling shows, and perceptions of teachers unions are on the rise.

A few key points from the survey:

- 72 percent of parents say their school provides excellent or good-quality education.
- 78 percent of parents express satisfaction with their children's schools' overall handling of the pandemic, including 82 percent of urban parents, 77 percent of Black parents and 74 percent of Hispanic parents.
- 83 percent of parents are satisfied with the schools' efforts to keep students and staff safe.

Some on the far right have tried to exploit this crisis to usher in a shameful new chapter of teacher-bashing, but most parents aren't buying it. It's been a tough time for everyone, but parents get that public schools are key for their kids' well-being. They are standing with the community, teachers and their unions—not only in defense of public education but also to address inadequate school funding, students' progress during COVID-19, lower class size, and the conditions necessary for academic recovery, including enough counselors, enough nurses and adequate teacher pay.

The virus is our enemy, not each other. Parents are saying teachers are heroes for their efforts during this pandemic and that they deeply value how their public schools have gone above and beyond to help their kids recover and thrive.

In unity,
Randi Weingarten
AFT President



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Public Service Loan Forgiveness

Some members have reached out to us to report they have been able to get their College Loans forgiven by using [the attached form](#).

Also, [AFT's SUMMER Program](#) is a great resource for these kinds of programs, including student debt clinics, loan forgiveness and debt consolidation.



SAVE THE DATE

- Friday, February 11—Lincoln Birthday, School Closed
- Thursday, February 17, Parent Teacher Conference, 1 PM Dismissal for Students
- Monday, February 21—Presidents' Day, School Closed
- Tuesday, February 22 NTU Executive Board Meeting, 3:45 PM
- Tuesday, February 22—NBOE Business Meeting, 6:00 PM
- Wednesday, February 23 —NTU Building Rep Meeting, 3:45 PM
- Thursday, February 24—NBOE Regular Meeting, 6:00 PM

Please note that February 10, 14, 18, and 22 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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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

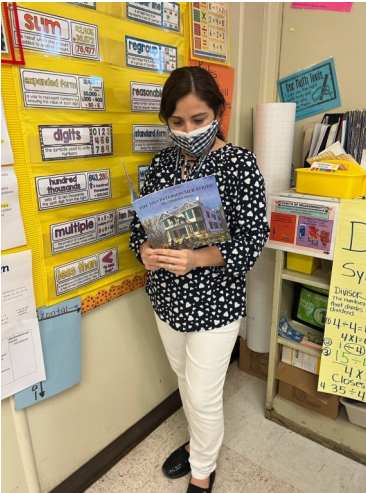
Every year, the Essex-West Hudson Labor Council gives out scholarships to the children of the affiliated unions. This year, ten \$1000 scholarships will be awarded!

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

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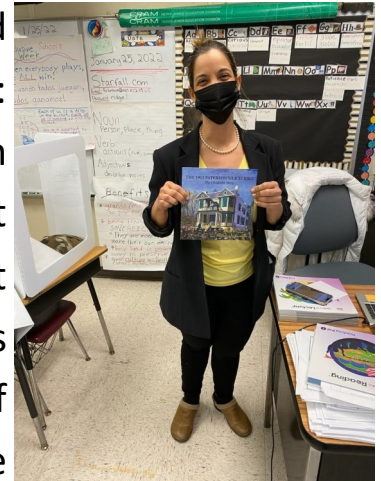
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American Labor Museum



Elisa Oliva
Ridge Street School

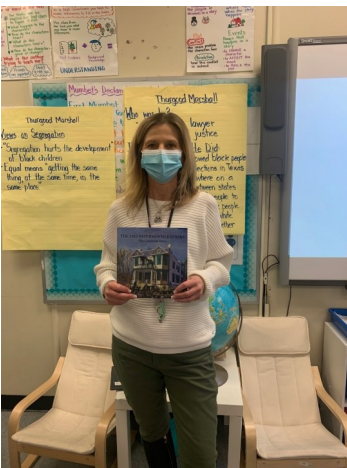
The American Labor Museum donated copies of “The 1913 Paterson Silk Strike: The Children’s Story” for Newark’s 4th Grade classes. These books were sent to the Building Reps and/or Clerks at each Elementary School. ALM has asked that staff sent us pictures of themselves and their students with the



Giselle Pascal
Ridge Street School

book to display in the museum. Please include teachers name and school with the pictures, and send them to

mmaillaro@newarkteachersunion.com.



Laura Avalone
Ridge Street School

If your school have not gotten them yet, or need more copies because your school has more than four 4th grade classes, send an email to sscreven@newarkteachersunion.com.



Awilda Rodriguez
Benjamin Franklin School

The [American Labor Museum](https://www.albmuseum.org/) is open

Wednesdays to Saturdays from 1:00 PM—4:00 PM. There are coupons for free admission and discounts from the gift shop on their website.

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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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