

NEWARK TEACHERS UNION UPDATE

February 25, 2022



President John M. Abeigon

jabeigon@newarkteachersunion.com

Why COPE Matters?

In Indiana, they are drafting a bill that would require teachers to post all their lesson plans for the entire year before school starts.

Since January 2021, 41 states have introduced bills forbidding the teaching of Critical Race Theory, even though advocates of those bills can't even define what that means.

Texas and Florida are passing bills to force teachers to out LGBTQ+ students to their families even in situations where that would put the student at risk. These are fear tactics intended to destroy education and the safety of our students (which are one and the same).

We had numerous teachers in this state vote against their best interests and support Chris Christie, who installed a two-year salary freeze, put caps on salary increases, and caused irreparable harm to our benefits and pension system. Governor Murphy won re-election by just 85,000 votes over an opponent who ran on a platform of slashing school budgets and destroying unions. Elections Matter! Take a look at the current make up of our Supreme Court. They have women's rights in their sights!

On pages 4 and 5 of this week's update, we talk about our Committee On Political Education (COPE). It's important that we educate NJ stakeholders about what's at stake in upcoming elections. Too many people are being fed lies about Labor's role in politics, and it is incumbent on each and every one of us to educate them.

In Solidarity,

John M. Abeigon

President/Director of Organization

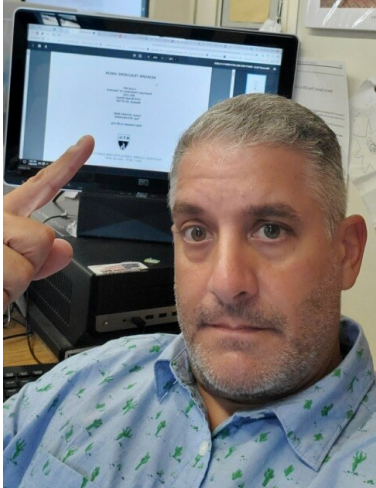
Newark Teachers Union Local 481, AFT, AFL-CIO

jabeigon@newarkteachersunion.com

NEWARK TEACHERS UNION UPDATE

February 25, 2022

From the Desk of the Secretary Treasurer



Michael R. Iovino

miovino@newarkteachersunion.com

LESSON PLAN CHECK-IN: If your administrator has been ignoring the NBOE guidance on Lesson Planning and still requiring you to do your plans in a manner that is counter to that guidance, email me at miovino@newarkteachersunion.com.

Over the last few months, the NBOE Office of Teaching and Learning has sent out updates in [Teacher Talk](#) reducing workloads in things like Progressive Writing Walls, slowing down pacing guides, etc as part of the district's reset. Where these things are not happening, we need to know about it!

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)

Other Resources:

- [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](#)

NEWARK TEACHERS UNION UPDATE

February 25, 2022

News from Around the District

The NAACP announced three Newark Educators for their Teacher Honor Roll, Richard Eugene Muldrow II (Shabazz High), Janine Suggs (Oliver Street), and Jazmin Puicon (Bard High) celebrating how they have centered black history in the lives of our students!



Fiara Jara (Sussex Ave) and her students received the Paterson Silk Strike book we distributed with the American Labor Museum and put together these terrific projects!

NEWARK TEACHERS UNION UPDATE

February 25, 2022



COPE

Newark Teachers Union
Committee On Political Education

Committee on Political Education: What is it?

Our strength at the ballot box as a united union is critical as we strive to improve the jobs and lives of our members while upgrading the quality of services they provide. And even more importantly, the people we elect at the local, state and national levels have a direct impact on your paycheck, your pension, and the resources available for you to do your job right. Why wouldn't we get involved?

COPE FAQ's

What is COPE?

COPE stands for the Committee on Political Education. These committees exist at both the state and local levels and only dues paying members in good standing may serve.

What does a COPE committee do?

Committees at the local level are responsible for running information and mobilization campaigns on local district related issues, school board candidates, and screening and recommending endorsed local and state legislative candidate.

Why is this important to me?

COPE empowers our members by:

- Providing political education for NTU members
- Raising political funds
- Endorsing candidates based on our issues
- Supporting and contributing to endorsed candidates
- Conducting voter registration drives
- Implementing get-out-the-vote programs
- Educating public officials on NTU's issues
- Contacting and rallying support for NTU's issues
- Working on ballot initiatives

Are my dues money being used to elect candidates or for political purposes?

No. The union collects voluntary contributions separate from your union dues. [Use this application for COPE deductions.](#) For only \$1 a paycheck, you can do a lot of good!

NEWARK TEACHERS UNION UPDATE

February 25, 2022



COPE

**Newark Teachers Union
Committee On Political Education**

What does the money pay for?

A common myth is that the union's political money just goes towards candidates' campaigns. This notion is simply untrue. Indeed, we do use the money to support candidates who support our issues. We wouldn't be much of a union if we didn't support candidates who support union members and their rights!

But NTU COPE also uses your contributions money for important issue-related campaigns such as FMLA/NJ Family Leave Insurance, sick leave for per diem employees, and Chapter 78 relief (reducing our health benefit contributions).

This money also goes to pay for legislative issue mailings that keep our members informed on the issues and phone banking to mobilize our members on the issues at the right times. All of these things take money!

How does COPE make us a stronger union?

What's at stake for members and their families? Working families deserve effective representation in government. The first step is to elect people who will stand up for what's right. NTU COPE works to support candidates for local, state and national office who will fight for such important issues as:

- Preserving Social Security
- Ensuring quality healthcare
- Protecting Medicare
- Safeguarding pension funds
- Expanding educational opportunities
- Promoting fair taxes
- Strengthening environmental protections

Doesn't the union just support democrats?

No, no and no. NTU COPE and our parent organization the American Federation of Teachers endorse candidates based on their voting record for our issues (or their pledge of support if not an incumbent). We believe that in politics, it's issues first, candidates second, partisanship never!

How do I join COPE?

[Click here for a COPE application!](#)

NEWARK TEACHERS UNION UPDATE

February 25, 2022

Employee Assistance Program

Dear Member,

The Staff at *Union Workforce Initiative* understands that our Union Members are facing more difficult issues this year than ever before, Covid mandates, changes in the workplace, increased workloads, and other outside forces may be altering the way that you approach your job and the world beyond your work environment.

If stress, anxiety, and behavioral/substance abuse health affect your already complex daily routines, there is help available to our members. *Union Workforce Initiative* offers a confidential, no cost consultation to all our members and their families 24 hours a day, seven days a week (**877-468-1416**).

It's important to recognize the signs and symptoms of stress, which, if left untreated, can have a negative impact on an individual's health and job performance. Stress affects every aspect of your life - work, home, and family.

The *Union Workforce Initiative* has years of combined experience working with union members and their families and is ready to assist with issues such as:

- Drug & Alcohol Dependencies
- Prescription Medication Dependencies
- Addictions of All Kinds
- Stress & Anxiety-Related Conditions
- Job Discipline Problems Related to Behavioral Health
- Depression & Anger Management
- Family Problems/ Relationship Problems
- Grief & Loss Counseling
- DUI counseling and documentation
- Hostile Work Environment / Bullying

Call **1-877-468-1416** for more information or Visit **UWIUSA.com** sponsored by Psyclarity Health

Union Workforce Initiative
Working in Cooperation with your
Union



NEWARK TEACHERS UNION UPDATE

February 25, 2022

EMPLOYEE SIGNS & SYMPTOMS ON THE JOB



**UNION
WORKFORCE
INITIATIVE** ✓

Sponsored by:
PsychclarityHealth

- Low productivity, carelessness, takes needless risks
- Poor concentration, deteriorating work habits
- Unexplained absenteeism, persistent tardiness, inappropriate use of FMLA, disregards consequences
- Interpersonal problems on the job – inability to get along with co-workers/supervisors
- Outbursts, anger management issues, and/or aggression
- Avoidance and isolating at work (i.e. excessively long lunch breaks)
- Higher than average accident rate and Work's Compensation claims
- Inconsistent work quality, frequent mistakes, blames others for poor performance
- Inappropriate conversations at work about personal problems, unpaid loans from co-workers
- Conduct unbecoming of an employee
- Off-Duty Conduct: DUI, domestic abuse, other arrests
- Exhausting all available time
- Inability to provide documentation to return to work fit for duty

For more information
contact us on

877-468-1416

or visit our website

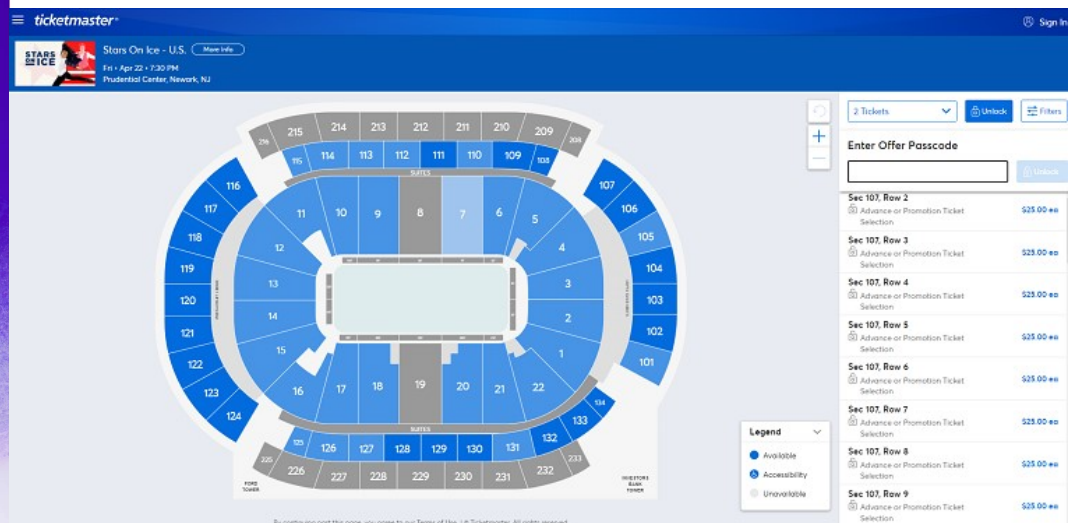
www.UWIUSA.com

NEWARK TEACHERS UNION UPDATE

February 25, 2022

Stars On Ice at Prudential Center

We have discounted tickets available for Stars On Ice at Prudential Center, Friday April 22 at 7:30 PM. [Just click on the link](#), and enter the promo code “NTU481” under the unlock button highlighted below!



mark  your **Calendar**

- Tuesday, March 22—NTU Executive Board Meeting
- Tuesday, March 22—Newark Board of Education Business Meeting
- Wednesday, March 23—NTU Building Rep Meeting
- Thursday, March 24—Newark Board of Education Meeting

NEWARK TEACHERS UNION UPDATE

February 25, 2022

2022 NTU Hall of Fame and Shanker Scholarship Awards

The NTU Education Foundation is proud to announce our **24th Annual Albert Shanker Scholarship Awards and Hall of Fame**. This year, we are inducting Joseph N. DiVincenzo Jr. into the NTU Hall of Fame and presenting the NTU Legacy Award to long time Building Rep and Vice President, Jerry Moore!

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!](#)

NEWARK TEACHERS UNION UPDATE

February 25, 2022

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

Staff

**Editor/Director of Research
and Communication
Mike Maillaro**

mmaillaro@newarkteachersunion.com

**Assistant to Secretary/Treasurer
Subrina Screven**

sscreven@newarkteachersunion.com

**General Counsel
Eugene Liss**

**Education Resource Department
Johanna Rios
Marivelle Ocasio**

**Part-Time Staff Reps
Robert Palumbo
John Alvino**

**Security/Maintenance
James Santiago**

**Office Staff
Wendy Huang**

**Newark Teachers Union
Local 481, AFT, AFL-CIO**

**3rd Floor
1019 Broad Street
Newark, NJ 07102
Phone: 973-643-8430
Fax: 973-643-8435
Fax: 973-242-5880**

<http://newark.nj.aft.org>

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

Chris Canik

Justin Petino

Ronnie D. Carney

Jennifer Ramos

Timothy Carr

Marisa Rodriguez

Cassandra Chapman- Talmadge

Ryan Sandor

Donna Charles

Larry Sullivan

John Cunha

Janae Taylor

Mark Donetz

Tennille Wasek

Josephine Donnellan

Carmen Lopez Wolf

Kristyn Faison

Joicki Floyd

Love Gaillard

Francisco Garcia

Nancy Gianni



**NEWARK TEACHERS
UNION**