

NEWARK TEACHERS UNION UPDATE

February 4, 2022

GRIEVANCE UPDATE

Grievance	Progress Made	Going to Arbitration
Quarantine Days		X
Notice Period for Non-Tenured teachers	✓	
Discretionary Funds	✓	

Yesterday, we met with the district's new Director of Labor Relations, Scott Carbone, to try and resolve our ongoing contract grievances. We were able to resolve a lot of cases that affected individual members, and we made a lot of progress on two major issues: ensuring unspent discretionary funds are returned to the schools to be spent by the principal in cooperation with the Union building committee and the district's arbitrary change of the notice period for resigning non-tenured teachers from 60 to 30 days. We hope to have a finalized settlement on those issues in the next few days to report out to you.

The quarantine days issue continues to be a major sticking point. Our contract is very clear:

SECTION 4 EXISTING LEAVE POLICY No deduction of salary of a regular employee shall be made for absence as follows:

C. QUARANTINE: Quarantine as defined by Newark Board of Education's Health Services Office and the employee's physician.

We will continue to try and work with the district on resolving this, but as of now, it seems likely that an arbitrator will need to decide this case. We have dates scheduled with the arbitrator throughout February. and we will update you as things progress.



President John M. Abeigon

jabeigon@newarkteachersunion.com

In Solidarity,

John M. Abeigon

President/Director of Organization

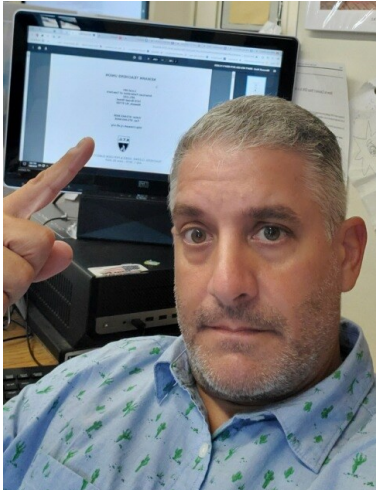
Newark Teachers Union Local 481, AFT, AFL-CIO

jabeigon@newarkteachersunion.com

NEWARK TEACHERS UNION UPDATE

February 4, 2022

From the Desk of the Secretary Treasurer



Michael R. Iovino

miovino@newarkteachersunion.com

Regarding Midyears

I will keep this part of the conversation through the month because I know midyears are happening at different times and you will continue to have questions....so...back at it!

Midyear participation: If you are NOT on a CAP... attending the meeting is mandatory, 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.

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....REBUTTAL (Follow instructions on this [REBUTTAL WRITING TIPS](#) document)

Sick Days and Midyears/Annals: While the NTU continues to fight to have sick days that taken as a result of having Covid, or being a close contact, restored, you are still going to be concerned about the impact of those sick days on your Annual. Don't. I have it in writing, that sick days taken as a result of having Covid, or any other good-ole-fashioned illness, like the flu, or other contagious ailments, will not impact your annual. So, if you do have to take a sick day, go to the doctor, use TeleDoc, visit a CityMD or other service...the more documentation you have the better. Even if you have receipts for over the counter medication you picked up on a day you took off sick, keep it. If your midyear rating is lowered because of sick days, and you had Covid, email me at miovino@newarkteachersunion.com and I will forward that information to the Superintendent.

Days that DO NOT COUNT on Midyears/Annals/AIP: Any personal day, full or half, does NOT count against your rating or towards AIP, nor do Administrative Days, Jury Duty, FMLA days (regular or intermittent), days taken for religious observations, bereavement days, days for Military Service, or state holidays.

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 4, 2022

Parent Teacher Conference

From Teacher Talk, 1/3/2022:

February 17: Parent/Teacher Conferences will be held virtually from 1 pm – 7 pm. If some of you want to hold these meetings from another location other than your school, you will have one-hour travel time so your sessions will run from 2 pm – 8 pm. It is important to note that once all of your meetings are over, you are done, regardless of the end time I've just noted or your location.

IF YOUR ADMIN IS NOT FOLLOWING THIS, SPEAK TO YOUR BUILDING REP OR REACH OUT TO THE NTU IMMEDIATELY!

Labor Movement Inspires Art in our Schools

Last week, we distributed free copies of “The 1913 Paterson Silk Strike” with 4th grades across the district. Teaching our students about labor history in schools is vital. We received this picture from the 4th Grade Team over at Oliver Street School of a project our students did with the Paterson Strike book we mentioned in [last week's update!](#)



NEWARK TEACHERS UNION UPDATE

February 4, 2022

Understanding your pay: Tax Season Edition

Q: Why do my paychecks seem smaller when we move from December to January?

In general, the two main changes from December to January are increases in health benefits contributions and payroll taxes kicking back in. There are certain payroll taxes that only come out until you reach a certain limit each calendar year, so those deductions would start up again.

- FICA: Social Security: 6.2% of wages
- NJ Unemployment, NJ Health Care Subsidy Fund, Workplace Development Fund, etc: Totals of 5.4% of wages up to \$36,200
- NJ FLI - Family Leave Insurance: 0.28% of wages up to \$36,200

Newark Public Schools 765 Broad Street Newark, NJ 07102		Pay Group: P10-Pay Group 10 Pay Begin Date: 01/15/2022 Pay End Date: 01/28/2022	Business Unit: NWK Advice #: 000000010619662 Advice Date: 02/04/2022
		TAX DATA:	
Employee ID:		Federal	NJ State
Department:		Tax Status: Single	Single
Location:		Allowances: 0	0
Job Title:		Addl. Pct: N/A	
Pay Rate:		Addl. Amt:	

HOURS AND EARNINGS					
		Current		YTD	
Description	Rate	Hours	Earnings	Hours	Earnings
Regular Pay			4,419.72	143.00	10,803.76
Holiday Paid	75.550800	6.50	491.08	45.50	3,437.56
Administratively Excused			0.00	6.50	491.08
After School Program			0.00		120.00
TOTAL:		6.50	4,910.80	195.00	14,852.40

TAXES		
Description	Current	YTD
Fed Withholding	772.53	2,343.45
Fed MED/EE	71.39	215.72
Fed OASDI/EE	305.23	922.37
NJ Unempl EE	18.78	56.81
NJ NJ HCSF	0.00	0.00
NJ NJ WDPF	1.22	3.71
NJ NJ SWAF	0.86	2.60
NJ FLI/EE	6.87	20.79
NJ Withholding	255.38	773.69
TOTAL:	1,432.26	4,339.14

Q. Why does my W2 not match my annual salary?

W2's measure from January to December while our salary is paid September to June (with raises in September or February depending on the individual situation), so the W2's might not always fall 100% in line with the salary on top of the paychecks.

Also, our salaries may cover a different number of days depending on the calendar. For example, in 2020-2021, 10 month employees were paid for 215 days. in 2021-2022, 10 month employees were paid for 214 days.

NEWARK TEACHERS UNION UPDATE

February 4, 2022



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.

NEWARK TEACHERS UNION UPDATE

February 4, 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**.

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 4, 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

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

