

NEWARK TEACHERS UNION UPDATE

March 25, 2022



President John M. Abeigon

jabeigon@newarkteachersunion.com

President's Report

Yesterday, Supt. León released a revised calendar for this current school year, as well as for SY 2022-2023. We are happy to report that the Superintendent kept his word and the 2021-2022 school year is ending one day earlier than scheduled.

As for next year's calendar? The fact remains that calendars are managerial prerogative and therefore not negotiable. The creation, approval, and ramifications of calendars are the sole responsibility of the Superintendent and the Board of Education. Every year we meet with the

Superintendent and list our concerns. We did that this year as well.

Among those concerns were:

- **AUGUST START TIME:** In our 2019 contract, we were able to negotiate a single year (2020-2021) where we did not start before September 1st. The district has refused our efforts to make this permanent. We provided examples of alternative calendars, but NBOE seems determined for us to be one of the very few districts that start in August.
- **OPENING WEEK EXPECTATIONS:** We ask that these days be clearly described, providing ample time for staff to set up their classrooms without any interference whatsoever.
- **SEPTEMBER 2nd:** The Friday before Labor Day is no longer problematic. The calendar states in a simple unequivocal sentence "Sept 2nd is not a work day for NTU Members." You may plan your Labor Day Weekend accordingly.
- **NUMBER OF WORKDAYS:** We are working 188 days while the statewide average is 185. We suggested that a reduction of staff development days (which we argued are not as effectively used as they believe they are) and better use of PLC's and Faculty meetings, would allow for a reduction of the number of days.
- **NOVEMBER:** November is a tough month for staff and students alike. It creates attendance issues and it's difficult to maintain student interest and focus. There needs to be a better plan—one that takes the scheduling needs of parents & teachers into consideration.

In Solidarity,

John M. Abeigon

President/Director of Organization

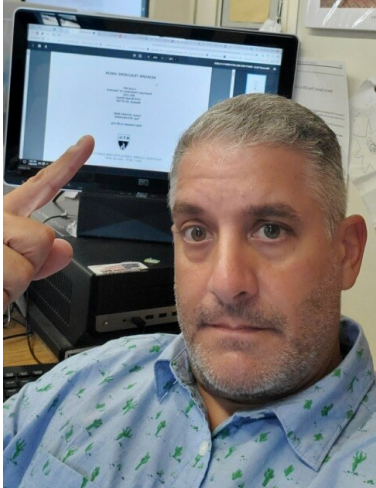
Newark Teachers Union Local 481, AFT, AFL-CIO

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From the Desk of the Secretary Treasurer



Michael R. Iovino

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It's important to note that there is a difference between SINGLE LESSON INDICATORS and YEAR LONG INDICATORS. It is entirely possible to do very well on your observations, and then do poorly on your ANNUAL EVALUATION. Observations are a PART of the overall picture.

Currently, teacher practice (observations and year-long indicators, other interactions) is 85% and SGOs are 15% (IPDP goals and student growth outcomes) to combine for your overall rating.

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](#)

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- Friday—April 15, Good Friday, School Closed
- Monday—Friday, April 18—22—Spring Break, School Closed
- Tuesday, April 26, NTU Executive Board
- Wednesday, April 27—NTU Building Rep Meeting

Please note that April 14 and April 25 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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Social Work Month—Office of Early Childhood



Take Action: Cost of Living Increase

The inflation rate is at a 40 year record high, but it's been 11 years without a cost of living adjustment (COLA). New Jersey retirees are suffering. We are desperately in need of the reinstatement of COLA. Retirees have lost approximately 25% of buying power over the past 11 years. Elderly and disabled retirees are now forced to work another job, as they are receiving pensions near poverty levels. When we retired, we were told COLA would be there for us.

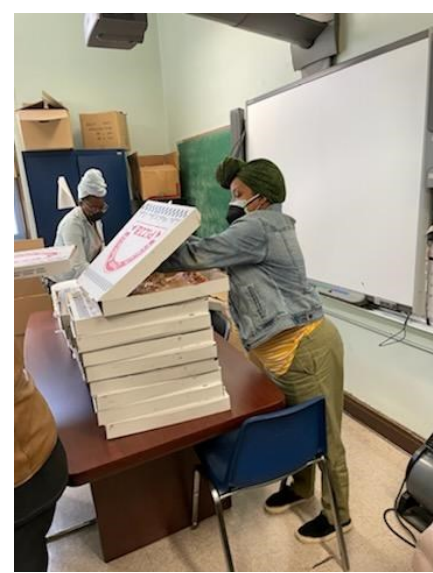
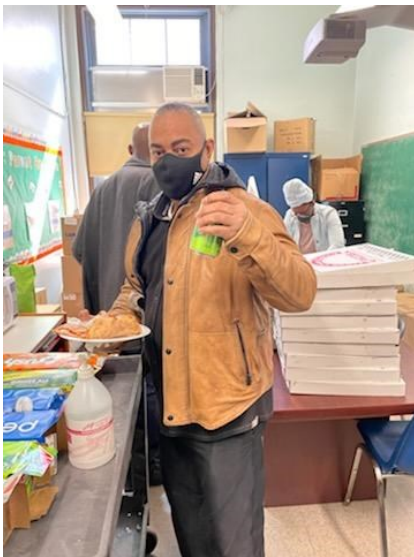
Help is finally here and that's where Senate Bill S260 and Assembly Bill A2758 are of the utmost importance to NJ retirees! We are asking all NJ retirees, active members, friends, and family to contact their legislators asking them to co-sponsor and vote yes for these bills. We have started the leg work and need your help! Let our voices be heard! Strength in numbers my friends!

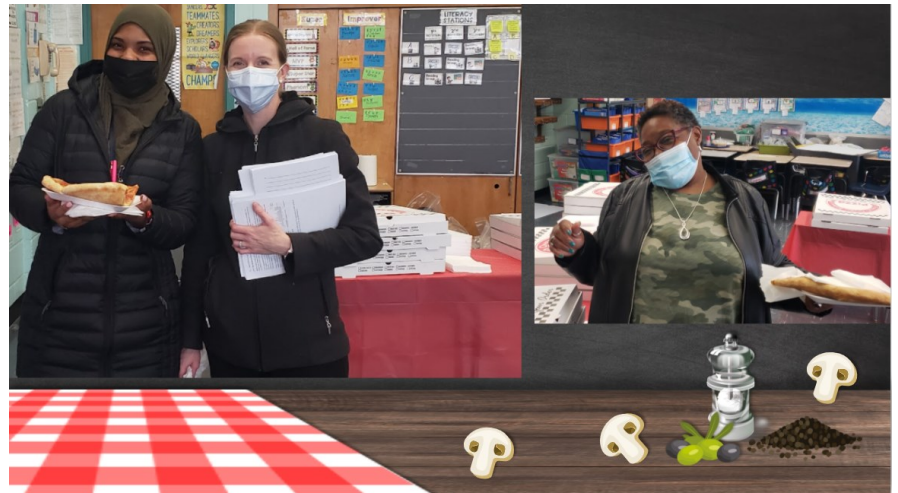
<https://p2a.co/ewiuobv>

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NTU District-Wide Pizza Party!!





NEWARK TEACHERS UNION

1019 Broad Street, Newark, NJ 07102

24th Annual Albert Shanker Scholarship Awards

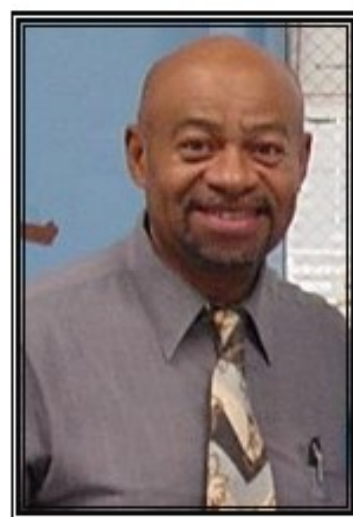
*The NTU is proud to announce our 24th Annual Albert Shanker Scholarship Award Dinner!
Every year, we are able to provide several scholarships to our members' children,
our paraprofessionals, and the students of Newark.*

*This year, the NTU will be inducting **JOSEPH DIVINCENZO** into the NTU Hall of Fame
and honoring **JERRY MOORE** as our Legacy Award recipient!*



JOSEPH DIVINCENZO
NTU Hall of Fame Inductee

*Essex County Executive
Former Newark Teacher
Former Newark Athletics Coordinator*



JERRY MOORE
NTU Legacy Award Recipient

*NBOE Teacher
(NJ Regional Day School)
NTU Vice President
NTU Building Representative*



If you require additional information or Ad Journal request forms, please go to
<http://newark.nj.aff.org/> or contact the **NTU SCHOLARSHIP COMMITTEE**
at (973) 643-8430 Ext. 32 or ntuscholarshipawards@gmail.com. Thank you.

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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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**NEWARK TEACHERS
UNION**