

NEWARK TEACHERS UNION UPDATE

April 29, 2022



President John M. Abeigon

jabeigon@newarkteachersunion.com

President's Report

Nationwide, *teacher* shortages continue to be widespread especially in urban areas. A survey found that 48% of teachers said they had considered changing jobs in the past month.

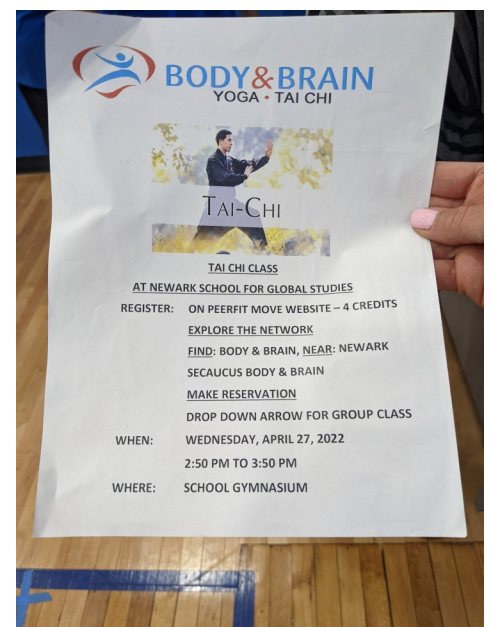
Why are *teachers* leaving education? “A culture of teacher blame and punitive test-based evaluation, have taken a toll...Even before the onslaught of the pandemic in March 2020, current and prospective teachers were responding to widespread devaluing of the profession by choosing other careers. Perhaps not surprisingly, the

pandemic has heightened the teacher shortage. As one teacher from Washington state recently put it, “Many of us are pouring from that empty cup from last year; we are emotionally exhausted.””

In Newark, in April alone we had 27 teachers resign, and that’s not counting several more who announced their retirement. That is why the district has asked us to reopen the current contract in a limited scope to look at *teacher* recruitment and retention. We continue to make progress in these negotiations and expect we will be able to give more information soon.

BUT, changes to the contract AREN'T enough! There are many issues at the school level that affect teachers as well as supports staff are not governed by our contract. That does not mean that we can not work to address them. Among these issues are workload, redundant tasks, and the lack of clear and consistent communication. We are working with the Superintendent’s office to address these issues. We believe that this two-pronged approach will help to attract new teachers to the profession and give veteran staff reason to stay! **WE NEED NEW TEACHERS TO BUILD THE FUTURE OF EDUCATION AND THE EXPERTISE OF VETERAN STAFF TO MENTOR THEM!**

Building Rep Elizabeth Lozada and the staff at Newark School of Global Studies invited me to attend their PeerFit sponsored Thai Chi class this week! Namaste, People!



In Solidarity,

John M. Abeigon

President/Director of Organization

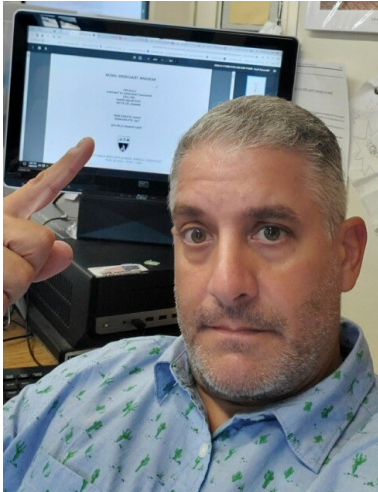
Newark Teachers Union Local 481, AFT, AFL-CIO

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From the Desk of the Secretary Treasurer



NTU COVID/SICK DAY SURVEY

In the last update I asked you to reach out regarding Sick Day/Covid/Quarantine impact on your annuals. I received a LOT of responses. Having forwarded them to the Superintendent to address, he requested I create a spreadsheet so that they can work on them all at once.

PLEASE FILL OUT THIS FORM ASAP if your competency 5D was negatively impacted by sick days and/or COVID sick days and/or quarantine days so that it may be corrected. **EVEN IF YOU PREVIOUSLY EMAILED ME...FILL IT OUT ASAP.**

Michael R. Iovino
miovino@newarkteachersunion.com

Reminder! If you are being pulled from your assignment because of coverage or any other reasons, **DOCUMENT 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 the 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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2021-2022 Discretionary Funds

FYI: We received the below email from NBOE about Discretionary Funds. MAKE SURE YOU GET YOUR PAPERWORK IN BY MAY 6th! Only 200 responses have been received so far!

Contact: Maria Arce, Office of Accounting

Email: M1arce@NPS.K12.NJ.US

Dear Teachers, Nurses, or Academic Interventionist:

As per District policy, in order to be reimbursed in the amount of **\$150.00 or less** for instructional materials such as; books, technology, writing instruments, etc., that supplemented and affected your work with pupils this school year; you will be asked to complete and submit a District Discretionary Fund Certification.

Only one submission per individual will be permitted.

Please see attached Memorandum for further instructions and to access the Survey Link.

[Memo-Discretionary-Funds-Teacher-Talk.docx](#)



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teleflora. +  UNIONPLUS

MOTHER'S DAY | BIRTHDAY | BEST SELLERS | SAME DAY | DEAL OF THE DAY

CELEBRATE MOM ALL WEEKEND LONG!

Have her flowers delivered early and save! Shop now »



**LIMITED TIME OFFER:
SAVE 30% SITEWIDE
WITH YOUR UNION PLUS DISCOUNT!***

MAKE MOM'S DAY

Send Mom something different this year with a gorgeous succulent that will live on way past Mother's Day!

SAVE 30% NOW

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April 29 Paydate



Reminder! Today's paycheck is a "third check" so benefits deductions were not taken out. BUT, the district had advanced us four days pay in our first check of the year, so for most ten month employees, today's check is only for 9 days. To check your pay, take your salary and divide it by 214 days to get your daily rate. Multiple that by 9, and that should be your gross pay on today's check.

mark  your Calendar

- Tuesday, May 3—Eid-Al-Fitr Holiday—School Closed
- Tuesday, May 24—NTU Executive Board
- Wednesday, May 25—NTU Building Rep
- Monday, May 30—Memorial Day Holiday—School Closed

Please note that May 2nd, May 4th, May 27th, and May 31st 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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UNION**