

# NEWARK TEACHERS UNION UPDATE

May 20, 2022



President John M. Abeigon

jabeigon@newarkteachersunion.com

## President's Report

Heading into the last month of school, we have several major projects going on:

- Our 2022 Shanker Scholarships will be announced in the next few days. We are also having a small in-person Hall of Fame Induction Ceremony which is a nice step back to normalcy after the last two years.
- On June 10, in partnership with the Mayor's Office, we will be distributing 40,000 books to our schools and the community. WE NEED VOLUNTEERS TO HELP WITH SORTING AND DISTRIBUTING THESE BOOKS! See Page 3 of this update to sign up!
- We continue to work with the NBOE in assessing redundancies and working towards reducing staff work loads.

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**IMPORTANT REMINDER!** This year marks the 10th anniversary of the changes Governor Christie enacted to NJ's tenure system, which became the [Teacher Effectiveness and Accountability for the Children of New Jersey \(TEACHNJ\) Act](#).

I have been in contact with State Senator M. Teresa Ruiz, who [introduced the legislation in 2011](#), about meeting to reevaluate TEACHNJ so it reflects the new norm in New Jersey while mapping out a vision for the future.

To make the most of this opportunity, we created an in-depth survey for educators to fill out about TEACHNJ. [The deadline is June 1!](#) We want to get as many different perspectives as possible here. TEACHNJ dictates everything from tenure to how staff are evaluated, so it's important for Newark staff voices to be heard!

In Solidarity,

John M. Abeigon

President/Director of Organization

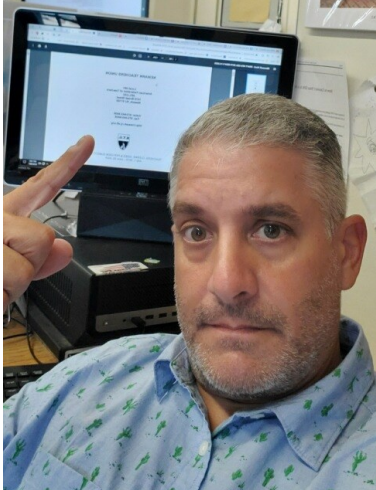
Newark Teachers Union Local 481, AFT, AFL-CIO

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# NEWARK TEACHERS UNION UPDATE

## May 20, 2022

### From the Desk of the Secretary Treasurer



Michael R. Iovino

[miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com)

#### NTU COVID/SICK DAY SURVEY

A few weeks ago, 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.**

**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](#)

# NEWARK TEACHERS UNION UPDATE

## May 13, 2022



Location: Newark School Stadium  
516-566 Roseville Ave  
Newark, NJ 07107

Dates: June 8, 9, 10— 9:00—5 PM



**CALLING ALL SCHOOL  
STAFF, STUDENTS  
AND COMMUNITY  
MEMBERS**

**Newark is getting 40,000 Free Books for Families and Educators!  
We need your help sorting these books for the citywide  
“1000 books Before Kindergarten Book Fair”**

- Volunteers will get to select and take their books during their volunteer shifts.
- Please wear comfortable clothes and shoes to walk in, bring gloves to protect your hands
- If you can't work the entire shift, just let us know. Every little bit helps!
- If you have any questions, email [mmailaro@newarkteachersunion.com](mailto:mmailaro@newarkteachersunion.com)

**Interested in Volunteering?**

Sign Up at: <https://tinyurl.com/NTUBookFair>

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# NEWARK TEACHERS UNION UPDATE

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## ***THE NEWARK TEACHERS UNION***

is hosting a

## *Classroom Library Contest*

NTU is going to award five schools with \$2,000 prizes through AFT's First Book Program. All entries will be judged by our Retiree Chapter. All entries must be in by 5 PM on Friday, May 20, 2022!

In order to participate, literacy coaches must submit an entry form on behalf of their school.

Click link to enter contest!

<https://tinyurl.com/NTULibraryContest>



# NEWARK TEACHERS UNION UPDATE

## May 20, 2022

### Return! An Arts High Dance Concert



Return! An Arts High Dance Concert produced by Dance Educators Krystal Hall-Glass and Ronnie D. Carney (NTU Vice President).

May 26th and 27th, 7 PM

This is the Sign-up Genius link for ticket registration:

<https://www.signupgenius.com/go/70a0c4daea72ba6ff2-return>

**Only pre-registered audience members will be allowed to attend.**

**Tickets Prices are as followed:**

**\$10 General Public**

**\$2 AHS Students**

**\$40 For Families with 4 or more members**

**Registration will put tickets on hold for you, payment will be taken at the door.**

Earlier this year, we reported Jazmin Puicon (Bard HS Early College ) was honored by the NAACP for centering black history her classrooms. Jazmin sent over this update:

I finally graduated with my Ph.D. in History from Rutgers University-New Brunswick.

I also won the Rutgers University School of Graduate Studies Excellence in Service and Outreach Award. The Excellence in Outreach and Service Award recognizes SGS graduate students who have made significant contributions to organizations outside Rutgers University. The winner of the Excellence in Outreach and Service Award receives a commemorative plaque at our annual Awards Ceremony. The Award is based on sustained, extraordinary commitment to service outside of Rutgers University; and effective collaboration with and meaningful connection to a service group, school, non-profit, or other community organization. Dr. Carla Stephens, principal of Bard High School Early College, introduced me and presented me with the award, along with the Dean of the School of Graduate Studies at the awards ceremony.



## CONGRATULATIONS, JAZMIN!

# NEWARK TEACHERS UNION UPDATE

## May 20, 2022

### Garden State Health Plan FAQ's

If you have any specific questions not addressed below or in the district's communication on the next page, you can email [nmaillaro@newarkteachersunion.com](mailto:nmaillaro@newarkteachersunion.com), [benefits@nps.k12.nj.us](mailto:benefits@nps.k12.nj.us), or attend one of the Webinars the district is having about this. There is also further information available on the [state's webpage](#), including a [summary of the benefits](#).

#### What is the Garden State Health Plan?

When the state created Chapter 44 to reduce staff contributions for benefits, the law required the state (and districts not participating in the School Employees Health Plan) to create two plans. The first plan is the New Jersey Educators Plan which has been available to us since January 2021. The second plan is the Garden State Health Plan. The Garden State Health Plan is half the cost of the New Jersey Educators Plan but **ONLY COVERS DOCTORS IN NJ!**

#### Am I required to move to the Garden State Health Plan?

All active staff hired before July 1, 2020 can remain on any of the health plans offered by the Newark Board of Education.

Eligible retirees and staff hired ON OR AFTER July 1, 2020 will be required to choose between the NJ Educator Health Plan or the Garden State Health Plan.

#### How much does the Garden State Health Plan cost?

Percentages listed are a percentage of a staff member's gross salary.

<u><b>NJ Educator Health Plan Contribution Schedule</b></u>				
	<u><b>Single</b></u>	<u><b>PC</b></u>	<u><b>HW</b></u>	<u><b>Family</b></u>
\$00,000 - \$40,000	1.65%	2.20%	2.75%	3.30%
\$40,001 - \$50,000	1.93%	2.48%	3.30%	3.85%
\$50,001 - \$60,000	2.20%	2.75%	3.85%	4.40%
\$60,001 - \$70,000	2.48%	3.03%	4.40%	4.95%
\$70,001 - \$80,000	2.75%	3.30%	4.95%	5.50%
\$80,000 - \$90,000	3.03%	3.58%	5.50%	6.05%
\$90,001 - \$100,000	3.30%	3.85%	6.05%	6.60%
\$100,001 - \$125,000*	3.58%	4.40%	6.60%	7.15%
*Employees with salaries above \$125,000, shall pay at the \$125,000 rate.				
*In no case shall an employee contribution exceed the maximum amount for an as calculated under Chapter 78.				
<u><b>Garden State Health Plan Contribution Schedule</b></u>				
<u><b>Salary Levels</b></u>	<u><b>Contribution as a Percentage of Salary</b></u>			
\$00,000 - \$40,000	50% of NJ Educator Plan employee contribution			
\$40,001 - \$50,000				
\$50,001 - \$60,000				
\$60,001 - \$70,000				
\$70,001 - \$80,000				
\$80,000 - \$90,000				
\$90,001 - \$100,000				
\$100,001 - \$125,000*				
*Employees with salaries above \$125,000, shall pay at the \$125,000 rate.				
*In no case shall an employee contribution exceed the maximum amount for an as calculated under Chapter 78.				

**IMPORTANT!** Under the law, no one can pay less than 1.5% of their salary for benefits, so in many cases, the "half" for the Garden State Health Plan for anyone who pays less than 3% under the NJ Educator's Plan would not really be half.

#### Is it worth it for me to switch over?

It is always difficult to answer questions like this as everyone's situation is unique. That said, the Garden State Plan is a MUCH smaller network, and only includes NJ Doctors. That means facilities like Sloan Kettering in New York would not be covered.

# NEWARK TEACHERS UNION UPDATE

## May 20, 2022

### Garden State Health Plan FAQ's

NBOE will be offering a new medical plan option, the **Garden State Health Plan (GSHP)**, beginning July 1, 2022. To allow people to enroll in this new plan, NBOE will be offering a **Special Enrollment period from May 31<sup>st</sup> – June 6, 2022**.

This Special Passive Enrollment period for the GSHP is open to all benefit eligible NBOE employees whether you are currently enrolled in one of the District's medical plans or not. Also, note that the **GSHP is only enrollment option** during this special open enrollment period. For those who currently waive medical and/or prescription benefits, you can use this Special Passive Enrollment Period as an opportunity to enroll into the **GSHP only**. All enrollment changes will take effect on July 1, 2022.

Your benefits choices can have a big impact on your health care experiences and expenses, so it is important that you consider your options carefully and find the benefits that are right for you and your family. Here are a few highlights of the GSHP:

- The GSHP offers the same level of benefit for both in and out of network services as the NJ Educators Plan (NJEP)
- The co-pays mirror the rates for the NJEP
- The GSHP plan design follows the NJEP for both Medical and Prescription Drug benefits
- The GSHP uses the Aetna Whole Health<sup>SM</sup> — New Jersey network of providers.
- The GSHP offers a **significantly** smaller network in comparison to the other plans offered in the District
- This includes only 35% of Hospitals and 60% of the Physicians in the Open Choice network
- There is **no coverage** for out of state providers in the GSHP, except for of emergent care
- This includes facilities such as Memorial Sloan Kettering in NYC and CHOP in Philadelphia, which would now be considered out of network

You can view your current enrollments by visiting [www.NBOEBenefits.com](http://www.NBOEBenefits.com). Signing in using your school credentials. If you have additional questions, please contact the Benefits team at [benefits@nps.k12.nj.us](mailto:benefits@nps.k12.nj.us)

#### Special Enrollment Webinars

Below is a schedule of upcoming live webinars about the Special Open Enrollment (May 31<sup>st</sup> – June 6, 2022). If you are unable to attend these sessions, please note, that the webinar will be recorded and posted after each session.

<a href="#">Tuesday, May 24, 2022 at 3:30pm- 4:30pm</a>
<a href="#">Thursday, May 26, 2022 at 3:30pm- 4:30pm</a>



# NEWARK TEACHERS UNION UPDATE

**May 20, 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](mailto:sscreven@newarkteachersunion.com) to let us know.**

**Also, if you don't get our weekly updates, send an email to [mmaillaro@newarkteachersunion.com](mailto: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](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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