

# NEWARK TEACHERS UNION UPDATE

## September 30, 2022



President John M. Abeigon

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

## President's Report

Colleagues,

At this week's Building Rep and Executive Board meetings, we began developing our short and long term strategies for restoring unity and support in the schools.

We need to stand together to remind this district at all times, "The child matters, and school staff matters!" You cannot say "It's all about the children" yet constantly disrespect their teacher. Everything we do as educators needs to be focused on ensuring the staff are in the best position to help the child succeed.

At the core of this is we want to ensure that the NTU Negotiations Committee has the support they need to make the dramatic changes that will enable school staff to have a stronger voice. Everything that has to do with education is our domain. We have told our Reps and Executive Board to begin developing Support Teams at each building who are ready to stand with them with the time comes.

We have struggled for so long in education, and now we are in a position to rebuild the trust and respect that we have been sorely lacking. This school year is going to be historic!

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

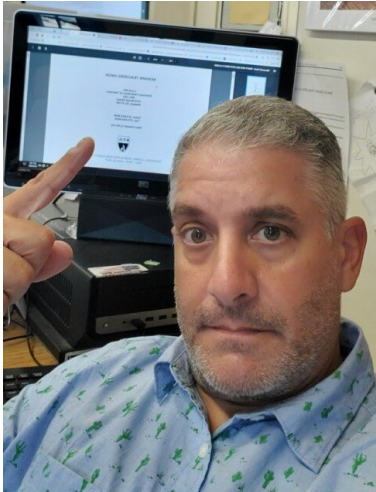
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### From the Desk of the Secretary Treasurer



Michael R. Iovino

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

What's on your plate that wasn't there last year? At the beginning of the month, I sent out a survey to our NTU Building Reps and NTU VPs and as the results came in we can see that there are a lot of NEW things that have been added to our plates this year.

Here are the things YOU need to remember... and DO!

If they take your prep, you lose time, and you **MUST** get paid or get that prep back. **KEEP TRACK OF TIME AND MONEY** and submit [THIS](#).

If they drop something on your plate, late, then you drop the [RSVP TO MANDATES](#) back on theirs.

If they give you something to do, and you can't get it done in school, then **YOU GET PAID TO WORK AT HOME...**remind them with [THIS](#).

We have to hold our administrators accountable, like they hold us accountable.

After IPDPs are finalized, expect formal observations to begin. If you disagree with any part of your observation **WRITE A REBUTTAL**. [We have Rebuttal Tips here!](#)

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**EUGENE G. LISS**  
**ATTORNEY AT LAW**

92 Main Street, Little Falls, New Jersey 07424

Phone 973-890-1819 / Fax 973-785-4053

LissLaw@hotmail.com

Keep in mind the sobering fact that despite school being in session for only four weeks, students and their parents have already begun filing “child abuse” allegations against Newark School staff.

Needless to say this brings consternation to those charged. These are serious situations!

This is my third article on the subject of child abuse so far for this school year. Remember, many of Newark parents and students are more familiar with the Division of Human Services than school staff are. Parents can and will sue you and the Newark Board of Education over child abuse allegations.

The consequences of school staff putting their hands on students can be disastrous and career ending. You can face loss of job, loss of income, loss of licenses. This should never be taken lightly! The Newark Teachers Union is here to help you. Your Building Rep is here to help you! If you don't have a NTU Rep in your building, call us directly at 973-643-8430.

Don't ever go it alone and never speak to an IAIU investigator without calling the NTU. Tell the investigator that you respectfully want to speak to your Union before giving them an interview. They will comply with your wishes, as you have the legal right to meet with your Union Representative first.

**THAT'S THE LAW!!**

Very Truly Yours,  
Eugene Liss, Esq.  
NTU General Counsel

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### 2022-2023 Paydates

Pay Date	Pay Period	Days Paid by Employee Type		
		10 Month School Based	All 12 Month	LPNs
7/8/22	06/18/22-07/01/22	4	10*	4
7/22/22	07/02/22-07/15/22	0	10*	10
8/5/22	07/16/22-07/29/22	0	10*	10*
8/19/22	07/30/22-08/12/22	0	10*	5
9/2/22	08/13/22-08/26/22	0	10*	0
9/16/22	08/27/22-09/09/22	9*	10*	5
9/30/22	09/10/22-09/23/22	10*	10	10*
10/14/22	09/24/22-10/07/22	10*	10*	10*
10/28/22	10/08/22-10/21/22	10*	10*	10*
11/10/22	10/22/22-11/04/22	10*	10*	10*
11/23/22	11/05/22-11/18/22	10*	10*	10*
12/9/22	11/19/22-12/02/22	10*	10*	10*
12/22/22	12/03/22-12/16/22	10*	10*	10*
1/6/23	12/17/22-12/30/22	10*	10*	10*
1/20/23	12/31/22-01/13/23	10*	10*	10*
2/3/23	01/14/23-01/27/23	10*	10*	10*
2/17/23	01/28/23-02/10/23	10*	10*	10*
3/3/23	02/11/23-02/24/23	10*	10*	10*
3/17/23	02/25/23-03/10/23	10*	10*	10*
3/31/23	03/11/23-03/24/23	10	10	10
4/14/23	03/25/23-04/07/23	10*	10*	10*
4/28/23	04/08/23-04/21/23	10*	10*	10*
5/12/23	04/22/23-05/05/23	10*	10*	10*
5/26/23	05/06/23-05/19/23	10*	10*	10*
6/9/23	05/20/23-06/02/23	10*	10*	10*
6/23/23	06/03/23-06/16/23	10*	10*	10*
7/7/23	06/17/23-06/30/23	5	10*	5

\* **Benefits Deductions will be taken.**  
 12 Month Employees – 24 Benefit Deductions  
 10 Month Employees – 20 Benefit Deductions

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### Teachers Matter.



Join the thousands of NJ educators and school staff members who've already made the switch to Teachers' Insurance Plan of NJ!

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- At School Zero Deductibles
- First Class Roadside Assistance
- Get Home Safe<sup>®</sup> taxi reimbursement
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Get your no-obligation quote today!

**Therese Romanelli**

Auto & Home Specialist  
to Gary Carvalho

**O:908-276-4500**

E: [therese.romanelli@prudential.com](mailto:therese.romanelli@prudential.com)

Teachers' Insurance Plan of NJ  
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## Important Certification Notice

As the district sent out earlier this week, the state is migrating all of their certification information to a new platform. Just as a precaution, we are suggesting that staff download and print copies of their certifications from the state's former TCIS system.

[Go to the TCIS website](#), enter your last name and Social Security Number. If you have any issues, reach out to TCIS customer support at [TCIStechassist@doe.nj.gov](mailto:TCIStechassist@doe.nj.gov)

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## Knowing Your Contract: Teacher Aide Work Day

### *F. SCHOOL DAY FOR SIX HOUR AIDES*

- 1. NORMAL SCHOOL DAY The normal school day for six-hour aides shall be six (6) hours and thirty (30) minutes including a thirty-minute duty free lunch break. The starting time for six-hour aides may be subject to variations as required by the needs of the school as determined by the principal, but in no instance shall six hour aides work in excess of less than six hours.*
  - 2. TEN MINUTE BREAK All six hour aides shall be entitled to one ten (10) minute break in each workday.*
- If an aide starts at 8:20, their day ends at 2:50 (NOT 2:55!!) If their day starts earlier or later, adjust appropriately.
  - If an aide's day starts at 8:20, they Kronos in at 8:20!

If your rights are being violated, talk to your [Building Rep](#) or send an email to [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com).

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mark  your Calendar

- Monday, October 10—Indigenous People’s Day (School Closed)
- Friday, October 14—Pay Day (10 days)
- Tuesday, October 25—NTU Executive Board Meeting
- Wednesday, October 26—NTU Building Rep Meeting
- Thursday, October 27—Newark Board of Ed Meeting
- Friday, October 28—Pay Day (10 days)

Please note that October 7 and October 11 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 let us know by emailing [sscreven@newarkteachersunion.com](mailto:sscreven@newarkteachersunion.com)**

**Also, if you don't get our weekly updates, make sure you are on our mailing list by reaching out to [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com)**

**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 a 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](mailto:mmaillaro@newarkteachersunion.com)

Assistant to Secretary/Treasurer  
Subrina Screven

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

General Counsel  
Eugene Liss

Education Resource Department  
Awilda Rodriguez  
Johanna Rios

Part-Time Staff Reps  
Robert Palumbo

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

Security/Maintenance  
James Santiago

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

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Carmen Lopez Wolf

Noor Alam

Elaina Maffucci Riccardi

Cristina Balboa-Camacho

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UNION**