

OCTOBER 28, 2022

NEWARK TEACHERS UNION

UPDATE



LOCAL 481
AFT/AFL-CIO

Meet Our Negotiations Team



Ronnie D. Carney



Timonthy Carr



John Cunha



Michael Iovino



Silvia Pereira

[Read for more information](#)

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LOCAL 481
AFT/AFL-CIO

PRESIDENT'S REPORT

Only free men can negotiate. A prisoner cannot enter into contracts.

-Nelson Mandela

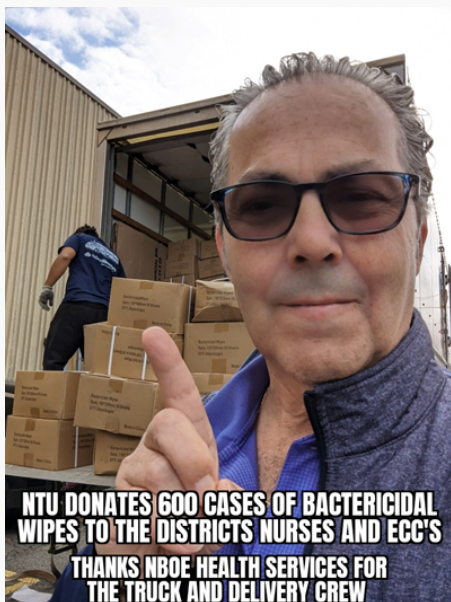
8 more days until our Saturday, November 5 Breakfast with the Negotiation Team Contract Kick Off! Here is your opportunity to meet with your fellow members from across the district and voice your concerns with the people who will be sitting across from the board during negotiations. Our next contract negotiation is going to be a once in a lifetime opportunity to enact some major changes in how schools operate in this city.

Every day, we hear from members about issues ranging from class size to being asked to cover classes to having schedules that don't allow enough time for students or staff to get from classroom to classroom. Too often, our staff are being treated like prisoners without a voice, and some principals have to learn the hard way that we do have a voice.

We fought to create a strong contract and beat back state takeover at the same time, during one of the most difficult eras public education has ever experienced—and we won! We have the courage and opportunity to create something different, and together we will.

IN SOLIDARITY,

JOHN M. ABEIGON
PRESIDENT/DIRECTOR OF ORGANIZATION
NEWARK TEACHERS UNION LOCAL 481, AFT, AFL-CIO
JABEIGON@NEWARKTEACHERSUNION.COM



TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3](#)
- [Negotiations Team pg. 4](#)
- [Kudos/Honoring Staff Members pg. 5](#)
- [Faculty Lounge Contest pg. 6-7](#)
- [Liss Law Update pg.8](#)
- [Benefits Open Enrollment pg.9](#)
- [Prudential Center pg. 10](#)
- [NTU Ed Resource Center/Upcoming Events pg. 11](#)

[HTTP://NEWARK.NJ.AFT.ORG](http://NEWARK.NJ.AFT.ORG)

From the Desk of the Secretary-Treasurer



President Abeigon reminds us all the time we have to be able to walk and chew gum at the same time. So this week, I started reviewing some of your rebuttals that you have been sending in.

WRITE THAT REBUTTAL!

Along with that, we've been gearing up for the Contract Kick Off Membership Meeting on November 5th. Here I am flyering up the mailboxes at Roberto Clemente School. Shortly after that we had two people RSVP from there!

But it's not enough. The negotiations team, introduced and pictured in this update need **THE FULL FORCE OF THIS UNION BEHIND US.**

Want your voice heard?? Show up and Speak up!

MICHAEL R, IOVINO
SECRETARY/TREASURER
MIOVINO@NEWARKTEACHERSUNION.COM

#NTUNITED

IMPORTANT!

- EVALUATION FRAMEWORK
- REBUTTAL TIPS
- RSVP TO MANDATES
- MISSED PREP FORM
- SUPPLEMENTAL TIME REPORT



MEET OUR

Negotiations Team

SATURDAY, NOVEMBER 5TH, 9 AM TO NOON MEMBERSHIP MEETING



Ronnie D Carney
Arts High School 25 years
Dance Education

Why is this upcoming contract important to you?

There has been a lot of shifts in Education nationally, and we as a district need to keep up. We need to address the development of competitive working conditions and salary guides. We also need to make sure systems are in place to optimize teachers' and support staff's productivity for student growth.



Timothy Carr
Avon Avenue Elementary School (24th year)
Art Teacher

Why is this upcoming contract important to you?

This contract has the opportunity to make one of the biggest breakthroughs in the career in public education. It gives an opportunity to ensure all employees under the NTU umbrella receive raises and benefits simultaneously in order to strengthen solidarity and unity.

As a member of the NTU Negotiations team, I vow to work diligently and relentlessly in order to ensure victory for our employees that work under the proud Newark Teachers Union.



John Cunha
Ridge Street School 32 years
Physical Education Teacher

Why is this upcoming contract important to you?

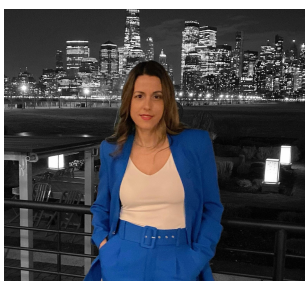
Because of circumstances outside of our control, education staff have had to make a lot of sacrifices in recent years and recent contracts. This upcoming contract represents an opportunity to make all staff whole, especially the veterans who have been through hell the last few years.



Michael Iovino
Technology High School 26th year
History Teacher

Why is this upcoming contract important to you?

As goes Newark, so goes the state. That's the way it should always be. Nobody works as hard as those who work in Newark and our contract should reflect that in EVERY way. So it is my sincere hope that we sign a contract that becomes the playbook for all other locals that protects and empowers worker and as important, REWARDS workers.



Silvia Pereira
South Street School 18th year
ESL Teacher

Why is this upcoming contract important to you?

During our next contract negotiations we will be looking to solidify a contract that is effective in instructional approach, while still protecting teachers' rights. Now more than ever we need a collective front where we work together towards shared goals. Together we will contribute to the success of this historic contract.



STAFF MEMBER NOMINATION

don't miss it

It takes a team to help a school function effectively. Each and every one of you play an important role. Each week, in our NTU Update the NTU would like to recognize outstanding staff members that are going above and beyond.

To nominate a staff member, please click the link or QR code.

click here!



SCAN ME

Faculty Lounge Contest

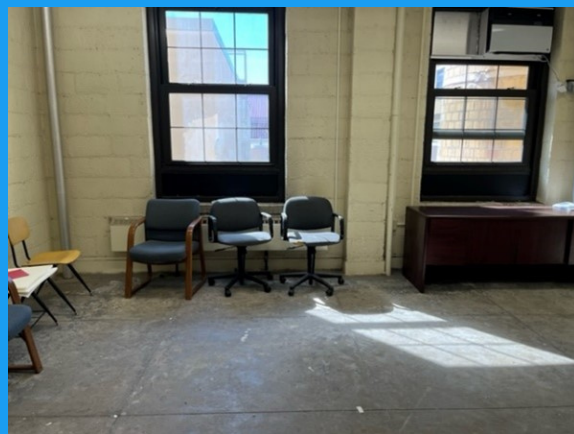
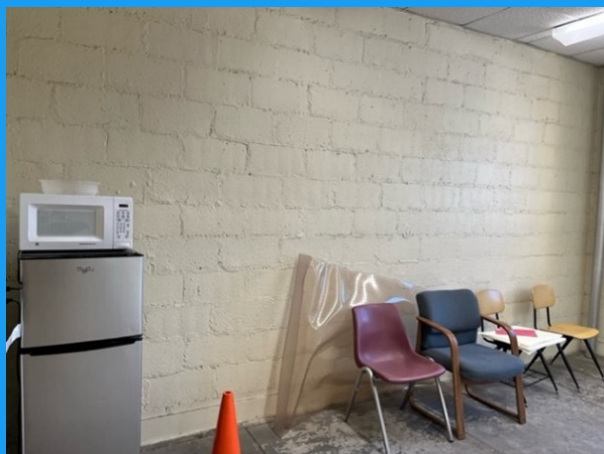


THANK YOU FOR EVERYONE WHO ENTERED OUR FACULTY LOUNGE MAKEOVER CONTEST!

1st Place: Arts High (\$500 for their faculty lounge)

"Attached are pictures of our 3rd floor faculty lounge at Arts High School. We need a lot of help because it is not encouraging to be in there. It should be a space for us to breathe and self reflect in a calming environment and as you can see, it is not. I hope we win. Any help would be great. We plan on adding color, putting images on the wall, better seating and a rug to cover the cement floor."

Janae Taylor, Math Teacher



2nd Place: Hawkins (\$250 for their faculty lounge)

[Click to check out video](#)

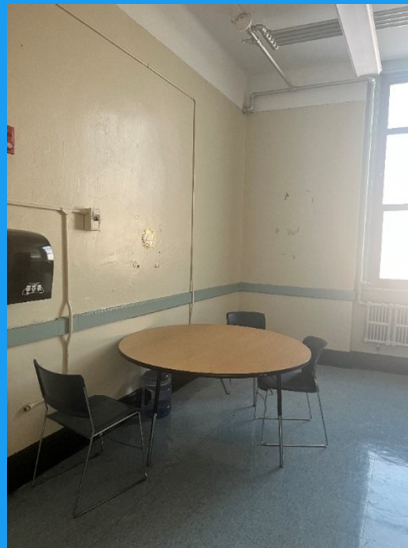


Faculty Lounge Contest



3rd Place: South 17th Street (\$250 for their faculty lounge)

"Teaching in a public school for 20 years now and being at South 17th Street School for 17 years, I can say that having a faculty lounge is very important for the teachers to plan, communicate and eat lunch peacefully. It's a place where they can convene about their struggles and share good practice to help improve handling their classes. Having a warm and welcoming environment is very important if we want teachers to feel comfortable. Right now our faculty lounge is cold and unwelcoming and no one goes into it. I believe that the faculty lounge at South 17th Street School deserves a makeover and would completely benefit from the help of the NTU." - Piper Hill, Academic Coach



Runners Up (Each runner up will be getting \$100 for their Faculty Lounge)

Park Elementary School

West Side High

Luis Munoz Marin

Avon Ave

Peshine

Lafayette

Ridge Street

Ann Street Annex

Salome Urena

E. Alma Flagg

East Side High School

*Giveaway
Time!*



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OCTOBER 28, 2022

REMEMBER, YOU'RE NOT BULLETPROOF AND STUDENTS WILL NOT HESITATE TO MAKE A PREEMPTIVE STRIKE AGAINST YOU

YOU'VE GOT TO REALIZE THAT PROBLEM STUDENTS, TO AVOID PUNISHMENT FOR A BAD DEED, WILL PREEMPTIVELY SAY YOU SAID OR DID SOMETHING WRONG. THEY WILL PUT YOU ON THE DEFENSE HOPING THEIR WRONGDOING WILL BE OVERLOOKED. IT'S THE "HE HIT ME FIRST" DEFENSE.

INSTEAD OF THE STUDENT BEING IN THE SPOTLIGHT, THE TEACHER APPEARS IN THE SPOTLIGHT AND HAS TO ANSWER QUESTIONS ABOUT HIS OR HER PROFESSIONALISM. THAT IS WHY PROFESSIONALISM AND NOT FAMILIARITY SHOULD BE THE NORM. JOKING AROUND WITH STUDENTS CONCERNING SUBJECTS LIKE CLOTHING, SIZE & SHAPE, HAIRSTYLES, SPEECH DISABILITIES, AND PERSONAL FRIENDSHIPS CAN LEAD TO STUDENT MISINTERPRETATION AND ACCUSATIONS AGAINST THE TEACHER, ESPECIALLY FROM STUDENTS WHO MISBEHAVE. THESE STUDENTS ARE LOOKING TO MAKE A "PRE-EMPTIVE STRIKE" AGAINST THE TEACHER BEFORE THE TEACHER CAN BRING DISCIPLINARY CHARGES AGAINST THEM.

ALWAYS, ALWAYS, ALWAYS, STAY PROFESSIONAL AND DO NOT LET THE SITUATION MOVE YOUR WORDS IN THE WRONG DIRECTION TO BE SUBJECT TO MISINTERPRETATION. FRUSTRATION CAN LEAD TO PERSONAL DISASTER. SPEAK TO YOUR CO-WORKERS, SCHOOL SOCIAL WORKER, GUIDANCE COUNSELORS, AND ADMINISTRATORS ABOUT CLASSROOM SITUATIONS AND KEEP RECORDS OF WHAT YOU SAY AND TO WHOM.

REMEMBER, TWO IMPORTANT WORDS: "STAY PROFESSIONAL."

VERY TRULY YOURS,

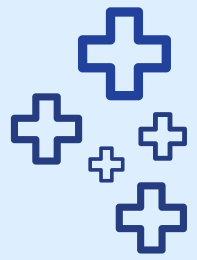
EUGENE LISS, ESQ.

NTU GENERAL COUNSEL



Benefits

OPEN enrollment



IMPORTANT! THE DISTRICT IS DOING OPEN ENROLLMENT FROM NOVEMBER 1 TO NOVEMBER 15, 2022. THIS IS THE ONLY TIME OF YEAR YOU CAN CHANGE YOUR BENEFITS PLAN OR ENROLL IN FLEXIBLE SPENDING ACCOUNTS.

FOR MORE INFORMATION, THE DISTRICT IS DOING TWO LIVE WEBINARS.

· THURSDAY, OCTOBER 27 - 3:30 PM-4:30 PM

MEETING NUMBER: 2620 127 9569 / PASSWORD: 2023OE

· WEDNESDAY, NOVEMBER 9 - 3:30 PM-4:30 PM

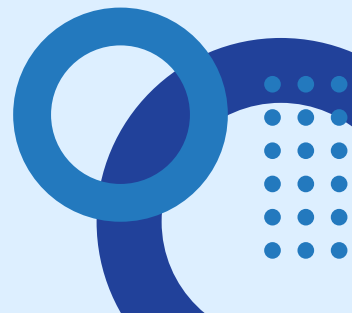
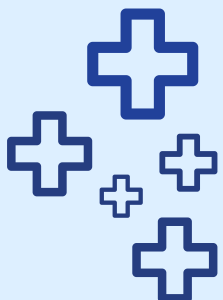
MEETING NUMBER: 2621 167 5464 / PASSWORD: 2023OE

IF YOU ARE UNABLE TO ATTEND, THE WEBINARS WILL BE RECORDED AND POSTED FOR VIEWING ON DEMAND AT WWW.HRCONNECTION.COM GUEST KEY: NBOE

TO PARTICIPATE IN THE OPEN ENROLLMENT, LOG ON TO WWW.NBOEBENEFITS.COM USING YOUR NBOE LOG IN INFORMATION.

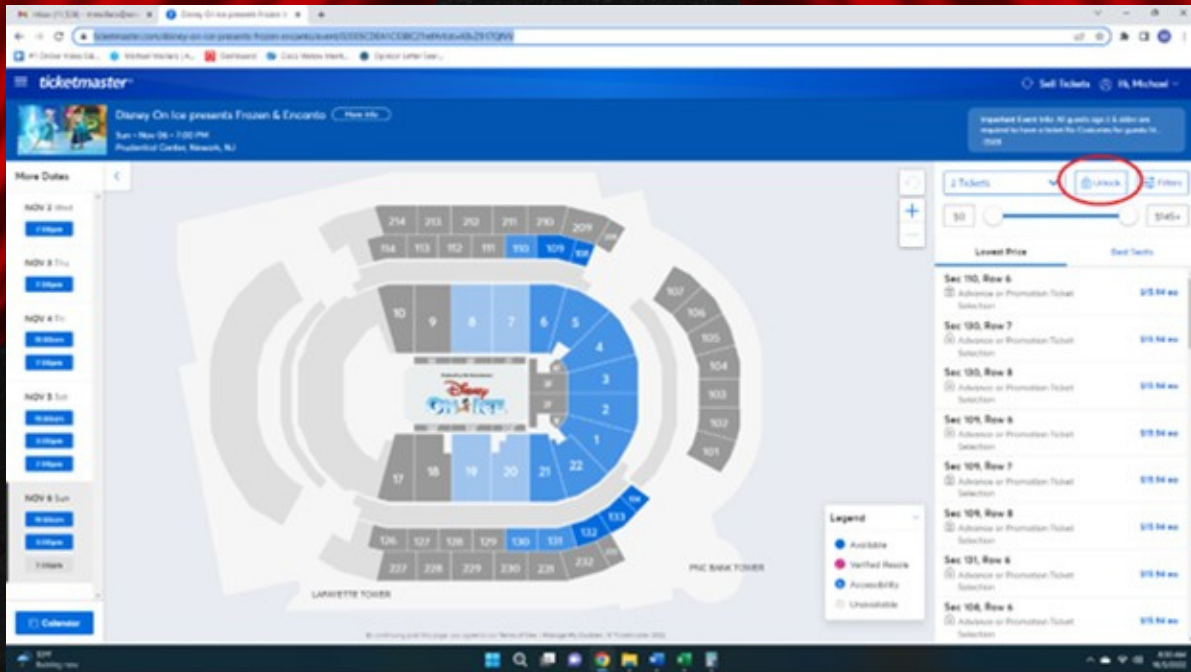
IF YOU DO NOT NEED TO MAKE ANY CHANGES TO YOUR BENEFITS, YOU DO NOT NEED TO PARTICIPATE IN THIS OPEN ENROLLMENT.

IF YOU HAVE ANY QUESTIONS OR NEED ADDITIONAL INFORMATION, PLEASE CONTACT THE NBOE BENEFITS DEPARTMENT AT BENEFITS@NPS.K12.NJ.US BEFORE NOVEMBER 15, 2022.



DISNEY ON ICE/MONSTER JAM AT PRUDENTIAL CENTER

THE PRUDENTIAL CENTER HAS SENT US A DISCOUNT CODE FOR UPCOMING DISNEY ON ICE AND MONSTER JAM SHOWS. WHEN YOU GO TO THE BELOW LINKS, YOU NEED TO CLICK ON "UNLOCK" AND ENTER THE CODE NTU481 TO UNLOCK THESE SEATS.



DISNEY ON ICE

WEDNESDAY, NOV 2, 7 PM
THURSDAY, NOV 3, 7 PM
FRIDAY, NOV 4, 11 AM
SATURDAY, NOV 5, 11 AM
SUNDAY, NOV 6, 7 PM



MONSTER JAM

FRIDAY, JANUARY 27, 2023, 7 PM
SATURDAY, JANUARY 28, 2023, 7 PM



NTU ED RESOURCE CENTER



The NTU Education Resource Center has a new **FULL COLOR POSTER PRINTER** and new **LAMINATORS** available for our members to use.

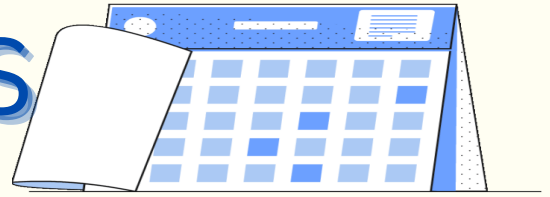
For best results, bring in a hardcopy or a PDF on a thumb drive for the poster printer.

Our Resource Center is open from
3:30 PM to 5:30 PM
Monday through Thursday.

1019 Broad Street, 1st Floor
Newark, NJ



IMPORTANT DATES



- WEDNESDAY, NOVEMBER 2 –NTU BUILDING REP MEETING (RESCHEDULED)
- SATURDAY, NOVEMBER 5 –NTU MEMBERSHIP MEETING
- THURSDAY, NOVEMBER 10 –NJEA CONVENTION, SCHOOL CLOSED
- FRIDAY, NOVEMBER 11 –VETERAN'S DAY, SCHOOL CLOSED
- FRIDAY, NOVEMBER 11 –PAY DAY (10 DAYS)
- FRIDAY, NOVEMBER 18, PUERTO RICO HERITAGE DAY, SCHOOL CLOSED

PLEASE NOTE THAT NOVEMBER 9TH, 14TH, 17TH, AND 21ST 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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