

NEWARK TEACHERS UNION UPDATE

October 7, 2022



President John M. Abeigon

jabeigon@newarkteachersunion.com

President's Report

Colleagues,

A few days ago, [NJ Spotlight](#) asked me about Teacher Recruitment and Retention, and I expressed my concerns about Band-Aid solutions. At the end of the day, recruitment cannot work when you can't keep teachers in the classroom in the first place. Band-Aids are not meant to stay on forever.

Nothing works better at recruitment than retention. When you are in a district that is pushing staff out with heavy workloads, redundancies and that doesn't trust or respect school staff, they can recruit them all they want. But if they are only going to stay a couple weeks, what was the point?

Take Ann Street School as an example where administrators are admonishing staff that "Water, coffee, soda, and the like by staff is...not to be consumed in front of your students. You are their role models." Is this creating a welcoming environment that staff will want to work in? Despite what some members of the Superintendents so-called "leadership team" think, children and staff are not coequals. A teacher is free to consume any (non-alcoholic) beverage they desire at their desks or in teachers' lounges. Children are not—that's life.

No wonder we had record number of staff leave the district last year!

SAVE THE DATE!

NTU will be hosting a financial literacy workshop on Wednesday, November 15th! More details to come!!



In Solidarity,

John M. Abeigon

President/Director of Organization

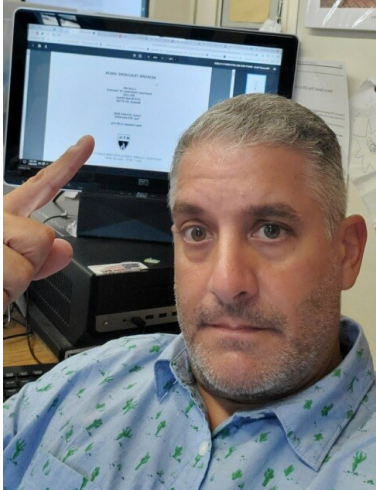
Newark Teachers Union Local 481, AFT, AFL-CIO

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From the Desk of the Secretary Treasurer



Michael R. Iovino
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Over the past several years the Evaluation Framework Committee has reviewed, made recommendations, and modified the Framework for Effective Teaching. It is our intention to execute the same process for the other Frameworks, beginning with the CST Framework.

To accomplish this we are establishing a sub-committee made up of CST's to review, to make recommendations for changes and to advise the Evaluation Framework Committee accordingly.

We intend to begin this work in the upcoming month and be prepared to present it by mid- to late January.

Important Things:

- [Evaluation Framework](#)
- [Rebuttal Tips](#)
- [RSVP To Mandates](#)
- [Missed Prep Form](#)

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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

This is the fourth article of the 2022-2023 school year having to do with allegations of teacher child abuse and the consequences of being charged and investigated for "alleged child abuse." The reason for my repetition is that a teacher losing their teaching license is not a light matter and the subsequent consequences flowing therefrom are disastrous.

I hope you realize how vitally important it is that you talk with the teachers and aides in your buildings about tactics and strategies to be used to avoid being charged with some form of "child abuse." Discuss about remaining professional with your students — no name calling, even in jest — don't be baited by a student to say or do something that can be misinterpreted as wrong and unprofessional. Don't get warmly physical with students - don't, in jest, criticize students' size, shape, clothing, stay far away from quips about gender.

Remember, no rides home after school or anywhere without both parental and administrative consent in writing. Remember, no meetings with students out of the school building at any time, without both parental and administrative consent in writing. Remember, many of our students and their parents have had experience with the Division of Youth and Family Services and know how easy it is to have you investigated. You might not believe it, but you are in a personal mine field and that's why the warning.

Yes, you must intervene if there is conflict in your classroom. It's how you intervene that protects you. Hopefully, you will build positive character and behavior in your classroom, but I've laid out for you situations which have led to child abuse allegations and investigations. If you are charged, reach out to your NTU Building Rep immediately. If you don't have a Building Rep call the NTU at 973-643-8430.

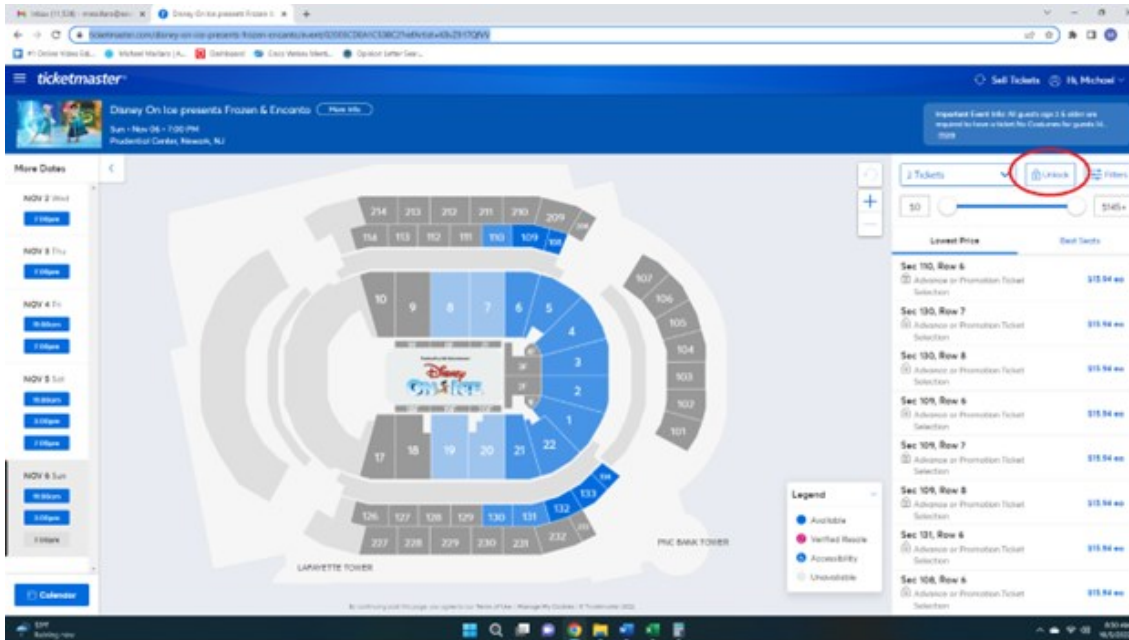
If an investigator arrives to question you professionally state: "I will speak to my Union and the Union will set up a meeting to meet with you." You need not give a statement until you speak to legal counsel. Never go it alone by giving a statement before you speak to the NTU and its legal team who will accompany you when you are questioned.

Remember, the job you save is important to you and your family. You have a tough job. Know and realize that the students have advocates against their being abused who will investigate you if they complain. Talk about the subject of "child abuse" with your colleagues and aides. It's serious stuff and can be of great importance to yourself and your family. A child abuse allegation is not a subject to take lightly. The consequences are too serious. The NTU is here to help and represent you.

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

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 7, 7 PM](#)



Monster Jam



- [Friday, January 27, 2023, 7 PM](#)
- [Saturday, January 28, 2023, 7 PM](#)

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Faculty Lounge Contest

A few weeks ago, we talked about the importance of Faculty Lounges.

The NTU is putting our money where our mouth is. We are offering \$2000 in prizes for schools where “Our faculty lounge can use some help!” Grab some ideas here and let us know why your Faculty Lounge needs a makeover.

<https://www.weareteachers.com/teachers-lounge/>

The graphic features the NTU logo (four chevrons and 'NTU') and the text 'FACULTY LOUNGE Contest'. It includes two photos: one labeled 'before' showing a plain lounge and one labeled 'after' showing a renovated lounge with a 'BLUE BIRD CAFE' sign. A 'GIVEAWAY' icon is also present. At the bottom, it says 'Win up to \$2,000 for a Teachers' Lounge Makeover from the NTU! Check the NTU Update to enter!' and includes the NTU logo.

Prizes:

- 1 prize of \$500
- 2 prizes of \$250
- 10 prizes of \$100

To enter: [Send us a DM in Instagram with video and/or pics](#) letting us know why your Faculty Lounge needs some help and what your plan is! Or you can email us at mmaillaro@newarkteachersunion.com. All entries must be in by end of the school day on Friday, October 14th. Entries will be judged by our retiree volunteers.

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Are you going to be in Atlantic City for NJEA Convention? Jo-Ann Pringle (a teacher at Louise A Spencer) is producing a comedy show on Thursday, November 10, 2022. You can also get discounted rooms at the Showboat Hotel using the promo code **NJEA22**.

Click on the below flyer for tickets! Any tickets purchased this way will donate \$5 towards the NTU Scholarship Fund!

JESS 4 MUSIC ENT. & CLEAN COMEDY LINK & BROOKLYN MEDIA GROUP

CLEAN COMEDY LINK **APOLLO'S OWN DJ JESS**

CLASS DISMISSED

COMEDY SHOW

THUR NOV. 10 2022

CELEBRATING THOSE IN EDUCATION

FEATURING ZACKARY PICKETT
HEADLINER REPURTO VANDERPOOL
FEATURING LAMAR TODD
FEATURING JAY YODAR

MUSIC BY APOLLO'S OWN DJ JESS

DOORS OPEN 7PM | SHOW TIME 8PM | **HOSTED GOOD GIRL OF COMEDY, G.L. DOUGLAS**
MUSIC BY: APOLLO'S OWN DJ JESS

EARLY BIRD SPECIAL \$35 GENERAL ADM. \$45
\$45 V.I.P BEFORE OCT 14 AFTER 14TH TIX \$45 GENERAL ADM. & \$55 V.I.P

SHOWBOAT HOTEL - 801 BOARDWALK, ATLANTIC CITY, NJ

FOR TIX GO TO [EVENTBRITE.COM](https://www.eventbrite.com) & SEARCH "CLASS DISMISSED COMEDY SHOW"
CONTACT: G L DOUGLAS 919-270-6982 | NATE 917-945-3002
JOANN 201-341-3224 | APOLLO JESS 973-885-1454

WE HOPE TO SEE ALL NJEA CONVENTION ATTENDEES

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ESCROW REMINDERS

Reminder! Escrow payments will start coming out of paychecks starting **October 14, 2022 through May 25, 2023** for those ten month employees who elected to have Escrow Deductions coming out of their check.

The payment days are as follows:

- **One Check Option—June 23rd**
- **Four Check Option—July 21st, August 4th, August 18th, August 31st**

A graphic with a light blue background. On the left, the word "mark" is in a black serif font. A large, thick red checkmark is positioned over the word "your". To the right of the checkmark, the word "Calendar" is written in a large, white, sans-serif font.

- 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 7th and October 11th 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

Also, if you don't get our weekly updates, make sure you are on our mailing list by reaching out to 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)

[If you are not a NTU member, make sure you fill out a membership application on our website!](#)

NEWARK TEACHERS UNION

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Executive Board

John M. Abeigon, President/Director of Organization

Michael Iovino, Secretary/Treasurer

Vice Presidents

Victor Afonso

Carmen Lopez Wolf

Noor Alam

Elaina Maffucci Riccardi

Cristina Balboa-Camacho

Kathleen Murphy-Butler

Chris Canik

Silvia Pereira

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Cassandra Chapman- Talmadge

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Josephine Donnellan

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Yvette Jordan



**NEWARK TEACHERS
UNION**