
NEWARK TEACHERS UNION



WEEKLY UPDATE

NOVEMBER 4, 2022



LOCAL 481
AFT/AFL-CIO

OCTOBER 28, 2022

NEWARK TEACHERS UNION UPDATE



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AFT/AFL-CIO

PRESIDENT'S REPORT



Excited to see so many members have RSVP'd for tomorrow's (November 5, 2022, 9 AM, Holiday Inn, 160 Frontage Rd, Newark, NJ) "**Meet the Negotiations Team**" **Membership Meeting**. We depend on your personal commitment & energy to remain vital, especially during these unprecedented post-Covid times. Haven't registered yet? It's never too late. ! [Hit up the link, and we can't wait to see you!](#)

What do you need to bring?

- NTU Membership Card/Photo ID
- Ideas for contract proposals

Agenda:

- **Introduction of Negotiation Team**
- **Breakout Session 1** – In this session, you will sit with members from different locations and of different titles. The goal in this session is for you to become acquainted with fellow members outside your building, while also coming to an understanding of common issues/items/changes that your group thinks should be kept, changed or removed from the contract.
- **Breakout Session 2** – In this session, you will sit with members from different locations and of the same titles. The goal in this session is for you to become acquainted with fellow members outside your building, while also coming to an understanding of common issues/items/changes that your group thinks should be kept, changed or removed from the contract.'

TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3](#)
- [Financial Literacy Workshop pg. 4](#)
- [Meet our New NTU Staff Meeting pg. 5](#)
- [Kudos/Honoring Staff Members pg. 6-8](#)
- [Liss Law Update pg.9](#)
- [Benefits Open Enrollment pg.10](#)
- [Class Dismissed Comedy Show Pg.11](#)
- [NTU Ed Resource Center/Upcoming Events pg.12](#)
- [Halloween Facts pg.13](#)

**AND DON'T FORGET
TO VOTE ON
ELECTION DAY,
NOVEMBER 8TH!**

**YOUR VOTE
MATTERS**

IN SOLIDARITY,

JOHN M. ABEIGON
PRESIDENT/DIRECTOR OF ORGANIZATION
NEWARK TEACHERS UNION LOCAL 481, AFT, AFL-CIO
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[HTTP://NEWARK.NJ.AFT.ORG](http://newark.nj.aft.org)

From the Desk of the Secretary-Treasurer



COPE (Committee on Political Education) Takeover!

I'm switching hats for a week. Next week is Election Day. President Abeigon has been blasting out info about critical elections around the country and some of you may be wondering why we, in Newark, should care about elections outside our city or state.

We can't pretend, any longer, that what happens anywhere but here won't effect us. Elections have consequences, and educators are notorious for sometimes voting against our own best interests.

The Supreme Court is slowly turning back the clock, and it's only a matter of time before Education Reform gets put on the table... And it won't be good.

So, get out and vote. Find the pro-education candidate and vote.

The NTU COPE Committee is in the process of a revamp and refocus so continue to read your update every week.

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

IMPORTANT!

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



NTU Benefits of Financial Literacy Workshop



Financial Literacy is the ability to manage money properly!

Topics Covered:

- Understanding your Paystub
- Long term planning for a Confident Retirement

**When: November 15th,
3:45 PM – 5:30 PM**

**Where: NTU Building
1019 Broad St.**

**Register Below
(This workshop is for
NTU Members Only)**



<http://tinyurl.com/NTUFinancialLiteracy2022>



MEET OUR

New NTU Staff Members



Silvia Pereira
Editorial Staff

Silvia Pereira has been an Executive Board member since 2020 and co-chair of the NTU Negotiations Cmte since 2022. She will now be assisting part time our Editor/Director of Research and Communication, Mike Maillaro with enhancing our weekly updates. You might remember Silvia from such Covid shutdown classic NTU Youtube workshops. She'll be bringing her tech knowledge, especially school-based teacher tech to the NTU.

Janae Taylor-Loyas has been teaching mathematics at Arts High School since 2012. She became an NTU VP in 2021. Janae was born and raised in Newark and is a proud product of Newark Public Schools. She is happy to work at the NTU offices after school assisting with answering calls from our members and assisting with the research of equitable grants for her fellow Newark teachers. Janae will be here to provide help and answers to members' questions as they may need.



Janae Taylor-Loyas
Office Staff



NTU Staff

Member of the Week

Sandra DeSousa-Garcia
Teacher Coach
Office of Early Childhood

Nominated by: Tiarra Lee

SANDRA WORKS TIRELESSLY TO ENSURE SHE IS PROVIDING SUPPORT FOR HER TEACHERS. SHE GOES ABOVE AND BEYOND TO MODEL, CO-TEACH AND PROVIDE RESOURCES TO IMPROVE TEACHERS' BEST PRACTICES. SANDRA IS A THOROUGH TEACHER COACH AND PAYS CLOSE ATTENTION TO DETAIL. WHAT IS MOST ADMIRABLE ABOUT SANDRA IS THAT SHE UNDERSTANDS THE IMPORTANCE OF BUILDING RELATIONSHIPS AND TRUST WITH HER TEACHERS WHILE STILL PROMOTING THE ACADEMIC PRIORITIES OF THE OEC. SHE IS A SILENT LEADER THAT LEADS BY EXAMPLE WITH HER LEVEL OF PROFESSIONALISM AND TEACHING EXPERTISE. SANDRA DESERVES RECOGNITION BECAUSE SHE IS TRULY A TEAM PLAYER AND EXCEPTIONAL TEACHER COACH. AS A FELLOW TEACHER COACH, I AM HONORED TO HIGHLIGHT AND RECOGNIZE HER STRENGTHS.



NTU Staff

Member of the Week

Judy Gaines-Sloan
Teacher, NTU Building Rep
Dr. E Alma Flagg School

Nominated by: Amanda Ritterson

Judy Gaines-Sloan is our building representative for NTU as well as an ELA/SS teacher. She consistently is a champion of positive energy and steadfast dedication to teaching and learning by all stakeholders. She is the true liaison between the administrator and the staff while consistently advocating for staff and students around issues that ensure a safe and effective learning environment. She anticipates issues and looks to find amicable solutions. What we most appreciate is that she always leads with the language of the contract so there is no miscommunication. She reminds all our staff how valuable these rights are as well as how important it is to ensure we are following all mandates and fulfilling our professional responsibilities. Her classroom is always ready for learning and a model room where all staff are always welcome to enter a safe space to learn and discuss and grow. The themes of social justice and student empowerment is obvious in her classroom and throughout the lessons.

Ms. Sloan takes the initiative to make sure we have functioning committees, that birthdays, baby showers and all celebrations are equitably observed. She attends family functions before and after school as well as being present for all student celebrations. She goes above and beyond her normal duties daily and makes sure she is spreading the message of unity throughout our building while protecting member rights.



NTU 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 an NTU staff member, please click the link or QR code.

click here!



SCAN ME



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NOVEMBER 4, 2022

YOUR NEWARK TEACHERS UNION BUILDING REP THE FIRST LINE OF DEFENSE

NTU's first line of defense on behalf of its members has always been the NTU Building Representative and NTU Building Committee within each school. Being an NTU Building Representative is not an easy job, but an absolutely necessary one to insure that the terms of the contract between the Newark Board of Education and the Newark Teachers Union are respected and followed. Some schools have not yet chosen their Building Rep and Committee for the 2022-2023 school year, and I encourage members at those schools contact Mike Maillaro at (973) 643-8430 to arrange for the selection. A school without a Building Representative and Committee is like a ship without a rudder and consequences to staff therein can be unjust. If no Building Rep has yet to be chosen and contractual grievances exist, call the Union and an NTU staff member will contact you.

Article III at page 4 of your NTU contract book encourages prompt, informal, and confidential adjustment of NTU member grievances. Has the NTU member been treated unfairly or inequitably by reason of any act or condition? If so, your Building Rep, which is your first line of defense, should be made aware of the condition and thereafter brought to the attention of the administrators within your building. Promptly make your grievance known to your Building Rep. Don't wait months after suffering.

Below is the definition of a grievance:

Article III, Section 1A states:

A grievance is a complaint by an employee that (1) s/he has been treated unfairly or inequitably by reason of any act or condition, including those relative to employee health and safety, which is contrary to established and prevailing policy or practice governing or affecting employees, or (2) there has been as to him/her a violation, misinterpretation or misapplication of the provisions of this Agreement or any of the existing rules, regulations, or orders of the Newark Board of Education or the New Jersey State Department of Education having the force and effect of law, with the exception of any items specified in the contract as being non-grievable.

Do you have books, paper, supplies? Are you getting prep periods? Do you feel you are being wrongfully targeted by your administrators? Do you have the required number of aides in your classroom? Are there students in your class in need of special services and are not receiving them? Is your classroom without desks & chairs, or proper ventilation?

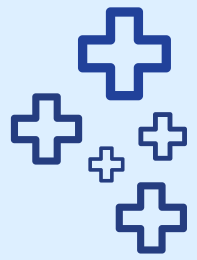
Bring matters to the attention of your Building Rep to have them addressed and to protect yourself from allegations that you did nothing about an obvious deficiency.

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 (FSA). THERE ARE TWO TYPES OF FSA PLANS: ONE FOR MEDICAL (COVERS OUT OF POCKET EXPENSES FOR DENTAL, VISION, AND MANY OTHER THINGS THAT OUR REGULAR PLAN DOES NOT COVER) AND ONE FOR CHILD CARE. THE MOST IMPORTANT PART OF FSA'S ARE ITS PRE-TAX DOLLARS. SO YOU SAVE BOTH WAYS: OUT OF POCKET AND AT TAX TIME!

FOR MORE INFORMATION, THE DISTRICT IS DOING A LIVE WEBINAR.

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

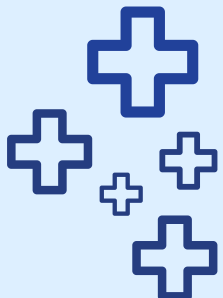
MEETING NUMBER: 2621 167 5464 / PASSWORD: 2023OE

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.



Are you going to be in Atlantic City Next Weekend?

Jo-Ann Pringle (a teacher at Louise A Spencer) is producing a comedy show on Thursday, November 10, 2022.

DON'T forget to book your \$60 rooms at the Showboat Hotel and Casino for Wednesday or Thursday night. You can book your rooms up to November 7th.
Use 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

THUR NOV.10 2022

CLASS DISMISSED

COMEDY SHOW

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, GL 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

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. **We do charge nominal fees to cover the cost of the materials.**

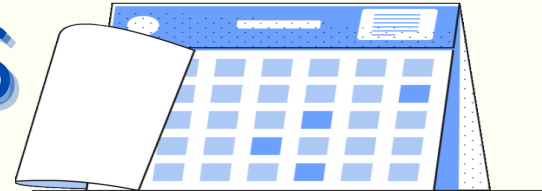
For best results, bring in a hardcopy or a PDF on a thumb drive for the poster printer.

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



- SATURDAY, NOVEMBER 5—NTU MEMBERSHIP MEETING
- THURSDAY, NOVEMBER 10—NJEAN CONVENTION, SCHOOL CLOSED (10 MONTH ONLY)
- 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.



Halloween Facts



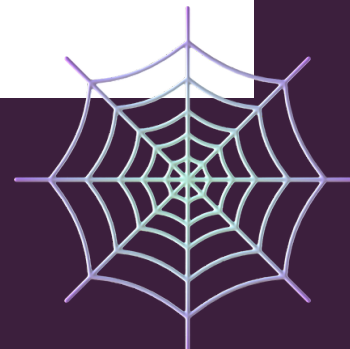
DID YOU KNOW?..

Frankenstein & Dracula were union organizers?

Boris Karloff, who played Frankenstein, along with Bela Lugosi who played Dracula, were founding members of the actors Union, Screen Actors Guild (SAG).

Both men actively recruited Actors and Actresses to join the then unrecognized Union (between 1933 and 1937).

It was not uncommon to see Karloff in full monster makeup, handing out applications to join the Screen Actors Guild.



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EXECUTIVE BOARD

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PRESIDENT/DIRECTOR OF ORGANIZATION

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NEWARK TEACHERS
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