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# NEWARK TEACHERS UNION

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## WEEKLY UPDATE

January 20, 2023

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LOCAL 481  
AFT/AFL-CIO

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# NEWARK TEACHERS UNION UPDATE



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## PRESIDENT'S REPORT



Nothing has been more frustrating for me as the President of this union than seeing the VALUE of education wax and wane over the years. For those newcomers to Newark, there was a time when our the district leadership, under state control, held so little value for education that they argued that a Masters or PhD had NO value! We worked tirelessly to reverse that, and are still feeling the impact.

Our theme this week is that ALL Education has value!

### TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3](#)
- [Kudos/Honoring Staff Members pg. 4-5](#)
- [AFT Plus - Education Pg 6](#)
- [Ramapo TA to Teacher Program pg. 7](#)
- [Garden State Guarantee pg. 8](#)
- [NTU Scholarship Pg. 9](#)
- [Essex West Hudson Labor Council Scholarship pg 10](#)
- [Free Items for Teachers pg. 11](#)
- [NTU Ed Resource Center/Upcoming Events pg. 12](#)

Take a look at what is happening in Philadelphia! Philadelphia announced a paraprofessional to teacher pipeline and in this issue we talk about a similar program currently running at Ramapo University. How amazing would it be to see our paras who want to be teachers do so, especially given the teacher shortage? What about seeing more of our per diems becoming permanent as well? For our own part, we're going to try and restart our career ladder program and raise tuition reimbursement amounts.

Last year, NJ passed a law to make college more affordable for everyone, and we have resources for our members to take advantage of that change. You can't claim to value education if the cost of getting educated prevents access to it!

Our Member of the Week featured in this issue, Kathy Murphy Butler, is the living example of putting VALUE on EDUCATION. She has dedicated over 30 years to teaching in Newark, and is an NTU Building Rep as well as an NTU Executive Board member! Anyone who knows Kathy can tell you that she is stand up.

The NTU values education. In fact, we put our money where our hearts are! Take a look at the various scholarship opportunities for our members and their children through the AFT, Essex West Hudson Labor Council, and of course, NTU's Albert Shanker Scholarship.

IN SOLIDARITY,

JOHN M. ABEIGON  
PRESIDENT/DIRECTOR OF ORGANIZATION  
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# From the Desk of the Secretary-Treasurer



If you chose to make the field of education your career, then clearly you value education. But, as educators, we often forget to value ourselves as well as those we are responsible for educating and helping. Every time we are given an observation and every time a walk-through occurs, we get some type of evaluation. That document, left unresponded to, becomes our value. It's the ugliest part of working in education, that according to the system, we are only as good as our most recent observation. Admins are COMPELLED to give us positive and negative feedback every time..."Here's what you did great! Here's what you need to work on!" It's a constant push to give more, do more, improve more, and it's draining.

What's the point of all this? I have words I painted on the wall of my classroom for my students..."YOU ARE MORE THAN YOUR SCORE!" It's for my students, or for whatever students use my room for testing so they can hear a voice telling them they are more than a MAPS score, a Lexile, etc. Guess what? SO ARE YOU! You are more than your score too.

Make sure you write that rebuttal! Respond to that feedback whenever you can! Don't let that number represent you if you are not satisfied with it. Ever. If they say you are a PERFECT 10, get out your pen and turn it up to 11 by writing that response!

Let's make them go to work!

Michael Iovino  
Proud Educator  
and  
NTU Secretary Treasurer

## IMPORTANT!

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



# NTU Staff

## MEMBER OF THE WEEK



Kathleen  
Murphy- Butler

**TEACHER**

Park Elementary School

Ms. Murphy-Butler is being nominated because of her hard work and dedication to trying to make a difficult work environment a more healthy and desirable one. She knocks herself out to ensure equity for all NTU members even when they have a hard time speaking up for themselves and seeing what is right and wrong.

Nominated by: Diana Fernández





# 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 member, please click the link or QR code.

*click here!*



SCAN ME

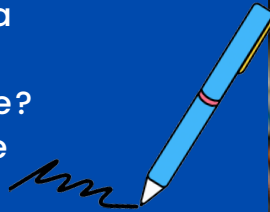
# EDUCATION

Say no to student debt and hello to your bright future!

Don't let money stand between you and your education goals!

No more excuses. Time to get to it.

- Already in college? Apply for a Union Plus Scholarship.
- Heading to community college? Enroll in Free College (Yes, the degree is free).
- Have your associate's degree? Enroll in our Bachelor's Degree Completion program (Yes, it's also free).



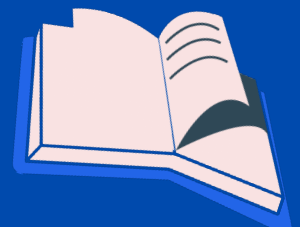
Union Plus Scholarships



Free College



Bachelor's Degree Completion Program



# "From TA to Teacher!"



## The Ramapo College of NJ Accelerated Post-Bac/MASE Dual Certification Program



*Offered in partnership with the  
Morris-Union Jointure Commission*

## You can now be a NJ Certified Teacher

Now more than ever dedicated and compassionate teachers are needed to teach students with disabilities. The ***Ramapo College of NJ Accelerated Post-Bac-MAEL Dual Certification Program, in partnership with the Morris-Union Jointure Commission (MUJC)***, is specifically designed for the post-baccalaureate Teacher Assistant who aspires to obtain both the initial NJ Elementary or Secondary/Content Area Teacher Certificate of Eligibility with Advanced Standing (CEAS) and NJ Teacher of Students with Disabilities (TOSD) certification. Students who successfully complete all program requirements earn:

- Initial NJ Teacher CEAS in only one year
- NJ Teacher of Students with Disabilities CE in only one year
- A Master of Arts in Special Education within two years
- NJ Teacher of Students with Disabilities CEAS within two years

### How do I learn more?

Attend our next virtual Information Session for the TA to Teacher Program is on February 9, 2023 at 3:30pm. [Sign up here.](#)

### Additional Program Highlights:

- Discounted tuition
- FAFSA and payment plan options available
- Unrivaled personalized advisement and support throughout program experience
- Convenient access to all in-person class sessions at MUJC's state-of-the-art professional development center\*

**Reminder! NTU Members can take advantage of our contractual tuition reimbursement to get back \$300 per credit!!!**





## What is the Garden State Guarantee?

The Garden State Guarantee (GSG) is New Jersey's promise to make a college degree more accessible and affordable. By reducing out-of-pocket costs for students and families, New Jersey is limiting the amount of debt that residents must borrow to attend an in-state, public college or university. This program further builds on Governor Phil Murphy's commitment to improving college affordability.

## Who is Eligible?

New Jersey residents who attend an in-state, public, four-year institution and have an annual adjusted gross income (AGI) between \$0 and \$65,000 will pay a net price of \$0 for tuition and fees during **their third and fourth years of study**. Students who have AGIs between \$65,001 and \$80,000 will pay a discounted net price of no more than \$7,500 for tuition and fees. GSG covers the cost of tuition and fees that are not already covered by federal and state financial aid or other scholarships. Students must be enrolled full time (at least 12 credits per semester) and must be working toward completing their first Bachelor's degree.

## How to Apply

You will automatically be considered for the GSG when you complete the Free Application for Federal Student Aid (FAFSA) or, if you qualify as a NJ Dreamer, the NJ Alternative Financial Aid Application. The deadline\* to apply for Academic Year 2023-24 is **April 15, 2023**. **Get started here:** <https://www.hesaa.org/Pages/gsg.aspx> or <https://www.hesaa.org/Pages/financialaidhub.aspx>

## Questions and Answers

### Q. How do I determine my AGI?

A. For dependent students, only parent(s)/guardian(s) AGIs are considered, not the student's income. For independent students, the AGI of the student and spouse, if applicable, is considered.

### Q. For how long am I eligible for GSG?

A. Students who satisfy all eligibility criteria may receive GSG up to the overall cap of four (4) semesters.

### Q. How many credits must I earn to be considered a third- or fourth-year student?

A. Third-year students are defined as having earned 60-89 total accumulated credits, and fourth-year students are defined as having earned 90-126 total accumulated credits, regardless of the institution(s) at which the qualifying credits were earned (i.e.: accepted transfer credits from another institution of higher education, Advanced Placement courses, dual-enrollment programs, etc.)

### Q. Will this new program help me if I was never eligible for state aid before?

A. Yes. Expanding equitable and affordable college access to a high-quality degree in New Jersey is the GSG's driving force. If you are not currently receiving state financial aid, apply **before September 15, 2023**.

*\*Note: If you currently receive financial aid, you must reapply and complete the FAFSA or NJ Alternative Financial Aid Application by **April 15, 2023**.*

### Q. Do I qualify for this program if I am a first- or second-year student?

A. GSG funding is available only to third- and fourth-year students at in-state, public, four-year institutions. First- and second-year students who attend a New Jersey community college with an AGI between \$0 and \$65,000 may be eligible for the Community College Opportunity Grant. Together, these complementary programs create a tuition- and fee-free pathway to a Bachelor's degree.

**As with all New Jersey state financial aid, students must demonstrate Satisfactory Academic Progress (SAP) to remain eligible for aid. For more details about SAP and eligibility information, please visit your institution's Financial Aid Office.**





## College Scholarship Program of the Newark Teacher's Union

### REQUIREMENTS

1. Candidates must have parents or legal guardians who are NTU members.
2. Official documentation from the Registrar's Office indicating that you are matriculating at an accredited college, university, community college, technical or trade school at the time of the award. Graduate students are not eligible.
3. Application and all required materials must be received by Monday, April 24, 2023
4. Previous Albert Shanker Scholarship Award winners are ineligible.

#### AWARD CRITERIA

Awards will be based on academic achievement, school activities (ex: athletic, student government, clubs, music, etc.), character, leadership skills, community service, and career goals.

The NTU scholarship committee will judge applications anonymously.

*Deadline  
is  
April 24*

**APPLY**  
**NOW**



# Essex County Labor *Scholarship*

**DEADLINE: APRIL 15, 2023**

To be eligible, the applicant must be a **High School Senior** who is a child of an **NTU Member** and be accepted to an accredited college or accredited post-high school program. Click [here](#) to apply!

Ten \$1000 scholarships will be awarded in 2022-2023





**UPDATED FREE**

*Teacher Items*

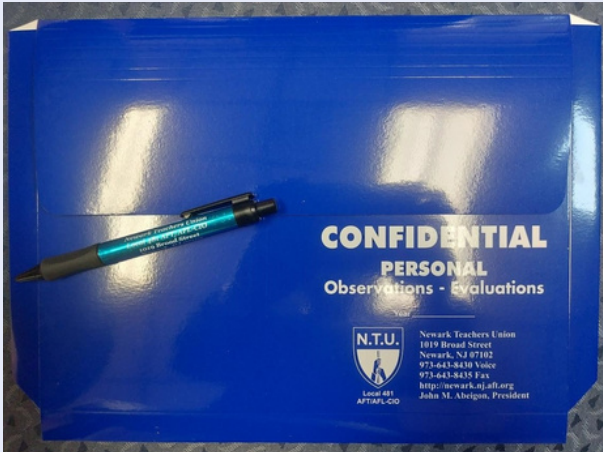


**Who doesn't  
love free?**

[CLICK HERE FOR  
LINK!](#)



# NTU FOLDERS AND PENS



Last week, the NTU mailed out portfolios and pens to all members. USE THEM!

Put all of your observations in it. Print out important requests for support or assistance. Print out your PD certificates, etc. Everything that you will need at the end of the year, should go in there and be kept safe and secure.

Too often, we get to June and people ask for help with evaluations, Donaldson hearings, tenure hearings, withholding of increments, and other situations WITH NO DOCUMENTATION! This is especially a problem for Donaldson hearings where staff may no longer have access to their NBOE emails.

**DOCUMENT AND SAVE EVERYTHING!**

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## IMPORTANT DATES



- TUESDAY, JANUARY 24 - NTU EXECUTIVE BOARD MEETING. 3:45 PM
- TUESDAY, JANUARY 24 - NBOE BUSINESS MEETING, 6 PM
- WEDNESDAY, JANUARY 25 - NTU BUILDING REP MEETING, 3:45 pm
- THURSDAY, JANUARY 26 - NBOE MEETING, 6 PM



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The NTU's 2022 Annual Financial  
Statement is available upon request at  
the NTU offices by appointment. Email  
[sscreven@newarkteachersunion.com](mailto:sscreven@newarkteachersunion.com)