

January 6, 2023

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2023

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HAPPY +  
*New Year!*

From President Abeigon,  
Secretary Treasurer Michael Iovino,  
NTU Executive Board, and Staff

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# NEWARK TEACHERS UNION

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## WEEKLY UPDATE

January 6, 2023

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LOCAL 481  
AFT/AFL-CIO

January 6, 2023

# NEWARK TEACHERS UNION UPDATE



LOCAL 481  
AFT/AFL-CIO

## PRESIDENT'S REPORT



### TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 4](#)
- [Free PD Opportunity pg. 5](#)
- [Kudos/Honoring Staff Members pg. 6-7](#)
- [AFT Plus - Insurance - Pg 8-9](#)
- [Aetna Maternity Program pg. 10](#)
- [NBOE Wellness Program pg. 11](#)
- [Monster Jam Tickets pg. 12](#)
- [Contract Survey pg. 13](#)
- [NTU Ed Resource Center/Upcoming Events pg. 14](#)

Well before Covid-19, I talked about the importance of wellness in education, and it seems like Newark Board of Education has SLOWLY started to listen. As well they should because they are the leading cause of many of our neglected buildings and the leading cause of stress and anxiety among all board employees.

In this issue, we talk about Aetna's Wellness Program where NTU members can earn a \$50 gift card just for doing their annual checkups. We also have information on Maven, a free set of programs Aetna has put in place to support new parents or those looking to become parents.

Wellness comes in other ways too. This issue, we also feature Hakim Smith, an art teacher at American History High who brings wellness to the school by beautifying the school, bringing in grants, and offering professional advice for his colleagues.

Wellness is spending time with friends and family. We have discount tickets to Monster Jam at Prudential Center.

We also feature Union Plus benefits. I have mentioned in the past that I am a customer for their Pet Insurance program. My dog and birds are a big part of my wellness, and I am sure that is true for a lot of members!

Meanwhile, we are working with the district on setting up new professional development programs that will hopefully bring some "wellness" to classrooms by eliminating redundant paperwork and restoring educational power to teachers and support staff where it belongs.

IN SOLIDARITY,

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



It is that time of the year...the temperature drops, the holidays are over and BOOM...MIDYEAR EVALUATIONS. Midyears are only required for teachers on a CAP. Even if it's required, the RATING that you get is FORMATIVE...it does not count. It's a checkpoint letting you know how on track you are to get a rating at the end of the year. Participation is required, meaning you can't tell your administrator that you aren't attending the meeting, but if your "portfolio" or whatever your school uses to score you is incomplete, there should not be any consequences.

I advise you to do your best to have your stuff ready so you can see how you are progressing, but if you are really stressed out and can't find the time, remember, it's better to get your lesson plans done on time and meet all your other requirements that WILL impact your annual evaluation, than to ignore them to complete your mid-year information.

Even though your mid-year does not count, if you have one, and you actively participate in it, MAKE SURE TO WRITE A REBUTTAL FOR ANY PART YOU DISAGREE ON! [Rebuttal guidance is here](#). REMEMBER...signing your midyear (or observation or end of the year evaluation) means you had the meeting, not that you agree with your ratings. Not signing a midyear (or observation or end of the year evaluation) means nothing! You still need to write a rebuttal!

If you have any questions or have an admin that is bullying you regarding your Mid-Year email me at [miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com)

PS You can see the district's own language regarding [Mid-Year Conferences on page 19 of the Teacher Handbook...link is HERE](#)

MICHAEL R, IOVINO  
SECRETARY/TREASURER  
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## IMPORTANT!

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





# Free Professional Development Opportunities

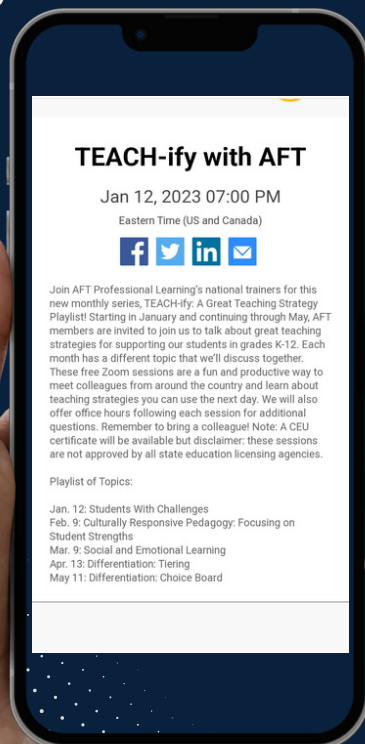
Register now for a new monthly webinar series, [TEACH-ify: A Great Teaching Strategy Playlist!](#) Starting in January and continuing through May, AFT members are invited to join national trainers from the AFT's Professional Learning program to talk about great teaching strategies for supporting our students in grades K-12.

These free Zoom sessions are a fun and productive way to meet colleagues from around the country and learn about teaching strategies you can use the next day. AFT will also offer office hours following each session to answer participants' questions.

Sessions will be held the second Thursday of each month, at 7 p.m. Eastern time.

## Playlist of Topics:

- Jan. 12: Students with Challenges
- Feb. 9: Culturally Responsive Pedagogy: Focusing on Student Strengths
- March 9: Social and Emotional Learning
- April 13: Differentiation: Tiering
- May 11: Differentiation: Choice Board



Register for as many sessions as you'd like, and be sure to forward to a friend or colleague.

A CEU certificate will be available, but please note that these sessions are not approved by all state education licensing agencies.



# NTU Staff

## Member of the Week

Hakim Smith

Art Teacher

American History High School

Nominated by: Margaret Adjoga-Otu

Mr. Hakim Smith is the epitome of a team player. His initiative made it possible for the American History High School staff to participate in the NTU pizza party for Teacher Appreciation last year. Smith is supportive of his peers and well sought after because he offers meaningful professional advice regarding their respective crafts. His leadership isn't unnoticed, as he's a trouble shooter for numerous emergencies. Moreover, Smith not only lives and breathes Art, but he is a highly respected member of our staff. He participates in initiatives that beautify the school, while inspiring students' self-expression through Art. Smith's also an award-winning Art teacher, and he's constantly seeking ways to enhance instruction by applying for and winning grants/contests, including the Art Contest from La' Monica McIver Art Contest for the city of Newark. Smith's dedication is unparalleled. Another example of Smith's passion for his craft was his recent participation in the "Art is Medicine" showcase, featuring artwork created by students during the NBOE Summer Arts Program. Under his tutelage, students' work are permanently showcased at Central Office of the Newark Board of Education. I recommend him with enthusiasm for this honor.



# 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



# Find an insurance plan that's right for you

We offer union families a wide range of insurance products to meet your needs.

Let's make your happy home even happier with the exclusive savings and discounts your union family deserves.



Protect the people, property  
and pets you treasure!

## Insurance



Auto Insurance



Homeowners Insurance



Renters Insurance



Accident Insurance

Find an insurance plan that's right for you

We offer union families a wide range of insurance products to meet your needs.

Let's make your happy home even happier with the exclusive savings and discounts your union family deserves.



## Insurance



Life Insurance



Retiree Health Insurance



AFT Insurance



Pet Health Insurance





# Starting and raising a family is hard. Getting support shouldn't be.

Through the Aetna® Enhanced Maternity Program™ with family-building support, you and your partner get 24/7 access to Maven's digital health platform and quality providers via unlimited video appointments, messaging, and classes.



## Personalized support for every step of your journey:

### Fertility & Family Building

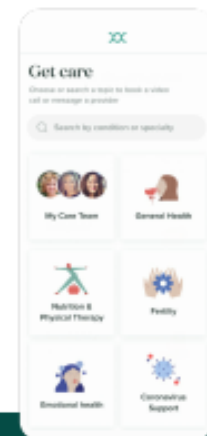
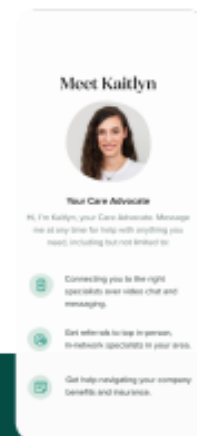
- Preconception
- Egg freezing
- IUI & IVF
- Adoption & surrogacy
- Male fertility
- Mental health
- Partner support

### Maternity & Newborn Care

- Pregnancy
- Postpartum care
- Lactation support
- Infant sleep coaching
- Return-to-work coaching
- Miscarriage & loss
- Partner support

## Your no-cost membership includes:

- A personal Care Advocate who serves as a trusted guide to help you navigate the Maven platform and connect you with providers throughout your journey
- Unlimited video chat and messaging with doctors, nurses, and coaches across 35+ specialties, including fertility, mental health, and pediatrics
- Provider-led virtual classes and vetted articles—tailored to your journey



Activate your no-cost membership at <https://mavenclinic.com/join/NBOE-OP> or download the Maven Clinic app



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# Wellness

NBOE sent out the below information about Aetna's Health Action Program.

As the year is closing out, this is a friendly reminder to take advantage of the 2022 Healthy Action Program.

For any NTU member currently enrolled in any NBOE Aetna Medical Plan, you can earn a \$50 gift card for completing two wellness screenings that occurred between January 1, 2022 and December 31, 2022.

You have until Tuesday, January 31, 2023 to send in your information.

[READ MORE](#)

If you weren't able to complete any screenings in 2022, you will have the opportunity to participate in 2023. More information about Healthy Actions 2023 is coming soon.

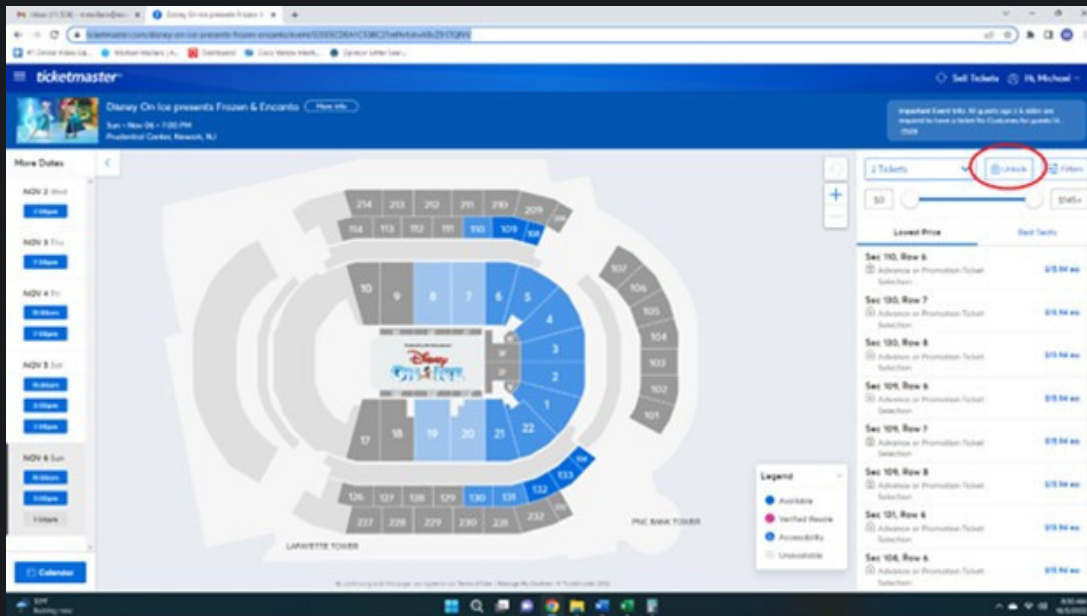
Because our benefits come through AETNA we receive a host of other wellness benefits. They can be found here <https://nboehrs.com/wellness/>.

One of those added benefits is Peerfit. Peerfit is a FREE service provided through our benefits that allows you to take fitness classes of all types, join gyms, and attend virtual fitness programs.



# MONSTER JAM AT PRUDENTIAL CENTER

THE PRUDENTIAL CENTER HAS SENT US A DISCOUNT CODE FOR UPCOMING 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.



## MONSTER JAM

Friday, January 27, 2023, 7 PM

Saturday, January 28, 2023, 7 PM



**LAST CALL!**



# Contract Survey

The NTU Negotiations Team has been collating the comment cards we got from our November Contract Kick Off.



We have used this information to develop a 5-minute survey to further assess our member's priorities. [Use this link](#) or the QR Code below.

SCAN ME



# 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 5:00 PM  
Monday through Thursday.

1019 Broad Street, 1st Floor  
Newark, NJ



## IMPORTANT DATES



- MONDAY, JANUARY 16 -DR. MARTIN LUTHER KING JR DAY- SCHOOL CLOSED
- 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

PLEASE NOTE THAT JANUARY 13 AND JANUARY 17 ARE THE WORK DAYS BEFORE OR AFTER A HOLIDAY. TO ENSURE THAT YOU GET PAID FOR THE HOLIDAY BREAK, 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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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)