

SENATOR RONALD L RICE



1945-2023

March 17, 2023

NEWARK TEACHERS UNION UPDATE



LOCAL 481
AFT/AFL-CIO



PRESIDENT'S REPORT

On Wednesday, March 15th, [Senator Ronald L. Rice](#) passed away. Senator Rice had long been a friend of the Newark Teachers Union, and, he was a stalwart defender of NTU and Newark Public Schools. He fought tirelessly on the front lines during the state's occupation of the Newark Public Schools. On our Facebook feed, one of our members put it perfectly, "He truly cared."

Senator Rice was active in creating and sponsoring legislation that impacted all facets of life in NJ, especially when it came to education. Chief among his accomplishments are improvements that enrich New Jersey's educational system from early-childhood to college and university level; providing millions of dollars of funding for programs addressing the unique, wide-ranging needs of urban areas; making health care more accessible, affordable and effective for residents of every age and background; providing meaningful growth opportunities for small and large business; and remediating and strengthening the state's mass transit network.

Senator Rice was also a strong supporter of our Annual Hall of Fame/Scholarship Dinner. Every year, he sponsored at least one scholarship for our members and their families, and in 2020, he was inducted into the NTU Hall of Fame.

Ron was always there for Newark when we needed him, and we thank him for his immense commitment to public service and hard work. I know that all of Newark joins me in gratitude for his life, mourning his loss, and extending our prayers and condolences to the Rice family.

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](#)
- [NTU Officer Nominations pg. 4](#)
- [General Counsel Update pg. 5](#)
- [Kudos/Honoring Staff Members pg. 6-7](#)
- [Pension Info pg. 8](#)
- [Faculty Lounge Winners pg. 9](#)
- [NTU Bulletin Boards pg. 10](#)
- [NTU Scholarship Dinner pg. 11](#)
- [Eliminate A4496 / Upcoming Events pg. 12](#)
- [Member Services pg. 13](#)

<http://newark.nj.aft.org/>



From the Desk of the Secretary-Treasurer

ANNUAL EVALUATIONS ARE COMING!

Just a reminder, here. If you are a non-tenured teacher or a teacher on a CAP, your ANNUAL EVALUATION is just around the corner. They have to be done sooner than tenured because the district has to inform staff if they are returning back to their location or to another location by 5/15.

Tenured teachers, if you haven't had your second observations yet (non-tenured and CAP teachers you need three total), you should consider ASKING about it. You should make sure your admins complete all of their work just like they make you do all of your work for them!

KNOW YOUR FRAMEWORK

Your Annual Evaluation is made up of a LOT of factors. Look at your framework and focus on the YEAR LONG INDICATORS for your annuals. Your admin will also factor in teacher practice (your observations) as well as your attendance and tardies. It's never too late to start preparing for your annual, so go through your framework and tag stuff.

Don't forget to come out to the NTU ANNUAL ALBERT SHANKER AWARDS on May 24th where will be awarding our scholarships!

Michael Iovino
Proud Educator
and
NTU Secretary Treasurer
miovino@newarkteachersunion.com



IMPORTANT!



[EVALUATION FRAMEWORK](#)

[REBUTTAL TIPS](#)

[RSVP TO MANDATES](#)

[MISSED PREP FORM](#)

[SUPPLEMENTAL TIME REPORT](#)

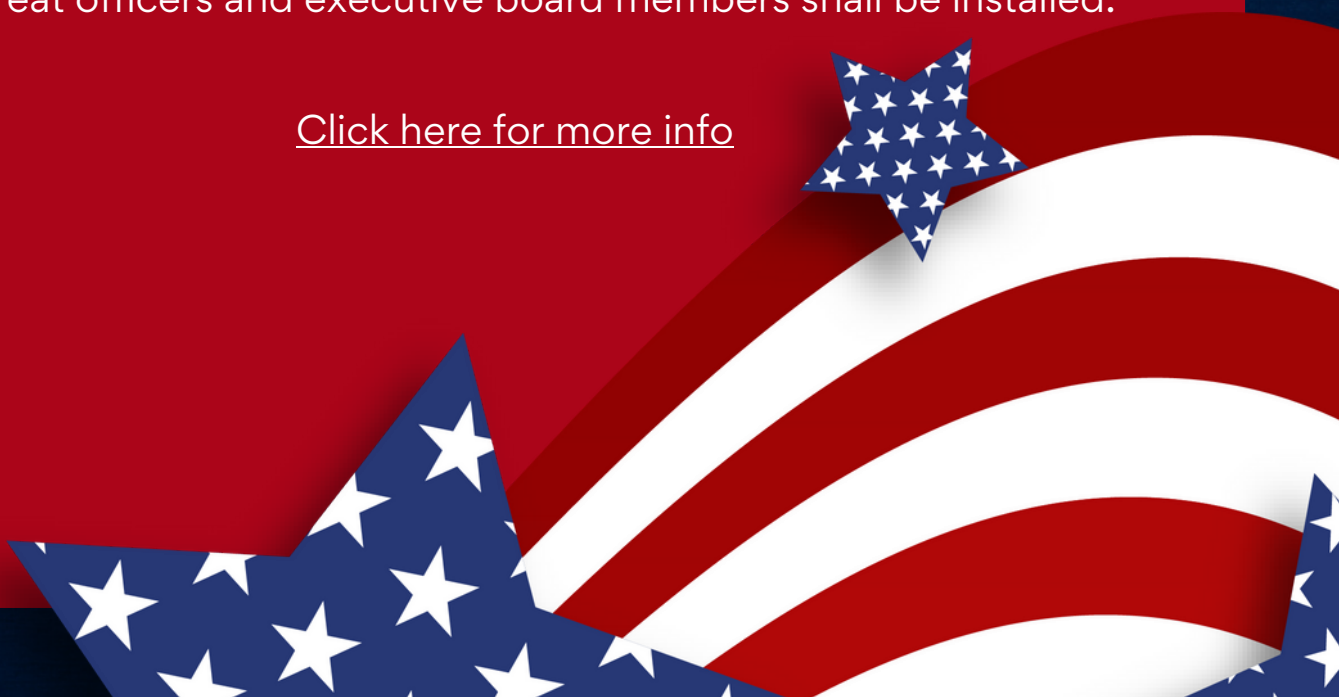
NTU Officer Nominations

Notification of General Membership and Nomination Meeting For the Purpose of Nominating Candidates for President, Secretary-Treasurer and Twenty-Nine (29) Vice Presidents who shall serve as Executive Board Members of the Newark Teachers Union Local 481, for a two (2) year term commencing June 22, 2023.

Date: Monday, April 3, 2023
Time: 4:00 p.m.
Place: Raphael Hernandez School
345 Broadway,
Newark, NJ 07104

The procedure for the Newark Teachers Union Local 481, AFT, AFL-CIO Secret Ballot 2023 Election will commence by and at the GENERAL MEMBERSHIP AND NOMINATION MEETING of and for candidates to be held on Monday, April 3, 2023 at 4:00 p.m., for the offices of President, Secretary-Treasurer and twenty-nine (29) Vice Presidents and Executive Board members who shall also serve as delegates to the American Federation of Teachers National Convention and the New Jersey Federation of Teachers Convention and Affiliates. The term of office for the positions shall be for two (2) years commencing on the date of the Newark Teachers Union Annual Meeting to be held at the Newark Teachers Union, 1019 Broad Street, Newark, New Jersey at 2:00 p.m., on June 23, 2023 whereat officers and executive board members shall be installed.

[Click here for more info](#)





LISS LAW OFFICE
EUGENE G. LISS, ESQ.

92 MAIN STREET, LITTLE FALLS, NEW JERSEY 07424

PHONE 973-890-1819 / FAX 973-785-4053

LISSLAW@HOTMAIL.COM

I spent a great deal of time during September, October and into November giving advice on how to avoid being trapped into the "snare" of NJ's Department of Children and Families (DCF). There are approximately four months left in the 2022-2023 school year, and you are now in the period of the long stretch which I call the danger zone. Please take the time to talk about this subject with your colleagues and your teacher aides.

Remember, as the school year grinds to an end, so does patience. Students who are not doing well will cause mischief. Don't fall for it. The courts are not merciful!

Stay professional. Keep your hands away from your students. Keep your hands off your students. Always try to calm down a situation. Never escalate. Keep records and send students to the nurse if injured, no matter how insignificant. If you get a call or visit from DCF or the Essex County Prosecutors offices, make sure you call the NTU immediately!

HANDS OFF:

1. Never punch, hit, or slap a student.
2. Get away rather than harm a student who attacks you.
3. Never hit or touch a student's head or neck area.
4. Attempt to hold a student to prevent them from harming another if you can safely do so.

Breaking up a fight:

1. Use intercom if you have time.
2. Send a student for a security guard or to the office.
3. Get in between if you can safely do so.
4. Never become an aggressor

Preventing Physical Altercations:

1. Instruct about the necessity to talk out problems and why.
2. Talk about the consequences of physical confrontation, e.g., injury, police, damage to future success, etc.

DON'T EVER:

1. Take students home in your car or meet them outside of school. This can lead to criminal accusations against you.
2. Leave students unattended in a classroom. It is on you if something happens and you're not there – Big Problem if you do and a student is harmed in your absence. Get adult coverage in your place. Don't become complacent. That's when lightning strikes.

I know that many pressures befall teachers during the last months of every school year. It's the home stretch, and we want you to make it safely. The NTU is here to help you. We know that the pressure of a child abuse or a child neglect allegation can be unsettling. Child abuse and child neglect charges have led to loss of employment, income, and teacher licenses, and that is why such an emphasis has been placed on the subject by the Newark Teachers Union.

Keep in your mind how hard you've worked and the sacrifices you have made to become a teacher. The NTU is here to help you if a student, parent, or administration allegation is made against you. Call the NTU at (973) 643-8430! We will help you write your reply. Do not agree to speak to an investigator from the Institutional Abuse Investigations Unit until you've first spoken to the NTU attorney. The investigator knows that is your right and understands your right to first discuss your situation with your Union attorney. Don't go it alone!

VERY TRULY YOURS,
EUGENE LISS, ESQ.
NTU GENERAL COUNSEL



WTTA Staff

MEMBER OF THE WEEK



John Paul Garcia

**CST PSYCHOLOGIST
MCKINLEY SCHOOL**

We're nominating Mr. Garcia for so many reasons. We have worked in the field of Special Education and in particular, Child Study Team work for years, which in itself is very stressful and highly demanding, but never in our experience have we worked with a colleague as collaborative and genuinely helpful as Mr. Garcia. Mr. Garcia has a great disposition, never hesitates to offer assistance in any area be it a technology, student centered planning activities or a crisis situation for a student that is not even on his caseload. Mr. Garcia is also very thoughtful of his colleagues overall well being and safety. It is genuinely a pleasure and so professionally rewarding to work with Mr. Garcia!

Nominated by: Maritza Soto and Joe Paris

NTU STAFF MEMBER

Nomination

It takes a team to help a school function effectively. Each and every one of you play an important role. 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.

Nominate A Colleague Today!

click here!

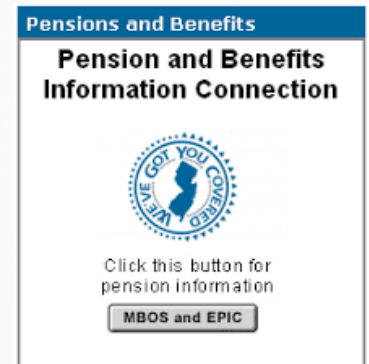


SCAN ME

Member Benefits Online System

MBOS

When our members reach out to the state's Pension Call Center, they often experience ridiculous wait times. It was brought to our attention that NBOE staff can get their pension ID number for Member Benefits Online System (MBOS) right through the district's employee self service (ESS).



How to access your pension number:

- Log into ESS
- Click on "Personal Details"
- Click on "Additional information"
- Scroll down and Pension number should be visible

A screenshot of the Newark Public Schools Employee Self Service (ESS) login page. At the top, it says "Newark Public Schools" and "ESS" in large yellow letters. Below that is "Employee Self Service" and a gold key icon. The login form has fields for "User ID:" and "Password:" with a "Sign in" button. To the right, there is a welcome message: "Welcome to the NPS Self-Service Portal Please Login using your NPS Credentials", a note to "Disable browser's pop-up blocker for ESS to work properly.", and contact information: "For any technical issues please contact ISD Customer Support at (973) 733-8786". There are also links for "Employee Self Service HOW-TO" and "NPS Home Page".

NTU FACULTY LOUNGE

Makeover Winners

ARTS HIGH SCHOOL

Grand Prize Winner

Math teachers at Arts High School got together to design their 3rd floor faculty lounge with the \$500 that they won.

LUIS MUÑOZ MARÍN

\$100 dollar Prize Winner

With their \$100 prize money the faculty at Luis Muñoz Marín were able to get a new microwave, coffee maker and some teas.



Newark Teachers Union

BULLETIN BOARDS

According to our contract, all NPS schools should have an exclusive space dedicated to displaying Union updates and information.

Does your building have one?

Do you know where it is located?

Here is how South Street and Quitman make use of their bulletin board space.





Albert Shanker

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

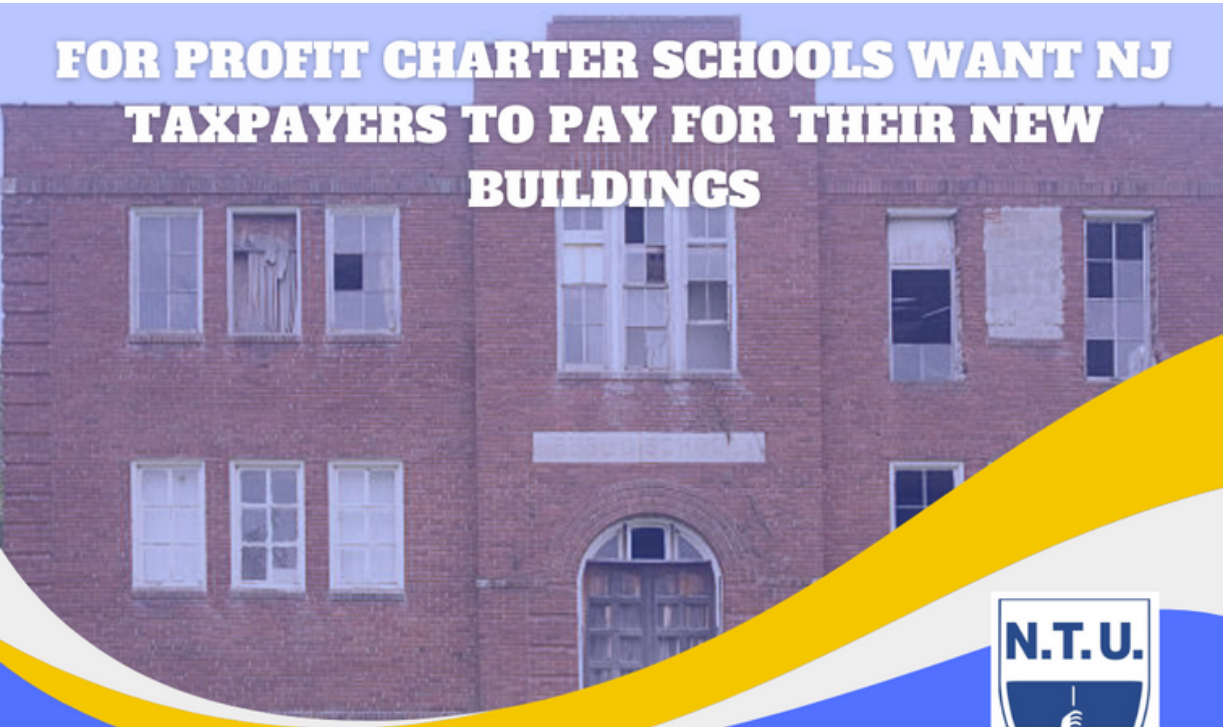
Awards will be based on academic achievement, school activities (ex: athletic, student government, clubs, music, etc.), character, leadership skills, community service, and career goals.

The NTU scholarship committee will judge applications anonymously.

*Deadline
is
April 24*

APPLY
NOW

**FOR PROFIT CHARTER SCHOOLS WANT NJ
TAXPAYERS TO PAY FOR THEIR NEW
BUILDINGS**



***Eliminate* A4496**

**MANY NJ PUBLIC SCHOOL BUILDINGS ARE IN NEED OF
UPGRADES AND MAJOR REPAIRS. TELL GOVERNOR
MURPHY AND THE NEW JERSEY LEGISLATORS TO
ELIMINATE A4496'S CHARTER SCHOOL PROVISION.**

IMPORTANT DATES



- TUESDAY, MARCH 28 - NTU EXECUTIVE BOARD MEETING
- TUESDAY, MARCH 28 - NBOE BUSINESS MEETING
- WEDNESDAY, MARCH 29 - NTU BUILDING REP MEETING
- WEDNESDAY, MARCH 29 - NBOE BUDGET HEARING
- THURSDAY, MARCH 30 - NBOE MEETING
- MONDAY, APRIL 3 - NTU NOMINATION MEETING



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

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!](#)

EDITORIAL STAFF

MIKE MAILLARO

MMAILARO@NEWARKTEACHERSUNION.COM

SILVIA PERIERA

SPERIERA@NEWARKTEACHERSUNION.COM

**ASSISTANT TO
SECRETARY/TREASURER**
SUBRINA SCREVEN

SSCREVEN@NEWARKTEACHERSUNION.COM

GENERAL COUNSEL

EUGENE LISS

LISSLAW@HOTMAIL.COM

EDUCATION RESOURCE DEPARTMENT

AWILDA RODRIGUEZ

JOHANNA RIOS

ERC@NEWARKTEACHERSUNION.COM

PART-TIME STAFF REP

ROBERT PALUMBO

RPALUMBO@NEWARKTEACHERSUNION.COM

OFFICE STAFF

JANAE TAYLOR-LOYAS

JTAYLORLOYAS@NEWARKTEACHERSUNION.COM

SECURITY/MAINTENANCE
JAMES SANTIAGO

NEWARK TEACHERS UNION
LOCAL 481, AFT, AFL-CIO

3RD FLOOR
1019 BROAD STREET
NEWARK, NJ 07102
PHONE: 973-643-8430
FAX: 973-643-8435
FAX: 973-242-5880

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

EXECUTIVE BOARD

JOHN M. ABEIGON
**PRESIDENT/DIRECTOR OF
ORGANIZATION**

MICHAEL IOVINO
SECRETARY/TREASURER

VICE PRESIDENTS

VICTOR AFONSO
NOOR ALAM

CRISTINA BALBOA-CAMACHO
CHRIS CANIK

RONNIE D. CARNEY
TIMOTHY CARR

CASSANDRA CHAPMAN- TALMADGE

JOHN CUNHA

MARK DONETZ

JOSEPHINE DONNELLAN

KRISTYN FAISON

JOICKI FLOYD

LOVE GAILLARD

FRANCISCO GARCIA

NANCY J. GIANNI

YVETTE JORDAN

CARMEN LOPEZ WOLF

ELAINA MAFFUCCI RICCARDI

KATHLEEN MURPHY-BUTLER

SILVIA PEREIRA

JENNIFER RAMOS

MARISA RODRIGUEZ

RYAN SANDOR

LARRY SULLIVAN

JANAE TAYLOR-LOYAS

GUADALUPE VELAZQUEZ

TENNILLE WASEK