

# NEWARK TEACHERS UNION UPDATE

October 23, 2020



John M. Abeigon  
jabeigon@newarkteachersunion.com

Colleagues,

While we are grateful that the Newark Board of Education will remain closed until January, there is still a lot of change that needs to happen. The stench of Anderson/Cerf still wafts though the air in the form of “principal autonomy.”

NTU Members are doing everything possible to give our students the best education possible. But the lack of universal direction & messaging from the district and the increased demands being placed on them makes focusing on instruction nearly impossible.

The Superintendent has said numerous times that administrators need to stop going after their staff for petty things. Classroom instruction **MUST BE** the priority. We’re going to help him spread that message.

Get your foot off our throats and LET US TEACH!

---

[Attention! We updated our COVID-19 FAQ's to address the revised NBOE Staffing Survey.](#) Issues like FMLA, 504, Child Care Leave, and a full list of your rights under COVID-19 are available on our website. You should review this before filling out the [NBOE survey](#) due October 30. **MAKE SURE YOU INCLUDE COMMENTS!**

**In Solidarity,**

**John M. Abeigon**

**President/Director of Organization**

**Newark Teachers Union Local 481, AFT, AFL-CIO**

# NEWARK TEACHERS UNION UPDATE

October 23, 2020

## Six Things You Need to Know



Michael Iovino

[miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com)

1. **OBSERVATIONS** are beginning. Yes, we will absolutely be sending out surveys later on in the cycle to see how the modified framework is being implemented. HOWEVER...for EVERY POINT YOU DISAGREE with or needs clarity you HAVE to write a rebuttal. You must also note ANY and ALL attendance of students, technical difficulties, compliance issues, etc. HERE is a link to our [REBUTTAL GUIDANCE](#). Remember, for observations, rebuttals go to your ADMIN via email and to your clerk to be placed in your file in school as well.

2. **TEACHER COACHES**—Coaches, according to the Superintendent you should NOT be putting your feedback in

Whetstone. Staff...show this to your coaches! Please report any administrator whose opinion differs with that of the Superintendent with us at [miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com).

3. **INSTRUCTION FIRST**—According to the Superintendent, we need to focus on INSTRUCTION FIRST. Bitmojis, duplication logs, all of that nonsense comes second. If you are written up, or feel you are being forced to focus more on non-instructional tasks than instructional tasks, please let us know.

4. **MANDATES**— If you cannot complete a task DURING the work day, you have to submit [RSVP TO MANDATES](#). If you are being forced to finish work OUTSIDE of your work day, submit time sheets!

5. **PORTFOLIOS**—The district is NOT using PORTFOLIOS to complete OBSERVATIONS. If your administrator is using a portfolio to collect artifacts to OBSERVE you, contact me at [miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com). Being required to put completed work, artifacts etc. into student folders on Google Drive that are called PORTFOLIOS is NOT the same thing. If you are uncertain, please reach out.

6. **ELECTION DAY**— If you plan on taking off Election Day and do not want to have to make up that day later in the year, you have to use a PERSONAL DAY. If you take off on Wednesday 11/4 or Wednesday 11/10, (the days before and after a holiday respectively) you must use a PERSONAL DAY or have a medical excuse to use a SICK DAY.

# NEWARK TEACHERS UNION UPDATE

October 23, 2020

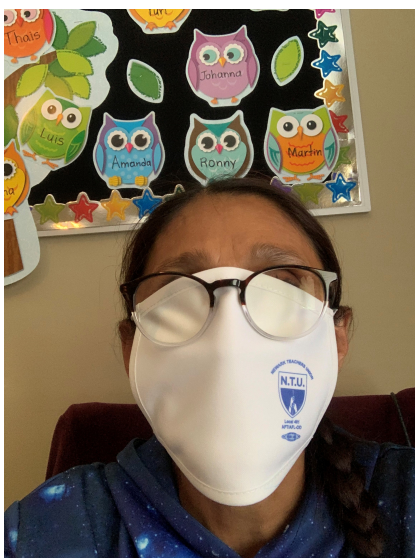
## NTU Mask Contest Winners!

**1st Place—Jennifer Aguiar, Ann St School**



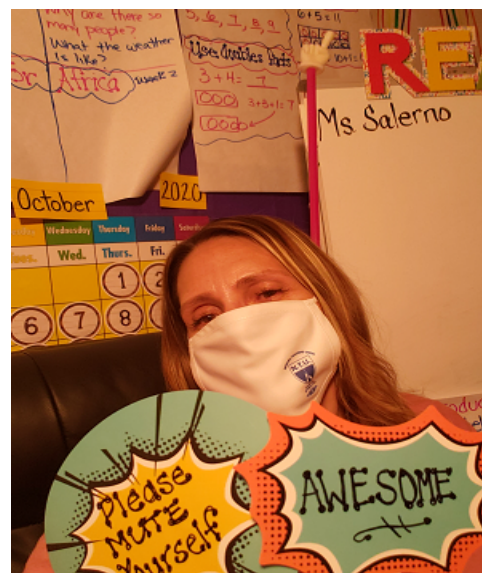
**2nd Place—Patricia Saucedo**

**Wilson Ave School**



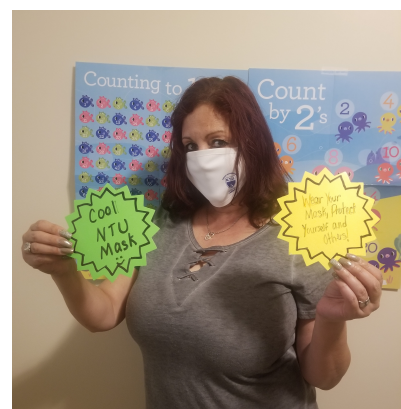
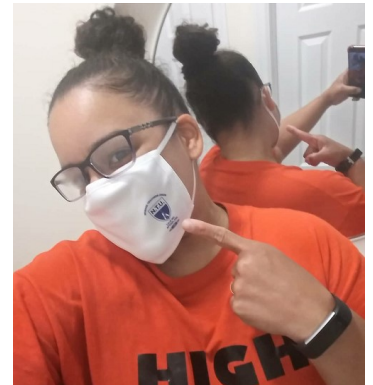
**3rd Place—Darla Salerno**

**Elliott St School**



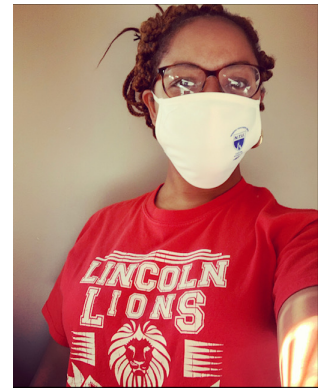


# Thank you for everyone who sent in their #NTUMASK pictures





Thank you for everyone who sent in their  
#NTUMASK pictures



# NEWARK TEACHERS UNION UPDATE

October 23, 2020

## UPDATED! Health Benefits FAQ's

- [Updated FAQ's from NBOE](#)
- [Medical Benefit Comparison](#)
- [Prescription Benefit Comparison](#)
- [Chapter 44 Contribution Chart](#)

**How do I access the Employee Health Benefits Portal?**

HRconnection is a one-stop shop for plan summaries, health and fringe benefit plans, premium rates, and other important information. For security reasons a **Guest Key Passcode is required to log onto the website**. Please email [benefits@nps.k12.nj.us](mailto:benefits@nps.k12.nj.us) from your district email account to request that passcode.



**What is a Flexible Spending Account?**

[We posted a terrific YouTube video explaining FSA's. on our YouTube Channel](#) . You must be signed up during open enrollment as it becomes effective Jan 1, 2021. If you don't sign up now you have to wait until the following year. The limits for 2021 are \$2750 for health costs and \$5000 child care costs.

**If I move to the NJEHP, what happens to my prescription?**

IMPORTANT! Anyone who selects the NJEHP will have to take the NJEHP Prescription Plan as well. There are some big differences with the prescription plan including co-pays, so take that into consideration when making your decision.

**If I am currently waiving my benefits, do I have to do anything?**

**YES!!** The default for everyone will be to move to the new NJEHP plan. If you want to waive your benefits or move to a different plan, you must select that during the open enrollment period from November 2 to November 30.

**Where can I get more information?**

The district is hosting Q+A's all next week. You can register for upcoming Q+A's or view the video of past sessions on the Benefits Portal.

The district will be launching a new website [www.nboebenefits.com](http://www.nboebenefits.com) on November 2 which will include a lot more information including cost calculators, in-depth comparisons of plans, and allow you to select your plan and make changes during the open enrollment period.



# NEWARK TEACHERS UNION UPDATE

October 23, 2020



## Newark bilingual teacher uses her own journey to inspire students

Teaching is not just a job for Wirmarie Morales. It's a calling answered by three generations of women in her family: her grandmother, her mother and three aunts, and her sister and her.

"It's just in the blood," said Morales, whose college-age daughter is also studying to become a teacher. "I think we're just born with that vocation because all of us have been educators."

Morales has spent her 23-year career at Ridge Street School, where she is a fourth grade bilingual teacher. Kudos to Wirmarie!

## Bullying Prevention at Cleveland Elementary

Katherine Clark sent this over:

"I wanted to share an awesome Bullying Prevention event that happened for and with the 7th and 8th grade students of Cleveland. Our students engaged in the Everfi Action Matters Bullying Prevention lessons and was chosen to participate in the Anti-Bullying event with the NY Red Bulls Soccer team. It was amazing! See a short video below. "





# NEWARK TEACHERS UNION UPDATE

October 23, 2020

A VIRTUAL TOWN HALL EVENT HOSTED BY  
 **THE ALLIANCE**  
FOR NEWARK PUBLIC SCHOOLS

## A CONVERSATION WITH PARENTS, STUDENTS, & TEACHERS

A COMMUNITY DISCUSSION ABOUT RE-  
OPENING **#OURSCHOOLS** AND RETURNING TO  
CLASSROOM INSTRUCTION

Special Guest

**Roger Leon**

Superintendent Newark Public Schools



REGISTER ONLINE AT

**WWW.UNITEDNJ.ORG/TEN26**

MONDAY  
**OCTOBER 26<sup>TH</sup>**  
**6:00PM**

BROADCASTING  
**LIVE ON FACEBOOK**

**@ALLIANCE4NPS**

**WWW.FACEBOOK.COM/ALLIANCE4NPS**

# NEWARK TEACHERS UNION UPDATE

## October 23, 2020

### NTU Executive Board

#### Executive Board Meetings

Tuesday, October 27, 2020—3:30 PM

Tuesday, November 17, 2020—3:30 PM

Tuesday, December 15, 2020—3:30 PM

Tuesday, January 26, 2021—3:30 PM

Tuesday, February 23, 2021—3:30 PM

Tuesday, March 23, 2021—3:30 PM

Tuesday, April 20, 2021—3:30 PM

Tuesday, May 25, 2021—3:30 PM

Tuesday, June 22, 2021—3:30 PM

Under the NTU Constitution, Executive Board Meetings are open to the membership, except for when they are in Executive Session. [Currently, the NTU is doing virtual meetings, so we are asking members who wish to attend the meetings to fill out the attached information](#), and we will send you a link to the meeting. All requests must be in by close of business on the day before the meeting (for our October 27 meeting, that means all requests must be in by 5:00 PM on Monday, October 26).

For security reasons, please use your NBOE email, and you must be an NTU member to receive a meeting link.

We will set aside some time at the end of the meeting for members who would like to address the Executive Board.

---

**SAVE THE DATE**

- **October 19 to October 30—NBOE Benefits Sessions**
- **Monday, October 26, 2020—Alliance for NPS Reopening Conference**
- **Tuesday, October 27, 2020—Newark BOE Business Meeting**
- **Tuesday, October 27, 2020, 3:30 PM—NTU Executive Board Meeting**
- **Wednesday October 28, 2020, 3:30 PM—NTU Building Rep Meeting**
- **Thursday, October 29, 2020 —Newark BOE Meeting**

# NEWARK TEACHERS UNION UPDATE

October 23, 2020

## NTU Education Resource Center

**Unfortunately, the NTU's Education Resource Center will not be available. There was no way to reopen following CDC Guidelines. We will send out updates if and when the situation changes.**

---

## 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



Call 973-643-8430 or visit our website <http://newark.nj.aft.org/> or email [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com) to address these or any other concerns you may have.

Don't forget to follow us on Facebook (<https://www.facebook.com/NewarkTeachersUnion481/>) and Instagram ([https://www.instagram.com/newark\\_teachers\\_union/?hl=en](https://www.instagram.com/newark_teachers_union/?hl=en))

**Under the current situation, it is vital to stay informed! If you have changed your address, phone number, or location, please reach out to [sscreven@newarkteachersunion.com](mailto:sscreven@newarkteachersunion.com) to let us know. Also, if you don't get our weekly updates, send an email to [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com) to make sure you are on our mailing list.**



# NEWARK TEACHERS UNION

## NTU Staff

Editor/Director of Research  
and Communication

Mike Maillaro

[mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com)

---

Assistant to Secretary/Treasurer

Subrina Screven

[sscreven@newarkteachersunion.com](mailto:sscreven@newarkteachersunion.com)

---

General Counsel

Eugene Liss

---

Education Resource Department

Johanna Rios

Marivelle Ocasio

---

Part-Time Staff Reps

Robert Palumbo

John Alvino

---

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>

## Executive Board

John M. Abeigon, President/Director of Organization

Michael Iovino, Secretary/Treasurer

## Vice Presidents

Victor Afonso

Kathleen Murphy-Butler

Noor Alam

Justin Petino

Cristina Balboa

Silvia Pereira

Chris Canik

Marisa Rodriguez

Ronnie D. Carney

Jennifer Ramos

Timothy Carr

Ryan Sandor

Donna Charles

Larry Sullivan

John Cunha

Cassandra Talmadge

Josephine Donnellan

Neil Thomas

Love Gaillard

Tennille Wasek

Francisco Garcia

Carmen Lopez Wolf

Nancy Gianni

Clarence Jones III

Yvette Jordan

Jerry Moore

