

# NEWARK TEACHERS UNION UPDATE

February 22, 2019

## Negotiations Update



John M. Abeigon  
jabeigon@newarkteachersunion.com

Dear Union Brothers and Sisters,

Contract Negotiations officially began this morning 8:30 a.m. Through our contract surveys and personal contact with the members, our Executive Board and our Building Reps we hear you loud and clear. We know what you want and need.

Our mutual agreed to negotiation Ground Rules contain a gag order provision that prohibits both sides from discussing specifics in public. Today was a positive start. It was clear the superintendent and his negotiations team share many of the same concerns we do. But, it's still early in the process, so don't start holding your breath just yet.

Please keep reading our weekly updates published on Fridays. If you or your colleagues are not receiving them, please send an email with your name, title and ID to [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com) subj: add me

In Solidarity,

A handwritten signature in black ink that reads "John". The signature is written in a cursive, flowing style.

**John M. Abeigon**  
**President/Director of Organization**  
**Newark Teachers Union Local 481, AFT, AFL-CIO**

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## Observation-Evaluation Tips—Competency 2a



Michael Iovino

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### COMPETENCY 2 RIGOR AND INCLUSIVENESS

#### 2a TAILORING

Tailoring is pretty important. I actually believe that it's something we do in Newark MUCH better than I have seen or experienced in most school districts around us. The MOST IMPORTANT thing to remember about tailoring is this...if ALL students in your class have access to it...then it is NOT tailoring.

To be Highly Effective in this category, you really need to know your students. That's why it's important to get as many diagnostics in in the beginning of the year and continually review your data. Tailoring in some instances can be as simple as moving one student closer to the teacher, and another student further. It could mean pairing a high performer and a low performer. Some students can get a modified version of a document, while others don't.

Here are a few quick tips and resources that may help.

1. If you have a wordy document...try using [rewordify.com](http://rewordify.com) This website allows you level text as you need.
2. Push out specific supports to specific students via Google Classroom's "STREAM" function. Select your class, select STREAM, "Share something with your class", click the paper clip if it's on your PC, click the DRIVE if it's on your drive, then click ALL STUDENTS and uncheck ALL, Click the specific students that you want to send the support information/document to. SIMPLE AS THAT...When necessary, you can screenshot that and load it into your portfolio.
3. Seating charts can be created on Power School...and then screenshot and put in your drive...create groups that pair students that are high performing with low, or create a table that needs specific attention and keep a log of each time you give that group specific supports.

There are PLENTY of ways to Tailor. I recommend you ASK your administrator what they would like to see...ask a peer that is Highly Effective in this area what THEY do...and SHARE SHARE SHARE good ideas and best practices.

Remember...when we help each other, we all do better!

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**Michael Iovino is in his 22nd year of teaching at Technology High School and represents the NTU on the Peer Oversight Committee, the District Evaluation Advisory Committee and is one of our Academic Specialists.**

# NEWARK TEACHERS UNION UPDATE

## NTU LEGAL UPDATE— DO YOU GOT IT ALONE? NEVER!!

### Page 1

**You are called to speak to an administrator and another administrator is present. Do you go it alone????**

**You are called to the office to speak to an attorney employed by the Newark Board of Education or another attorney. Do you go it alone????**

**You are called to the office or someone from DYFS or IAIU or the Newark Police Department want to speak to you. Do you go it alone????**

**You are called to the office to speak to a parent who complains about you. Do you go it alone????**

Before Julius Caesar was summoned to the Roman Senate, he was warned “BEWARE THE IDES OF MARCH”. The warning given to Julius Caesar also applies to you when you are summonsed to address an issue which could devastate your career. Never, never, never go it alone! Julius Caesar had absolutely no one on his side as the daggers sliced him to ribbons. He was alone. You should never be alone if you are summonsed by an administrator or an investigator seeking answers about your professional conduct as a teacher or any incident you were involved in. Maybe if Caesar had someone with him he may have survived. Only a fool will go it alone! This communication is a warning to you and serves to inform you that you have a NTU Building Rep and NTU Building Committee and the Newark Teachers Union available to represent you and be with you before you are questioned about your conduct or an incident. Remember, two heads are better than one!

Please read Page 20 – Section 18 of your NTU Contract entitled **Administrative Summons:**

*An employee requested to meet with the District Superintendent or other administrator or supervisor, SHALL BE INFORMED OF THE REASON FOR SUCH MEETING, PRIOR TO THE MEETING FOR WHICH THEIR PRESENCE IS REQUESTED and may be accompanied by a representative of the Union if desired.*

Section 18 is a due process clause existing for your benefit. You have to know “why” and the “reasons” for your summons before you are interrogated and most importantly, you have the right to discuss the matter with your Building Representative before the questioning and have the Representative present during the questioning. The Representative can, in writing, record what is said and by whom and can assist you in your response and defense. Only a fool represents himself. The Rep could say “no aides were present” or anything to support you. Get to your Building Rep first.

**Note:** Your administrators, if summonsed by investigators or their superiors, have the same due process rights as you and they regularly abide by them for their own benefit and so should you! They have a Union which tell them what to do also!!

# NTU LEGAL UPDATE— DO YOU GOT IT ALONE? NEVER!!

## Page 2

### **WHAT HAPPENS IF MY ADMINISTRATOR INVESTIGATES A SITUATION AND COMES TO A CONCLUSION WITHOUT YOUR HAVING THE OPPORTUNITY TO TELL YOUR SIDE OF THE STORY AND PUTS A LETTER OF REPRIMAND IN YOUR FILE?**

You have the right to request that the letter of reprimand be removed from your file because you were not given your due process right to know of the allegation made against you and you did not have the right to defend and explain your position before the letter is placed in your personnel file. Request your Building Representative and/or Union, if no Building Rep in your building, to ask the administrator to remove the letter from your file until you've had the opportunity to explain your side both verbally and in writing and if the administrator replaces the letter in your file and facts do not support the reprimand, you may proceed with a formal grievance to have it removed.

Remember, a letter placed in your personnel file could ruin your future professional advancement and must always be addressed by a reply and/or grievance. This is a serious professional matter to you.

### **WHAT HAPPENS IF YOU ARE CALLED BY AN ADMINISTRATOR TO THE OFFICE AND YOU HAVE NO IDEA THE REASON FOR THE CALL?**

You have the right to ask why you are being called and the reasons therefore. At that point, if discipline can evolve from the meeting, you have the right to ask for representation by a NTU Building Representative and/or Union (if there is no rep in your building) before you are questioned and commenced answering. You have the right to speak about the matter to your representative before being questioned and tell the facts whereby both you and representative can articulate the reasons for the incident and your defense. For example:

1. You had no aides in your classroom that day;
2. Your back was turned;
3. A fight occurred in the classroom;
4. The student frequently does not tell the truth;
5. You have sent the student to the office for administrative assistance and none has been given.

You must not speak immediately off the cuff as you could very easily, because of being nervous, miss telling important facts in your defense. That's why two heads are better than one. You don't ever want to be caught off guard or conned into going it alone.

It's very important that you have a witness who can write down what you allegedly did wrong and also write down your version of the incident. You need a witness to what both the administrator and what you say. The presence of an NTU representative is absolutely essential to your success or failure when being interviewed by an administrator who has the power to discipline you by either a verbal reprimand; a written reprimand; an increment denial and a tenure charge.

### WHAT HAPPENS WHEN A POLICE OFFICER OR AN IAIU INVESTIGATOR COMES AND WANTS TO SPEAK TO YOU?

In the case of an IAIU investigator, you respectfully ask him/her for their card and tell them that you will speak to the NTU attorney first who will then make an appointment to have the IAIU investigation. You will then call the NTU attorney, Eugene G. Liss, Esq., at 973-890-1819 and we will discuss the facts of the case. You do not discuss the facts of the case with the IAIU investigator under any circumstances. If you do, then what you have told the investigator will stand as your statement referencing the incident. Assuredly, you will miss important facts which can exculpate you.

When police come to the school concerning a complaint against you, you must immediately call your Building Rep or the NTU and follow the same procedure.

It's foolish to address an incident or your conduct when you are nervous and threatened because you'll too often leave out facts which totally exculpate you. Again, too heads are better than one.

Remember, when you do not have a witness present, an administrator can write down anything you allegedly said and it will be your word against the administrator's word. If you don't have a witness present and the administrator has a witness it will be two against one. Level the playing field!

Faculty and administration both must recognize that due process and your Contract permits you representation and the knowledge of why you are summoned and the reasons therefore.

You have the right not to give your side of the story until you first know the allegation and have discussed the facts concerning the allegation with your Building Rep who must be present during any interrogation to insure your assistance.

If a principal wants a written incident report from you, you have the right to know what the incident is about and the right to have assistance from your NTU Building Rep or Union in preparing the incident report in order that you may completely and in detail, address the issue and allegation against you.

You must always be professional and courteous in dealing with your administration when allegations are brought against you. You can also refer to the section of the NTU Contract that has been provided to you in this communication.

Unfortunately, administrators too often seek to shortcut your due process rights under the guise "there's no problem." Too often, teachers have been victimized by administrators who for personal, retaliatory and vindictive reasons simply issue a letter of reprimand without first hearing the teacher's side of the story. It's your career and you must not let an unsubstantiated allegation damage your future.

Your NTU Building Representative and Committee and the Newark Teachers Union are here to serve you and your career. An NTU Building Representative and NTU Building Committee are essential within every school in Newark and faculties must direct themselves to establishing both and insure they function for the benefit of the faculty and school as a whole.

**Topic for next issue: Essentials of an NTU Building Representative and NTU Building Committee**

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## Professional Development Opportunity!



Our national affiliate, the American Federation of Teachers Educational Issues department hosts a new series of professional learning webinars. The monthly one-hour webinars will feature a timely topic in education. These sessions will provide just in time tools, resources and ideas for immediate use in the classroom. We look forward to engaging AFT members on a regular basis and are proud to serve you.

*Note: You will be eligible to receive one hour of professional development credit for participation in this webinar if you complete all the poll questions, survey, and actively watch the webinar. At the conclusion of the webinar, you will be able to download a certificate that verifies you completed the webinar. Check with your school district in advance to ensure that the PD credit is accepted.*

If not already registered, what are you waiting for?

Click here to check out what's available!



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## NTU Scholarship and Hall of Fame Dinner—

May 15, 2019

The NTU is proud to announce our 21st Annual Albert Shanker Scholarship Award Dinner! Every year, we are able to give out several scholarships to our members' children, our paraprofessionals, and the students of Newark.

This year, the NTU will be inducting Mayor Ras Baraka into the NTU Hall of Fame and honoring Martha Nolley as our Legacy Award recipient!

Click here for scholarship application!

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**SAVE THE DATE**

- Tuesday, February 26, 2019, 6 PM—Newark Board of Education Meeting, South Street School, 44 Hermon Street
- Tuesday, March 19, 2019, 4:00 PM—NTU Executive Board Meeting, Newark Teachers Union, 1019 Broad Street
- Wednesday, March 20, 2019, 4:00 PM— NTU Building Rep Meeting, Newark Teachers Union, 1019 Broad Street



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## NTUNIVERSITY

We are looking for Workshops, Presentations, Activities to be presented by our members, for our members. Please reach out to Cristina Balboa at [yesntu@newarkteachersunion.com](mailto:yesntu@newarkteachersunion.com) if you are interested!

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## 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.

- Supplemental Fringe Benefits
- Planning for Retirement
- Pension & Buy Back Issues
- ER+D Staff Development
- 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))





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