

NEWARK TEACHERS UNION UPDATE

February 8, 2019

Who is working in our schools?



Dear Union Brothers and Sisters,

As the district was preparing to return to local control, over and over again, I emphasized how important it was that the city do a full audit so they understood all the potential issues that the state would be leaving behind.

John M. Abeigon

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In December, the state auditors released a report documenting some of the shady hiring practices that were done in Newark during state-control. Including:

- For 80% of new hires reviewed, the district has no record of the interview committee's recommendations.
- For 50% of new hires reviewed, the district failed to check references.
- Most disturbing of all, for 10% of new hires reviewed, the district failed to get criminal record checks. **WHO IS WORKING IN OUR SCHOOLS WITH OUR CHILDREN?**

There will be much more to come out of this report in the coming weeks. While Superintendent León and the Newark Board of Education must endure numerous land mines left behind by the state, NTU members will continue to hold up the fort.

In Solidarity,

A handwritten signature in black ink that reads "John".

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

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Observation-Evaluation Tips—Rebuttals



Michael Iovino

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I cannot stress enough the importance of writing a REBUTTAL to your observations and/or evaluations if you are dissatisfied with ANY part of them. Sometimes, you like the overall score, but don't like one of the ratings. Do NOT let that go!

You have ten work days after the receipt of your ratings via a post-observation conference to submit your rebuttal. If you do not submit a rebuttal, then you are telling your admin and NPS that you AGREE with the rating.

Your rebuttal MUST include actual evidence and MUST connect directly to the ratings in the competencies. Do NOT include anecdotal stories, and do not include personal attacks or personal problems with your administrators in your rebuttal. If you believe your administrator is "out to get you," then you should document your concerns, and we will help you contact Labor Relations or the Office of Affirmative Action.

[We have an extensive document on how to write an effective rebuttal on our website. Click this link here to go right to it.](#)

Rebuttals must be emailed to your admin, uploaded to your EdReflect, hardcopy delivered to your admin, and emailed to the Talent Office at evaluations@nps.k12.nj.us.

If you have any questions about writing your rebuttal, email me directly at Miovino@newarkteachersunion.com and make sure you put REBUTTAL HELP in the subject line. Always include your name, school and a BRIEF description of your concern and personal email/contact number. I will get back ASAP!

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— Building Faculty and Student Success Page 1

New Jersey courts have determined that “urban schools, too often and unfortunately, have the most vulnerable and impoverished students within American society.” Therefore, it makes sense that a school faculty must never “sweep problems under the rug” nor should a school administration. Together they must get deficiencies “on the table” and out in the open. How else will they ever be corrected for the benefit of Newark students?

There’s simply too many future lives at stake! Required statistics must be honest and forthright. No fudging of numbers to save face. We’ve seen where Cami Anderson provided statistics to the State saying “every school in Newark had 100% attendance”! We’ve seen how Board employees, after the attendance officers were fired, testified under oath that school attendance thereafter improved. We all knew that wasn’t the truth as attendance plummeted as did academic scores! The court knew absenteeism was skyrocketing.

Certain people wanted our schools to fail to further support the need for more charters. The NTU constantly spoke out about the “under the rug sweepers.” We wouldn’t let you take the blame when we knew the fault was in the Central Office and not your teaching. The NTU worked to get our attendance officers back. Our new superintendent saw the statistics!

Every faculty member in every Newark school knows how high the mountain is that they must climb to succeed. They must support, go to, and assist their NTU Building Representative and Building Committee. Together every faculty must “go on record” concerning school deficiencies which harm student success. Don’t you take the hit. Don’t let your professional reputation become tarnished or sullied when you are not given the tools to do your job and don’t ever let administrators hide the truth concerning deficiencies in your building.

Speak through your NTU Building Representative and Building Committee to insure that faculty and administration collegiality of purpose exists whereby your school has a better health environment and the proper tools and equipment for personal, faculty, student and total school success.

TIPS:

- Become knowledgeable of your NTU Contract. It clearly spells out your rights concerning every aspect of your job.
- Have an effective Building Representative and Building Committee of veteran professionals who will assist tenured and non-tenured teachers, aides and clerks.
- Attend and have monthly faculty meetings. Discuss building problems. Discuss how to solve problems and how to improve the success of the faculty.
- Have bi-monthly Building Rep and Building Committee meetings to discuss issues and morale.
- Create a building form letter to be given to Building Rep and Building Committee to address issues. Keep dated copies.
- Phone numbers of Building Rep and Committee members available to all NTU staff in building.
- Faculty to work with PTA in your building. Support the existence of a PTA, if none exists. Promote fundraisers for student benefits. Have fairs.

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NTU LEGAL UPDATE— Building Faculty and Student Success Page 2

- Establish food and clothing drives. Involvement in the community.
- Building Representative and Building Committee to have knowledge of all non-tenured teachers within the building and provide assistance.
- NTU Rep and NTU Building Committee meet monthly with non-tenured teachers to assist in understanding the NPS Teacher Evaluation Guidebook for Teachers & Administrators.
- Building Rep and Building Committee organize programs for benefit of parents and students.
- Building Rep and Building Committee create a school faculty social committee. Try to build morale.
- Building Rep and Building Committee insure that the School Improvement Panel is organized, functioning and mentoring.
- Building Rep attends monthly NTU meetings and reports back to faculty and maintains NTU Bulletin Board with up to date information.
- Assist substitute teachers whenever possible.

PLEASE DISCUSS THIS MEMO WITH YOUR FACULTY

Topic for next issue:

- ◆ You are called to speak to an administrator and another administrator is present. Do you go in 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 in 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 in alone????
- ◆ You are called to the office to speak to a parent who complains about you. Do you go in alone????

Think about these questions and read next weekly bulletin.

NEWARK TEACHERS UNION UPDATE

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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!



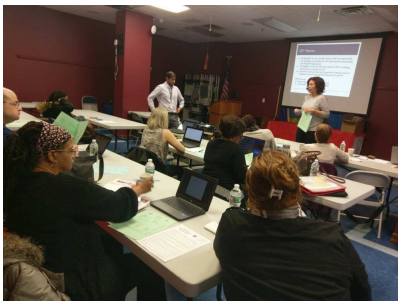
[Click here for scholarship application!](#)

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Easy IEP Workshop

On Wednesday, February 6, 2019, the NTU held our first Easy IEP Workshop with Candice Wells and Ajay Srikanth arranged by Assistant Director of Research Cristina Balboa. The workshop was a



huge success, and we will continue working with NPS and our members to provide workshops that meet all of your needs!

Would you like to provide a workshop yourself? Please reach out to Cristina at yesntu@newarkteachersunion.com.



Professional Improvement Fund Dates

If you are planning to attend any of the upcoming conferences/workshops and are seeking PIF reimbursement, all paperwork must be completed and given to the school clerk or the person in charge of travel, so they can submit it through PeopleSoft. It is recommended that you do not wait until the last date for submission. Here are some possible workshops, conventions and/or conferences you may be interested in your area of expertise.

- NABE (Bilingual Teachers) Conference, March 7-9, 2019, Lake Buena Vista, FL, must submit paperwork later than February 15, 2019.
- NAEA Convention (Art) March 14-16, 2019, Boston, MA, must submit paperwork no later than February 15, 2019.

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- Monday February 11, 2019— Lincoln’s Birthday, School Close
- Wednesday, February 13, 2019—Parent Teacher Conference
- Monday, February 18, 2019—President’s Day, School Closed
- Tuesday, February 19, 2019, 4:00 PM—NTU Executive Board Meeting, Newark Teachers Union, 1019 Broad Street
- Tuesday, February 19, 2019—5:30 PM—Newark Board of Education Business Meeting, 765 Broad Street
- Wednesday, February 20, 2019, 4:00 PM– NTU Building Rep Meeting, Newark Teachers Union, 1019 Broad Street
- Tuesday, February 26, 2019, 6 PM—Newark Board of Education Meeting, South Street School, 44 Hermon Street

Please note that Friday February 8, Tuesday February 12, Friday February 15, and Tuesday February 19 are the days before and after a holiday respectively. To ensure that you get paid for the holiday weekend, 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 you can provide medical certification from a licensed physician or hospital, including a diagnosis, verifying that s/hewas either physically unable to perform his/her duties or that s/hewas carrying a contagious disease on the day(s) of absence.

. Unless it is part of an extended FMLA, if you take a sick day, you must submit a medical certificate to NPS Office of Administrative Services within 3 days of your return to work. DO NOT SUBMIT THE MEDICAL CERTIFICATE TO YOUR CLERK, SUPERVISOR, OR DEPARTMENT!

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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 if you are interested!

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 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)



NEWARK TEACHERS UNION

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