

# NEWARK TEACHERS UNION UPDATE

October 18, 2019

## Know Your Rights! Discipline Policy!



NTU members are not punching bags. Assaults on teachers and other education workers is not only unacceptable, but it's also illegal in N.J. The Newark BOE has a 4 tier discipline policy, and that must be respected. Principals are NOT allowed to create their own rules when it comes to this most important of school climate and safety issues.

If a child is stared at cross-eyed or gets their feelings hurt, the district sends a team of counselors to envelope the child with security and love. Yet, a student strikes a teacher and it's the teachers' actions that are scrutinized? The district sends a team to investigate what actions the teacher took to provoke the assault? What could the teacher have done to prevent being sucker punched by the student? And then the teacher is disciplined. This stops today.

John M. Abeigon  
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Attached here <https://www.nps.k12.nj.us/departments/student-life/discipline/> are the district's own Incident Reporting Protocols and official forms. Use them.!

### BASIC GUIDANCE FOR INFRACTIONS THAT RISE TO LEVEL 1+

1. Submit Incident Report to Principal and alert Bldg Rep. Give administration a day or two to react to the report. Always keep a copy for yourself. If it's not documented, it never happened.
2. If after a reasonable amount of time nothing has been done, resubmit Incident Report to Principal & their Assistant Superintendent, with a cc to the NTU and Superintendent León.

You can access the district discipline policy via this link:

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### Open Enrollment Update

**NBOE still has not put the plan costs or contribution calculator up on their website. This morning, they told us they would be up by Tuesday, October 22. We have already told them if there are further delays, there will need to be more time for open enrollment (which currently runs until November 12).**

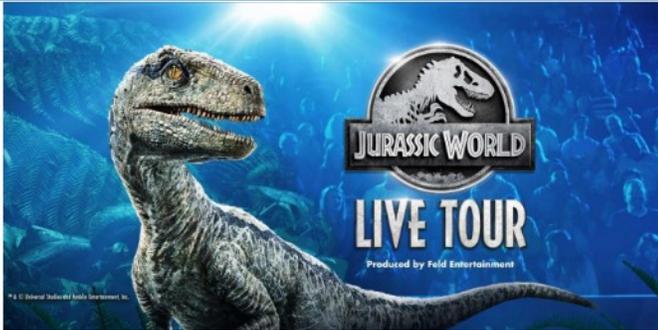
In Solidarity,

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

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## October 18, 2019

### Discounts on Upcoming Events at Prudential Center



#### Jurassic World Live Tour

Through our partnership with the Prudential Center, we have a discount code members can use for Tickets to the upcoming Jurassic World Live Tour!

Please use the following links for the event, and input NTU481 into the promo box prior to selecting seats in order to receive the group rate.

- [Thursday, February 27 at 7 PM](#)
- [Friday, February 28 at 11 AM](#)
- [Friday, February 28 at 7 PM](#)
- [Saturday, February 29 at 7 PM](#)
- [Sunday, March 1 at 7 PM](#)

#### Disney on Ice—Road Trip Adventures

To access the group rate for the show, visit the following links and input NTU481 in the promo box before selecting seats. The group rate will automatically apply to all eligible seats and include facility fees; users are responsible for any additional processing fees on Ticketmaster. Users can then select the applicable seats, and check out.



- [Wednesday, November 6 at 7 PM](#)
- [Thursday, November 7 at 7 PM](#)
- [Friday, November 8 at 11 AM](#)
- [Friday, November 8 at 7 PM](#)
- [Saturday, November 9 at 7 PM](#)
- [Sunday, November 10 at 7 PM](#)



#### Never Forget Tribute Classic

Prudential Center is proud to host the Fourth Annual Never Forget Tribute Classic. This year's tournament features a doubleheader between four high-profile universities: the Delaware Blue Hens will take on the Villanova Wildcats and the Mississippi State Bulldogs will face the Kansas State Wildcats. Beyond providing an incredible day of college basketball, we have partnered with Soldier-Strong, which was created to support the men and women of the armed forces that sprung into action, protecting our freedom in the wake of 9/11.

[December 14 \(time is TBD\)](#) The code is NTU481

# NEWARK TEACHERS UNION UPDATE

## October 18, 2019

### Flexible Spending Account

Flexible Spending Accounts are ways to take your pre-tax dollars and put them aside for medical or dependent care costs. Because it is pre-tax dollars, this can result in huge savings for you if you take advantage of these programs.

You can find more information on our website (click for link).

#### Highlights of the Flexible Spending Account

Feature	How It Works
Who is Eligible	Regular, full-time employees and other employees eligible for health care benefits
Who is Not Eligible	The IRS prohibits sole proprietors, partners in a partnership and 2% or greater shareholders in an S-corporation from participating
Advantage of Accounts	Pay eligible expenses with before-tax money; Save money in taxes and increase your take home pay
<b>Amount of Deposit</b>	
Health Care Account	\$100.00 minimum to \$2,700.00 per year maximum
Dependent Care Account	\$100.00 minimum to \$5,000.00 per year maximum (\$2,500 if you are married and file taxes separately)
<b>Examples of Eligible Expenses</b>	
Health Care Spending Account	Deductibles, co-payments, co-insurance and many expenses not covered by a health care plan
Dependent Care Spending Account	Dependent care services in or outside your home and summer day camp
Reimbursement:	Reimbursements are processed weekly. FSA Reimbursement Request Forms with proof of expense received by 4:00 PM CT Tuesday will be processed on that week's payment schedule.

#### How do you apply for Flexible Spending Accounts?

- You can go down to Newark Board of Education and put in the forms at the Benefits Office.
- If you want to do it online, the process is not obvious or user friendly... Lpg on to Employee Self-Service. On the upper left, click Benefits Open Enrollment. It will ask if your address is correct. Next it will ask you if you want to change your benefit plan. If you say no, THEN you will be asked if you want to set up a Flexible Spending Account. If you say yes to changing your benefit plan, it will bring you through the entire process and at the end, you will be asked if you want to set up a Flexible Spending Account. We have spoken to NBOE about how needlessly complicated this is.

# NEWARK TEACHERS UNION UPDATE

## Tired of paying too much for your Benefits?

Tired of paying too much for your health benefits? Rising pension rates making it seem like you're not getting a raise at all? It's important to remember that the health benefit contributions and rising pension rates all came at the hands of Chris Christie and Chapter 78, a law enacted in the 2011-2012 school year, which required school employees to pay a portion of health insurance premiums.

Whether Ch. 78 ate your raise or not it is important to remind our legislators that we too are taxpayer and voters. Chapter 78 relief needs to happen but it won't ever happen if your local state legislator doesn't even know you exist or how negatively it's impacting one of their constituents!

Pass this on to your friends and family! Every voice counts!

<https://actionnetwork.org/letters/protect-educators-provide-affordable-quality-health-insurance/>



- **Tuesday, October 29, 6:00 PM** — Newark Board of Education Meeting, Ivy Hill School, 107 Ivy Street
- **Thursday– Friday, November 7-8** — NJEA Convention—**SCHOOL CLOSED FOR TEN MONTH STAFF**
- **Monday, November 11**—**Veteran's Day– SCHOOL CLOSED**

Please note that Wednesday November 6 and Tuesday, November 12 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 November 6 and/or November 12

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 NPS Office of Administrative Services within 3 days of your return to work.

**AND DON'T FORGET TO VOTE ON ELECTION DAY, NOVEMBER 5!!**

# NEWARK TEACHERS UNION UPDATE

October 18, 2019

## NTU Website Update

Our website is still located at <http://newark.nj.aft.org>. Google seems to be having some issues finding the site, but it is still there. We have been in communication with Google on this issue and hope to have it resolved as soon as possible. You can still access the website through the above link, through other search engines, and through the link on our Facebook page. Sorry for any inconvenience this may cause.

## 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))

# NEWARK TEACHERS UNION

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## Executive Board

John M. Abeigon, President/Director of Organization

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