

# NEWARK TEACHERS UNION UPDATE

## April 30, 2021



John M. Abeigon  
jabeigon@newarkteachersunion.com

Colleagues,

We have completed two weeks of in person instruction! I hope everyone is getting comfortable with working with Roomies and Zoomies, but not too comfortable that we are forgetting **CONSPICUOUS SAFETY!** Masks, social distancing, contact tracing, and sanitizing procedures continue to be the law of the land. When these are not being followed, you need to let us know immediately!

A lot of people still ask us regularly, what happens when I or a student test positive or come in contact with someone who has tested positive for COVID. Follow the guidance from the district!

*Upon notification of a positive case, the employee or student should notify the school nurse or Office of Health Services. The Office of Health Services will communicate with school and district level administration, as appropriate, to track movement of the person who tested positive. Impacted individuals will be notified. The Superintendent will also be notified and along with the Executive Director of Facilities determine whether to close the facility or any portion thereof. All affected areas will be cleaned and sanitized prior to reopening. In-person students will engage in remote learning during the closure so that instruction continues without disruption.*

*if and how long you quarantine is determined by the Health Office following CDC, NJ, and Newark Department of Health guidelines.*

*Students and staff, unless fully vaccinated and asymptomatic, should stay home if they have been in close contact with someone with COVID-19 within the past 14 days. If someone in their household is being tested for COVID-19 due to illness, students and staff, unless fully vaccinated and asymptomatic, should stay home until the test result is received.*

**In Solidarity,**

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

# NEWARK TEACHERS UNION UPDATE

## April 30, 2021

### Non-Tenure Notice

By May 15, you should receive either a non-reoffering letter or a contract in the mail for the 2021-2022 school year from the Newark Public Schools.

---

#### IF YOU RECEIVE A NON-REOFFERING LETTER:

If you are a non-tenured teacher who received a letter of non-reoffering, you need to reach out to the Newark Teachers Union immediately!

##### 1. *IF YOU HAVE NOT REQUESTED A HEARING ALREADY*

Click this link: [CAUSE/HEARING REQUEST](#) to Request the Causes for non-reoffering and your Donaldson Hearing

- Print the letter and send it in certified/return receipt requested and save your receipt
- You have **TEN DAYS** from receipt/notification of non-reoffering to send this letter (make sure you CC the appropriate people as indicated)

##### 2. *AFTER YOU SUBMIT YOUR CAUSE/HEARING REQUEST*

Click and print this [DONALDSON CHECKLIST](#) and complete it as soon as possible

You will hear from us in the coming weeks for an important meeting that you must attend in preparation for your hearing. You will be required to bring your completed checklist and the materials.

---

#### IF YOU RECEIVED A CONTRACT:

**Fill out your contract and send it back to the district accepting employment for next year!**

---

#### IF YOU HAVE NOT RECEIVED A NON-REOFFERING LETTER OR CONTRACT BY MAY 15:

If you don't receive a non-reoffering or a contract for 2021-2022 school year BY MAY 15, [you should immediately follow the directions on the enclosed form.](#)

---

Please email [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com) or call the NTU (973) 643-8430 with any and all questions you may have in regards to the 2021-2022 school year.

# NEWARK TEACHERS UNION UPDATE

April 30, 2021

## IT'S TIME FOR YOUR EVALUATION! SHOULD YOU WRITE A REBUTTAL?

**YES!** In so many cases, staff who receive ratings they disagree with choose NOT to write a rebuttal. This can be because of several reasons. It can be out of fear of an administrator. You are non-tenured and do not want to make waves. You are approaching retirement and do not want to make waves. It's only one observation, you'll pick it up next time, etc etc.

**WRONG.**

This rating is **YOURS** for your entire career. If it's an annual, it **MAY** result in a withholding of an increment (one of the worst penalties an educator can take, it impacts your salary for the rest of your career) It may also lead to a tenure charge (two years in a row of Partially Effective or Ineffective ratings can lead to you losing tenure and being fired). It can hurt your chances of transferring.

Without a rebuttal, there is almost no way to defend you from tenure charges. You are a professional, you went to school to do this job, and you should not want someone to mischaracterize your performance in a way you disagree with. **WRITE A REBUTTAL.** Click this link, [REBUTTAL WRITING TIPS](#), for our comprehensive guide to writing a Rebuttal.

Please **READ** and **FOLLOW** all instructions.

**Please make sure you click and complete the 2021 ANNUAL RATINGS SURVEY and let your NTU Building Rep know if you have received a PARTIALLY EFFECTIVE or INEFFECTIVE!**

# NEWARK TEACHERS UNION UPDATE

## April 30, 2021

### Personal Days Buy Back and Roll Over

We have had a lot of questions about how personal day roll over or can be sold at the end of the school year.

There are two relevant provisions of the contract.

1) If you have used more than 5 sick and personal days combined, you can only roll over all your sick days and up to 3 personal days as sick days.

2) If you have used 5 or less sick and personal days, you can roll over all your sick days and either sell all your personal days. Under state law, no one can roll over more than 15 days in one year. The district will be sending out the forms for this over the next few weeks.

<b>Teachers/Child Study Team</b>	<b>\$200.00 per day, \$1,000 maximum payment</b>
<b>School Clerks</b>	<b>\$135.00 per day, \$675 maximum payment</b>
<b>Permanent Aide</b>	<b>\$100.00 per day, \$500 maximum payment</b>

**SAVE THE DATE**

- **Wednesday, May 12—Eid-Al-Fitr (School Closed)**
- **Tuesday, May 25—NTU Executive Board Meeting—3:30 PM**
- **Tuesday, May 25—Newark Board of Ed Business Meeting—6 PM**
- **Wednesday, May 26—NTU Building Rep Meeting—3:30 PM**
- **Thursday, May 27—Newark Board of Ed Meeting—6 PM**
- **Monday, May 31—Memorial Day (School Closed)**

Please note that May 11, May 13, May 28 and June 1 are work days before or after a holiday. 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 it is part of an approved medical leave. Unless it is part of an extended FMLA, you must submit a medical certificate to NBOE Office of Administrative Services within 3 days of your return to work.

# NEWARK TEACHERS UNION UPDATE

April 30, 2021

teleflora. +  **UNIONPLUS**

- EXCLUSIVELY FOR UNION MEMBERS -

## 30% OFF BOUQUETS

Mother's Day is the perfect time to tell her just how much you appreciate her and to show your gratitude and love.

[SHOP MOTHER'S DAY](#)



[CLICK OR CALL TODAY](#) | 866.890.0121



# NEWARK TEACHERS UNION UPDATE

April 30, 2021

## Masks and shields

The NTU still has masks and face shields for our members and the community. If you need masks and/or face shields, just call 973-643-8430, and we will set them aside for your to pick up!



---

## Did you get your vaccine?

### WEAR YOUR BUTTON!

In our efforts to both promote the vaccine and instill confidence in our return to in-person instruction (for our visual learners), the NTU has produced buttons for NTU members who have gotten their vaccines! Send an email with your name, address, and proof that you are vaccinated (vaccine card or email confirmation) to [sscreven@newarkteachersunion.com](mailto:sscreven@newarkteachersunion.com), and we will get one out to you!



# NEWARK TEACHERS UNION UPDATE

**April 30, 2021**

## 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

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.

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))

**[If you are not an NTU member, make sure you fill out a membership application on our website!](#)**

---

## NTU Education Resource Center

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

# 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

Justin Petino

Noor Alam

Silvia Pereira

Cristina Balboa

Marisa Rodriguez

Chris Canik

Jennifer Ramos

Ronnie D. Carney

Ryan Sandor

Timothy Carr

Larry Sullivan

Donna Charles

Cassandra Talmadge

John Cunha

Janae Taylor

Mark Donetz

Neil Thomas

Josephine Donnellan

Tennille Wasek

Kristyn Faison

Carmen Lopez Wolf

Joicki Floyd

Love Gaillard

Francisco Garcia

Nancy Gianni

Yvette Jordan

Kathleen Murphy-Butler

Catia Nascimento

