

NEWARK TEACHERS UNION UPDATE

May 21, 2021



John M. Abeigon
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Colleagues,

Last week, we talked about how school districts should take more advantage of the lessons we learned during the pandemic to make positive changes in education.

In that same vein, with five weeks left in school, we also would like to suggest to our members that they should **“Try something new!”**

- Is there a lesson you’ve always wanted to do but never got around to it? Now is the time to try it!
- Is there a colleague in the building you’ve never talked to before? Introduce yourself!

Just remember, that when you try something new, it doesn’t always work the way you expect. But, that’s okay too! Author Neil Gaiman said, "I hope that in this year to come, you make mistakes. Because if you are making mistakes, then you are making new things, trying new things, learning, living, pushing yourself, changing yourself, changing your world. You’re doing things you’ve never done before, and more importantly; you’re doing something.”

It’s so easy to get caught in the same routines and cycles that we don’t get the chance to have that new experience or meet that new person. So that is my suggestion to you over these last five weeks of school, “Try something new!” If you have tried something new this year, tell us how it went and we will share it in a future issue!

In Solidarity,

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

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Michael Iovino
miovino@newarkteachersunion.com

From the Desk of the Secretary Treasurer:

Evaluations: As annual evaluations are rolling in, please make sure you complete this survey! Many of you are hearing from your administrators that "You got a break this year" when it comes to your rating...as if to say you did NOT work hard this year and they were helping you out.

Do not believe for one second that you got a break...or that your administration gave you one!

First, the NTU worked tirelessly over the summer, and all year to drive home the point that this year is TREMENDOUSLY difficult and that we cannot be rated the same way as if we were in-person. The NTU Framework Evaluation committee helped revise the frameworks and pushed hard to make sure NBOE implemented them fairly.

Second, WE ALL WORKED HARD AS HELL THIS YEAR! As always all of the members of the NTU Bargaining Unit, rose to the occasion, and we all deserve credit for the Herculean tasks that this year presented. As a fellow teacher, I can say how proud I am of us all!

Do NOT let your admin steal your thunder!

Regarding ILP's... While ILP's are supposed to be individualized, but that doesn't mean every one should be unique. Consider the implications...next year a teacher isn't going to be able to implement a DIFFERENT approach to teaching EVERY kid in their rooms.

The answer? BUCKETS! The district LOVES buckets. So get together with your colleagues and create buckets of students and a "comment" sheet so that you can create sensible ILP's that create practical Instructions for the students' teacher next year. Then, draw from the standardized comments for the buckets.

How many of your students are visual learners? Need manipulatives? Respond to positive feedback? Need parental support? Etc.

If your admin is requiring these... do them... But WORK SMARTER, NOT HARDER!

With NTU pride,

Michael Iovino

NTU Secretary Treasurer

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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!

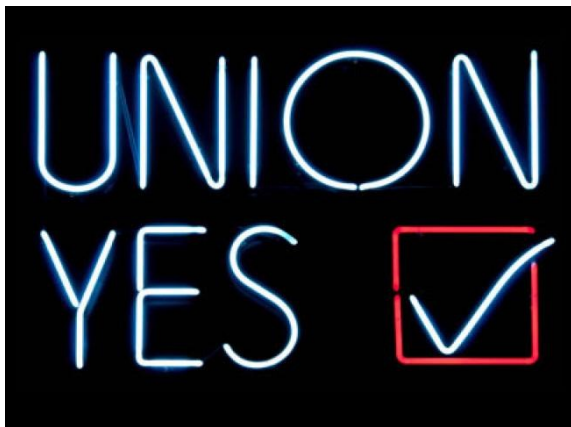
IF YOU HAVE NOT RECEIVED A NON-REOFFERING LETTER OR CONTRACT BY MAY 15:

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 or call the NTU (973) 643-8430 with any and all questions you may have in regards to the 2021-2022 school year.

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How do I know if I am an NTU Member?

The easiest way is to check your paystub. If it says "Union Dues/NTU" under "After-Tax Deductions" then you are a NTU Member! Not being a member is like expecting a piece of teacher's lounge pizza without contributing to the pizza party!

If you are not a member, reach out to Subrina Screven at sscreven@newarkteachersunion.com immediately!

What is COPE?

Under the law, Unions cannot use dues money for political reasons. Because of this, we ask our members to consider making voluntary contributions to NTU's COPE (Committee on Political Education) Fund. NTU COPE is responsible for building a political structure that can communicate the union's goals and objectives through legislation, by working with government officials at the local, state and national level, and by being effective in organizing campaigns.



This includes organizing members around important legislative issues and elections.

How do you sign up for COPE?

How do you sign up for COPE?

[Go right to the NTU Website and fill out the attached form!](#)

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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, and we will get one out to you!



SAVE THE DATE

- Tuesday, May 25—NTU Executive Board/ NTU Building Rep Joint Meeting—3:30 PM
- Tuesday, May 25—Newark Board of Ed Business Meeting—6 PM
- Thursday, May 27—Newark Board of Ed Meeting—6 PM
- Monday, May 31—Memorial Day (School Closed)

Please note that 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.

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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.

- 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 to let us know. Also, if you don't get our weekly updates, send an email to 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)

[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

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