

# NEWARK TEACHERS UNION UPDATE

## June 11, 2021



John M. Abeigon

jabeigon@newarkteachersunion.com

### Two Different Schools, Same District (Part 2)

Colleagues,

I never saw a man who looked  
With such a wistful eye  
Upon that little tent of blue  
Which prisoners call the sky

Oscar Wilde, "The Ballad of Reading Goal" 1897

Last week, I described my experience visiting an elementary school in this district and how delightful it was to again see and hear learning and joy; to witness professionals treating each other with trust and respect. Today, I remember a darker place.

The security guard's anxiety level rises as I approach the Security Desk and prepare to sign in before heading to the Main Office to announce myself to the principal. A *Code Red* must have gone off somewhere because I am immediately surrounded by 4 VP's, additional security, and the principal. "Why are you here?" "You mustn't interrupt instruction." "I have to check with Labor Relations before I allow you to enter." All this blah blah meant to intimidate me and dissuade me from my mission. I remain cool as a cucumber.

The lack of confidence and the fear in this bully is not really the saddest part of the experience. Their shadowing me is meant to discourage members from speaking to me, this I know. But, members have a million ways of sharing their horror stories with me. The cowardice and bullying displayed by the administrator already confirms that what I am there to investigate is true.



There is silence in the school. The absence of laughter, excitement, the ooh's and aah's that come with learning. How can I be in a public school and not hear the sounds of children. Not a peep! Forget about respectful professional coexistence between administration and staff. Sadder than that still was the sight of a seated child simmering, masked at his desk in 99 degree heat, staring up out the window at the little tent of blue, which prisoners call the sky.

**In Solidarity,**

**John M. Abeigon**

**President/Director of Organization**

**Newark Teachers Union Local 481, AFT, AFL-CIO**

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## EVALUATION UPDATE

A couple weeks back we indicated our displeasure with how the district handled responses to annual rebuttals. Our Framework Evaluation Committee made recommendations to the Newark Board of Education on how to improve the process.

Michael Iovino

[miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com)

We are pleased to inform you that your concerns and ours were heard and changes have been made. Staff who filed rebuttals can now expect a reasonable response with detailed information as to how the determination was made whether to keep or change a rating.

It is vital for staff to do rebuttals on all Observations and Evaluations that they disagree with. Follow our [REBUTTAL WRITING TIPS](#), for our comprehensive guide to writing a Rebuttal.

**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!**

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## Around the district....



**Wilson Ave Music Teacher and NTU Building Rep Carlos Goncalves** has been named a quarterfinalist for the Grammy's 2022 Music Educator Award. The Music Educator Award was established to recognize current educators (teaching kindergarten through college, in public and private schools) who have made a significant and lasting contribution to the field of music education and who demonstrate a commitment to the broader cause of maintaining music education in the schools.

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### Oliver Street



A few of our 8th graders, along with our ART teacher, Rosalie Nascimento and STEM teacher James Intrabartolo beautified our school planters today! Newark Board of Education. Our 8th grade Planting Project couldn't have been possible without the amazing donation made by Barlow's Flowering Farm! Thank you!!

**Newark Educators! We need to get more comfortable showing off all the great things we are doing in the city of Newark! Have something you would like to share?**

**Email: [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@newarkteachersunion.com)!**

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### 2020-2021 Teacher of the Year

This morning, Newark announced their Teacher of the Year at each school. Congrats to all the winners who will receive \$1000 in school supplies for their classroom. Bruce St's DeJanee Martinez was named Teacher of the Year for the entire district. In addition, two of our Building Reps were honored: Elizabeth Lozada at Newark's School of Global Studies and Sheila Bonilla at Sussex Avenue School!

Abington Ave School	Vanessa Garcia	Lafayette St School	Ashley Monteiro
American History High	Jeannabel Reyes	Lincoln School	Natasha Stevenson
Ann St School	Manuel Oliveira	Louise A Spencer	Darasani Heath
Arts High School	Sarah Mae Lagasca	Luis Munoz Marin Mid Sch	Bryan Bruno
Avon Ave School	Shirley Damarais	Malcolm X Shabazz	Ryan Cordero
Bard Early College	Tiffany Morris	McKinley School	Meenu Sunaja
Barringer High School	Nicole Sanderson	Mt Vernon School	Marvis Aiken-Wright
Belmont Runyon School	Estelle Maynard	Newark Evening	Judith Mosselle
Bruce St Sch	DeJanee Martinez	New.Sch. of Global Studies	Elizabeth Lozada
Camden St School	Daneicia Davis	Newark Vocational	Justin De Voe
Central High School	Justin Hirsch	NJ Regional Day School	Raellen Foreman
Chancellor Ave School	Nicole Valmont	Oliver St School	Giana D'Urso
Cleveland School	Lareina Adelantar	Park Elementary	Aileen Torres
Dr E Alma Flagg School	Rita Montenegro	Peshine Ave School	Alma Davis-Reed
Dr William Horton School	Simone Jones	Quitman St School	Lauren Rathnam
Eagle Academy	Ryan Cooper	Rafael Hernandez School	Jennifer Killeen
Early Childhood Central	Maria Espinosa-Galgano	Ridge St School	Tara Iodice
Early Childhood North	Sandra Oliveira	Roberto Clemente School	Claudia Pinheiro
Early Childhood South	Kiesha Perry-Dolland	S Seventeenth St School	Jamila Colin
Early Childhood West	Blanford-Colleran	Salome Urena School	Raymond Marin
East Side High School	Karin Leon	Science Park High School	Patrick Farley
East Ward Elementary	Chante Fitzgerald	Sir Isaac Newton	Dara Forfa
Elliott St School	Germaine Jenkins	South Street School	Lesia Kuziw
First Ave School	Maria Louvado	Speedway Ave School	Janelle Ings
Fourteenth Ave School	Rosanne Senatore-Nash	Sussex Ave School	Sheila Bonilla
Franklin School	Kathleen Hooban	Technology High School	Joanna Paruta
Geo Washington Carver	Nicole Morgan-Lewis	Thirteenth Ave School	Gina Brock
Harriet Tubman School	Corey Case	University High School	Stephania Bowles-Jones
Hawkins St School	Veronica Piombo	Weequahic High School	Ofelia Pancarician
Hawthorne Ave School	Ann Jansen	West Side High School	Carlos Oliveira
Ivy Hill School	Alexis Senatore	Wilson Ave School	Amelia Navarro
John F Kennedy School	Dawn LaSalle		

# NEWARK TEACHERS UNION UPDATE

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### 2021-2022 Pay Calendar

The district released their 10-month employee pay schedule for next year. The district had decided to return back to the old system of paying all staff a week behind. This change has made for a unusual pay schedule for next year with the first check not coming until September 17 and the last check not coming until July 8.

We have brought our concerns and possible solutions to NBOE, but they have not responded as of yet.

Pay date	Pay Period	Paid Days	Benefits Deductions
09/17/21	08/28/21-09/10/21	9	Yes
10/01/21	09/11/21-09/24/21	10	Yes
10/15/21	09/25/21-10/08/21	10	Yes
10/29/21	10/09/21-10/22/21	10	Yes
11/12/21	10/23/21-11/05/21	10	Yes
11/24/21	11/06/21-11/19/21	10	Yes
12/10/21	11/20/21-12/03/21	10	Yes
12/23/21	12/04/21-12/17/21	10	Yes
01/07/22	12/18/21-12/31/21	10	Yes
01/21/22	01/01/22-01/14/22	10	Yes
02/04/22	01/15/22-01/28/22	10	Yes
02/18/22	01/29/22-02/11/22	10	Yes
03/04/22	02/12/22-02/25/22	10	Yes
03/18/22	02/26/22-03/11/22	10	Yes
04/01/22	03/12/22-03/25/22	10	Yes
04/14/22	03/26/22-04/08/22	10	Yes
04/29/22	04/09/22-04/22/22	10	No
05/13/22	04/23/22-05/06/22	10	Yes
05/27/22	05/07/22-05/20/22	10	Yes
06/10/22	05/21/22-06/03/22	10	Yes
06/24/22	06/04/22-06/17/22	10	Yes
07/08/22	06/18/22-06/24/22	5	No



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### Personal Days Buy Back and Roll Over

Last Thursday, the district sent out the Personal Day Buy Back Forms. We have had a lot of questions about how personal days roll over or can be sold at the end of the school year. If you are eligible and did not receive one, or have any questions, please email the Payroll Team at [payrollcs@nps.k12.nj.us](mailto:payrollcs@nps.k12.nj.us). The forms MUST be in by June 30, with payment expected on July 30.

To be eligible, you must have used 5 or less sick and personal days during the 2020-2021 school years. Note that all sick days (including those used for FMLA) count towards that limit. Also note that under NJ statute, staff can only roll over 15 additional days each year, so if you have more than that, you should sell back your personal days or you will lose them!



## New Rules for Entry to NTU Offices Effective June 1, 2021

**Upon showing vaccination card to Security  
FULLY vaccinated members/visitors can sign in  
& proceed to NTU OFFICES without a mask.**

**Members/Visitors without proof of vaccination  
MUST WEAR A MASK**

These rules are aligned with the CDC and NJDOH &  
ARE SUBJECT TO CHANGE.

**THANK YOU!**

# NEWARK TEACHERS UNION UPDATE

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## Employee Assistance Program

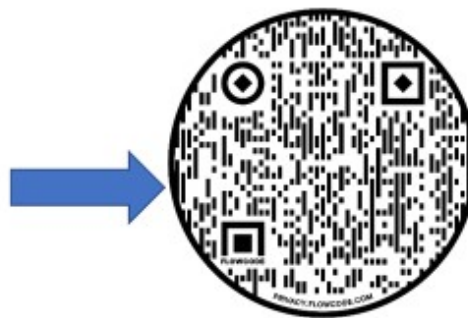
### Signs of COVID-19 Burnout

1. Do you become tired very easily/have less energy during the day/are tired earlier than usual/tired after simple activities?
2. Are you hearing from friends and family, "You don't look so good/You look tired,"/Feeling annoyed and ready to lash out when you hear this?
3. Do you find yourself working harder/working longer hours and accomplishing less, and/or making more mistakes than usual?
4. Are you feeling cynical/helpless/unenthusiastic about life or the future?
5. Are you feeling sad throughout the day/crying frequently/ feeling constantly on the verge of tears?

Take the rest of the Burnout Assessment and get your score:

<https://www.hcams.net/covid19-relief-resources>

Use your camera phone to scan and join the **HCAMS Newsletter**. Stay up to date on wellness, behavioral health, and important COVID-19 updates.



**HCAMS**

[www.unionsupport.org](http://www.unionsupport.org)

1-888-828-782

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**ESSEX-WEST HUDSON LABOR COUNCIL  
AFL-CIO**

### **COVID-19 Vaccination**

*Thursday, June 17th 1-5pm*

**Local 68 Training Center**

**14 Fairfield Place, West Caldwell NJ 07006**

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**THE ESSEX-WEST HUDSON LABOR COUNCIL  
IS HOSTING A FREE VACCINE CLINIC ON  
JUNE 17<sup>TH</sup> FROM 1-5PM.**

**THE WEST CALDWELL HEALTH DEPT. WILL BE AT  
THE LOCAL 68 TRAINING CENTER TO  
ADMINISTER THE JOHNSON & JOHNSON  
VACCINE TO ADULTS OVER THE AGE OF 18.**

**TO SCHEDULE YOUR VACCINE:  
PLEASE CONTACT TRICIA GANN, NO LATER  
THAN JUNE 14TH, AT (973) 244-5814 OR  
[TGANN@LOCAL68.ORG](mailto:TGANN@LOCAL68.ORG)**



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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](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!](#)**

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## 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

## Staff

**Editor/Director of Research  
and Communication**

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John Alvino**

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James Santiago**

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**<http://newark.nj.aft.org>**

## Executive Board

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**Michael Iovino, Secretary/Treasurer**

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**Kathleen Murphy-Butler**

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**Ryan Sandor**

**Larry Sullivan**

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