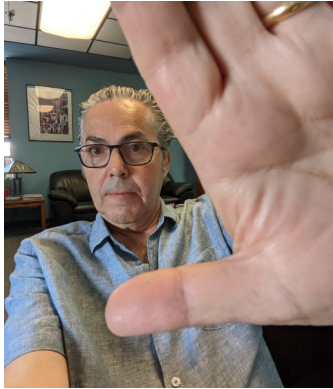


NEWARK TEACHERS UNION UPDATE

August 27, 2021



Colleagues,

Welcome Back! I know this summer probably felt way too short, and there are a lot of questions as we move into the new school year.

As you can see from the insert photo even though I am fully vaccinated and have received the booster shot, I still practice the “excuse me” Covid-era salutation whenever anyone becomes too familiar, and I suggest you all do the same. I’ll share in bullets what I know so far. You can also watch the video I shared via Facebook Live this morning here <https://fb.watch/7EKHVaQl0z/>

John M. Abeigon

jabeigon@newarkteachersunion.com

- Rows, groups, round tables, squares, whatever, as long as there are shields and masks up.
- Each school is hiring at least 4 additional subs to assist with student ingress, lunch, etc.
- Staff will receive duty free lunch & prep periods.
- Masks are mandatory for all students and staff.
- Students will be tested, but it will not be pooled testing like last year.
- Expect and prepare for students who will be sent home. You will at some point have to go hybrid so prepare your lessons accordingly.
- If a student gets sent home, send them off with a manipulative go-bag so they can participate along with the roomies.
- Vaccinated staff may be tested onsite along with students, non-vaccinated staff must test at least once a week on their own time.
- If you have not done so already please upload your vaccination card or Docket app confirmation.

For a district our size, we have done a spectacular job all things considered. The rate of students aged 12+ who are vaccinated keeps growing day by day. We’ve mastered the roomie zoomie thing.

[New teachers are strongly advised to visit our Newark Teachers Union YouTube Channel for workshops on how to create virtual classrooms using Google Slides, etc.](#)

Lastly, it will not be enough to stay in your lane, as important as that has been in keeping us all safe, but, you must maintain your lane. If you see anything that deviates from the protocols bring it to someone’s attention.

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

NEWARK TEACHERS UNION UPDATE

August 27, 2021

Labor Day Four Day Weekend FAQ's

There have been a lot of questions about the status of September 3. For ten month NTU members, schools are closed on September 3



a) Why are 12 month employees working?

12 month employees have a different calendar (and more flexibility on their days off because of vacation time). This day off is only reflected on the 10 month employee calendar.

b) Will we be paid for Friday, September 3?

Yes. The first regular paycheck of the year is September 17. For full time 10 month employees, this covers August 31 to September 10 and will be a 9-day check.

c) If I am taking off on September 2 or September 7, what type of day do I take?

September 2 and September 7 are the working days before and after a holiday respectively. As per our contract: "ABSENCE BEFORE AND AFTER A HOLIDAY: All employees are required to work the last scheduled working day before and the next scheduled working day following the scheduled holiday(s). Failure to report before and after the scheduled holiday shall result in loss of pay for said occurrence.

EXCEPTIONS: Personal days, extended sick leave, and short term sick leave. In the case of short term sick leave the employee must submit medical certification from a licensed physician or hospital, including a diagnosis, verifying that s/he was either physically unable to perform his/her duties or that s/he was carrying a contagious disease on the day(s) of absence. The medical certificate must be submitted via email, hand-delivery fax, or certified mail to the Office of Employee Services at the Newark Public Schools' administrative offices within three (3) working days of the date the employee returns to work. The form should not be submitted to your school or department."

2021-2022 Pay Calendar—10 Month Calendar

Starting this year, the district will be paying everyone on a "one-week delayed" schedule. The dates on your pay check (at the top center of your check labelled as Pay Begin Date and Pay End Date) will reflect the dates paid. This means, for example, the September 17th paycheck will cover the period between August 28th-September 10th.

To minimize the impact on employees' paychecks at the start of the year, the district is going to advance you 4 days pay from later pay periods to pay you for the first week of school.

Pay date	Pay Period	Paid Days	Benefits Deductions
9/3/21	8/14—8/27	4	No
9/17/21	8/28—9/10	9	Yes
10/01/21	9/11—9/24	10	Yes
10/15/21	9/25-10/8	9	Yes
10/29/21	10/9-10/22	10	Yes
11/12/21	10/23-11/5	9	Yes
11/24/21	11/6-11/19	10	Yes
12/10/21	11/20-12/3	10	Yes
12/23/21	12/4-12/17	10	Yes
01/07/22	12/18-12/31	10	Yes
01/21/22	1/1-1/14	10	Yes
02/04/22	1/15-1/28	10	Yes
02/18/22	1/29-2/11	10	Yes
03/04/22	2/12-2/25	10	Yes
03/18/22	2/26-3/11	10	Yes
04/01/22	3/12-3/25	10	Yes
04/14/22	3/26-4/8	10	Yes
04/29/22	4/9-4/22	9	No
05/13/22	4/23-5/6	10	Yes
05/27/22	5/7-5/20	10	Yes
06/10/22	5/21-6/3	10	Yes
06/24/22	6/4-6/17	10	Yes
07/08/22	6/18-7/1	4	No

To calculate your daily rate, divide your salary by 214. (214 is the actual length of the school year from the first date worked to the last date...it is NOT the actual number of days you work.)

NEWARK TEACHERS UNION UPDATE

August 27, 2021

2021-2022 Pay Calendar—12 Month Calendar

Starting this year, the district will be paying everyone on a "one-week delayed" schedule. The dates on your pay check (at the top center of your check labelled as Pay Begin Date and Pay End Date) will reflect the dates paid. This means, for example, the September 17th paycheck will cover the period between August 28th-September 10th.

Pay date	Pay Period	Paid Days	Benefits Deductions
7/9/21	6/19-7/2	10	Yes
7/23/21	7/3-7/16	10	Yes
8/6/21	7/17-7/30	10	Yes
8/20/21	7/31-8/13	10	Yes
9/3/21	8/14—8/27	10	Yes
9/17/21	8/28—9/10	10	Yes
10/01/21	9/11—9/24	10	Yes
10/15/21	9/25-10/8	10	Yes
10/29/21	10/9-10/22	10	No
11/12/21	10/23-11/5	10	Yes
11/24/21	11/6-11/19	10	Yes
12/10/21	11/20-12/3	10	Yes
12/23/21	12/4-12/17	10	Yes
01/07/22	12/18-12/31	10	Yes
01/21/22	1/1-1/14	10	Yes
02/04/22	1/15-1/28	10	Yes
02/18/22	1/29-2/11	10	Yes
03/04/22	2/12-2/25	10	Yes
03/18/22	2/26-3/11	10	Yes
04/01/22	3/12-3/25	10	Yes
04/14/22	3/26-4/8	10	Yes
04/29/22	4/9-4/22	10	No
05/13/22	4/23-5/6	10	Yes
05/27/22	5/7-5/20	10	Yes
06/10/22	5/21-6/3	10	Yes
06/24/22	6/4-6/17	10	Yes
07/08/22	6/18-7/1	10	No

NEWARK TEACHERS UNION UPDATE

August 27, 2021



Union Membership Benefits

Through the [AFT Plus/Union Plus program](#), Union members receive discounts on everything from car rentals to hotels to pet insurance. This is a terrific benefit that more people need to take advantage of. Just some examples:

Financial products

We offer union members and their families a wide array of financial products for each step of your financial life including — the [Union Plus Credit Card](#), [prepaid card](#) and [personal loan](#) programs.

Home and auto programs

We offer exclusive union member savings and discounts for all your home and auto needs, such as [auto buying](#) and [mortgage](#).

Insurance products

Our insurance products include plans from brands you know and trust and feature [home](#), [auto](#), [retiree health](#), [life](#) and even [pet insurance](#).

Health plans

Our health plans include union member discounts on [dental](#), [vision](#), [hearing](#) and even [alternative healthcare](#).



NEWARK TEACHERS UNION UPDATE

August 27, 2021

DISCOUNTS!



Union Membership Benefits

Education

Our education programs help you avoid student debt and earn your degree for free when you enroll in our [Free College](#) and [Bachelor's Degree](#) programs. If you're already enrolled, apply for our [Union Plus Scholarship](#) to help get you to the finish line.

Shopping and Discounts

Save on everyday expenses like your [monthly wireless phone bill with AT&T](#), [every day purchases](#), or even going to the [movies](#).

Travel benefits

Our travel benefits are here to make travel cheaper with exclusive discounts on [car rental](#), [vacation tours](#) and even [hotels](#) and [attractions](#).

Hardship Help

Above all other benefits, we're most proud of our hardship help benefits. Hardship Help benefits are designed to help union members when they've fallen on hard times, such as when their union goes on [strike](#), they get [laid off](#), or even [disabled](#).



NEWARK TEACHERS UNION UPDATE

August 27, 2021

NTU Members



"You can't exercise your rights...if you don't know your rights."

~ Terry Livorsi



FOR JOB PROTECTION CALL : 1-888-828-7826

Membership Assistance Services provided for you and your family at **NO COST**

Working in cooperation with Your Union, we offer services to deal with many personal issues including:

- Pandemic Trauma Stress Experience (PTSE)
- Assisting with Medical Leave Documentation/FMLA
- Reasonable Accommodations
- Job Discipline Problems Related to Behavioral Health
- Depression and Anger Management
- Grief and Loss Counseling
- Mandatory Vaccine Stress/Exemptions
- Drug and Alcohol Dependencies
- Chapter 69 (Protection of Employees under care)

*This is a confidential program that is available
24 hour—everyday*



**Look for upcoming member trainings
on trauma, wellness, and stress relief**

HCA MS
HealthCare Assistance
with Member Support

Scan to join News-
letter for stress relief

The right to Recover.
www.unionsupport.org

NEWARK TEACHERS UNION UPDATE

August 27, 2021

SAVE THE DATE

- Tuesday, August 31—Organizational Day (School Staff return to school)
- Wednesday to Thursday, September 1 and 2—Staff Development and Classroom Setup Days
- Friday, September 3—Labor Day Holiday (School Closed for 10 month employees)
- Friday, September 3—Pay Day (4 days for 10 month employees)
- Monday, September 6—Labor Day Holiday (School Closed for All Employees)
- Tuesday, September 7—First Day of School For Students
- Friday, September 17—Pay Day (9 days for 10 month employees)
- Tuesday, September 28—NTU Executive Board Meeting
- Tuesday, September 28—Newark Board of Ed Business Meeting
- Wednesday, September 29—NTU Building Rep Meeting
- Thursday, September 30—Newark Board of Ed Meeting

Please note that September 2 and September 7 are the 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

August 27, 2021



**You can't predict the future but you can plan for it.
Financially prepare for life's surprises with Aflac!**

For years Aflac has been a trusted partner for NTU's members by providing industry leading Short-Term Disability Insurance, however, Aflac has more to offer. Take advantage of Aflac's Cancer & Critical Illness and Accident coverage as well.

Aflac pays cash benefits directly to you and does not coordinate with any other insurance you have. All policies are portable, rate stable, and guaranteed renewable.

Disability- Are you insuring your paycheck? If not, Aflac is here to help! Aflac will help protect your income and pay you a monthly benefit should you miss work due to a covered sickness or accident.

Accident- Do you do physical work, have active children, or play sports? If so, Aflac pays you cash benefits directly for covered accidents on and off the job. Individual and family coverage available.

Cancer & Critical Illness- Does an illness run in the family? Do you smoke, or have you smoked in the past? A critical illness can be expensive due to time out of work, loss of income, and out of pocket medical expenses. Aflac will pay you cash benefits directly as you go through the treatments related to cancer, heart attack, stroke, and more.

Contact: Carmine Iannacone at 201-460-8670 to enroll

Disclaimer: This is being provided for informational purposes only; they do not constitute an endorsement or an approval by Newark Teachers Union for any of the products, services or opinions of the corporation or organization or individual.

NEWARK TEACHERS UNION UPDATE

August 27, 2021

NTU Education Resource Center

The NTU's Education Resource Center will be open after school for all your lamination, printing, etc. needs.

Appointments are limited to provide a safe environment. You may select ONE time slot per day and will only have a one hour slot...so if you are late, you don't get more time. Check your emails as we will be sending out updated sign up sheets on a regular basis throughout the school year.



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

August 27, 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 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!](#)

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