

NEWARK TEACHERS UNION UPDATE

September 10, 2021



John M. Abeigon
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Colleagues,

This week, I spent a lot of time visiting schools, watching how the ingress procedures were going, checking on the general well-being of the staff and students. While I did have to remind some people about masking and staying in their lane, I was impressed by what I saw.

Impressed, but not surprised! NTU members have incredible resilience and dedication, and every day, I saw someone going out of their way to make sure the schools could be run in a safe and effective way. We will continue to monitor and adjust to make sure this continues.

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"Bad things happen when good people do dumb things"
- NTU Secretary Treasurer Michael Iovino

If you're sick. STAY HOME. Now is not that time to be the usual teacher who sacrifices personal health over professionalism because now, that impacts all those around you. We have sick and personal days for this very reason!

The Superintendent is aware of our concerns with staff being told by administrators that sick days could impact evaluations. Right now, your health and well being, and that of your students and colleagues is the bigger concern.

Just note that if you are out because of COVID concerns, you may be asked to provide some form of documentation, so if you're sick, visit the doctor, Teledoc, get a Covid test etc. We will get through this!

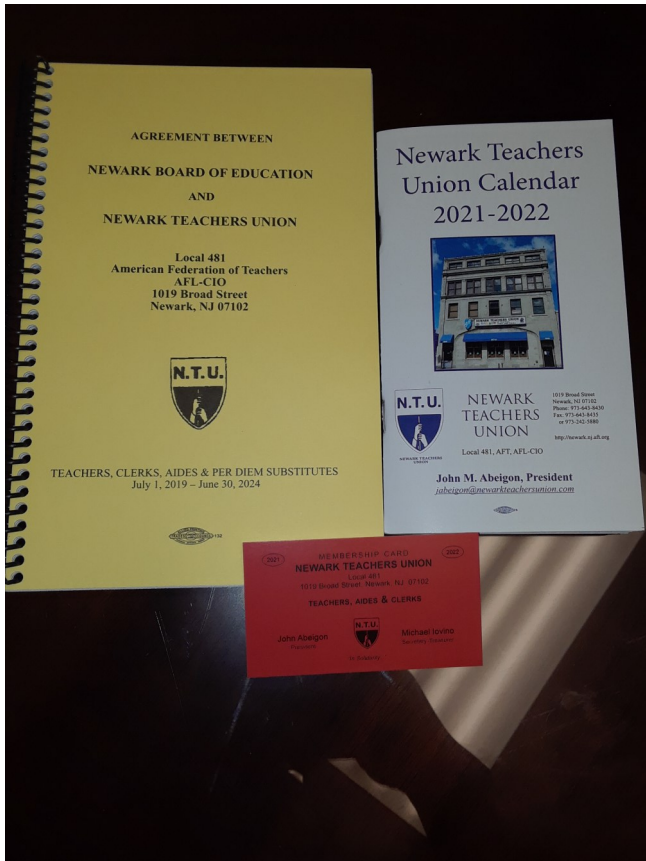
In Solidarity,

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

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NTU 2021-2022 Membership Packet



Did you receive your 2021-2022 membership packet yet? This year's packet includes our new NTU contract book, NTU Calendar, and NTU membership card.

If you are not an NTU member, print out the Membership Application on our website, and mail or scan/email Subrina Screven at the Newark Teachers Union at the below email, and we will get your packet out in the mail immediately.

If you are an NTU member and did not receive one, please email sscreven@newarkteachersunion.com.

Send us a picture with your NTU contract to mmaillaro@newarkteachersunion.com, and we will feature you in next week's update!

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Understanding your Contract: How do Longevities Work?

- Longevity is tied to total years of service in Newark only and those years do not have to be consecutive.
- Longevity is not tied to steps.
- You would start getting your first longevity at the start of your 15th year.
- Longevity is added to salary every year and divided across your paychecks.
- Second longevity REPLACES first longevity when you reach your 20th year.
- Third and fourth longevity is ADDED TO second longevity.
- **Note:** Staff hired after May 15, 2017 would be not eligible for Longevity.

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An Example (the salaries here are made up for demonstrative purposes)

Say your salary is 50,000. Once you hit 15 years, your salary becomes 52,025. From 15 to 19 years, you would always make your salary plus the 2,025. Again just making up numbers, but assuming your base salary goes up 1,000 a year you would get:

Total salary (Base Salary)

Year 15: 52,025 (50,000)
Year 16: 53,025 (51,000)
Year 17: 54,025 (52,000)
Year 18: 55,025 (53,000)
Year 19: 56,025 (54,000)

At Year 20, your longevity switches to 4,000

Year 20: 59,000 (55,000)
Year 21: 60,000 (56,000)
Year 22: 61,000 (57,000)
Year 23: 62,000 (58,000)
Year 24: 63,000 (59,000)

Starting in Year 25, you get both the 20 year longevity of 4,000 AND the 25 year longevity of another 4,000

Year 25: 68,000 (60,000)
Year 26: 69,000 (61,000)
Year 27: 70,000 (62,000)
Year 28: 71,000 (63,000)
Year 29: 72,000 (64,000)

Starting Year 30, you get 20 year, 25 year, and another 1,500 for 30
Year 30: 74,500 (65,000)

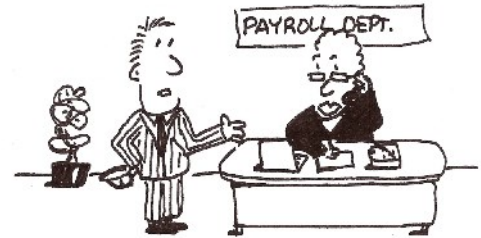
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How do I know if I was impacted by last week's pay roll issue?

In last week's paycheck, several 10 month employees had a discrepancy between what they were paid and what they should have been paid. We brought this to the attention of NBOE, and they agreed to resolve immediately. The impacted staff were primarily staff who were supposed to move up a step and staff who reached new longevities.

To see if you were impacted, log on to [Employee Self-Service](#) (this works better on a computer than a mobile device). Click on "Pay" and then your stub from September 3. At the top of the check, you will see your pay rate.



Employee ID:	
Department:	
Location:	
Job Title:	
Pay Rate:	\$103,116.00 Annual

Compare this to your "Compensation History" which can also be found on Employee Self-Service.

Salary History						
Date of Change	Action	Reason	Annual Salary		Compensation per Frequency	Compensation Frequency
08/31/2021	Pay Rt Chg	longevity	105,091.000	USD	105,091.000000 USD	Annual

If those numbers don't match, you would have been entitled to a correction payment.

Correction checks went out on Tuesday September 7, 2021. If you were impacted by this, and did not receive a correction check, reach out to mmaillaro@newarkteachersunion.com with screenshots of your paystub from last Friday and your Salary Progression from your Employee Self Service.

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September is Pet Insurance Awareness Month!

"Coco loves protecting me from the paparazzi while I'm in the pool, and we love PetsBest health insurance."

- John Abeigon, NTU President

Pet protection is worth celebrating this month!

Over 2/3 of U.S. households own a pet. That's why Union Plus offers Pets Best pet insurance plans to protect your four-legged family members.

Union members save up to 10% off any BestBenefit Accident & Illness plan. Or choose an Accident Only Plan for \$10/mo. or less! Just another reason it's worth being a member of the NTU.

[Click for more information](#)

SAVE THE DATE

- 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

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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!

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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

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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!

NEWARK TEACHERS UNION

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