

# NEWARK TEACHERS UNION UPDATE

## September 2, 2021



John M. Abeigon  
jabeigon@newarkteachersunion.com

Colleagues,

At the end of last year, we had announced that we were working with the district to ensure federal and state COVID Relief money would get paid directly to our members. At the NBOE Convocation, Superintendent León announced that teachers would be receiving \$1000 and other NTU titles would be getting \$100. More details about how these payments will be disseminated will be in Teacher Talk in the coming weeks.

**Building Rep Update:** Next week, we will be assessing which buildings still have Building Rep Vacancies, and we will send out notices to the school staff to try and fill those vacancies. More information to come!

**Lesson Plans:** It has been brought to our attention that some administrators have decided to get the year off on the wrong foot by asking for voluminous lesson plans formats. If this is happening at your school or department, reach out to [miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com) so we can get it to the Evaluation Framework Committee.

**Other Issue:** By the time we went to print on this issue, there were still a lot of open questions we had with the board about the weekly testing for unvaccinated staff and quarantine procedures for vaccinated and unvaccinated staff when it relates to who coming in contact with others who are or may be COVID-19 positive. As soon as we get specifics, we will send that information out.

**In Solidarity,**

**John M. Abeigon**

**President/Director of Organization**

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

# NEWARK TEACHERS UNION UPDATE

## September 2, 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) What if my admin tells me I am expecting to work on Friday, September 3?**

For 10-month employees, working at September 3 is completely at your own discretion. If you decide that you need more time to set up your classroom, for example. You can not be required to come in that day.

#### **D) 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."



# NEWARK TEACHERS UNION UPDATE

September 2, 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](http://www.unionsupport.org)

# NEWARK TEACHERS UNION UPDATE

## September 2, 2021

**SAVE THE DATE**

- 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

September 2, 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

September 3, 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!](#)**

# NEWARK TEACHERS UNION

## 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**

**Office Staff  
Wendy Huang**

**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**

**Yvette Jordan**

**Noor Alam**

**Kathleen Murphy-Butler**

**Cristina Balboa-  
Camacho**

**Catia Nascimento**

**Silvia Pereira**

**Chris Canik**

**Justin Petino**

**Ronnie D. Carney**

**Jennifer Ramos**

**Timothy Carr**

**Marisa Rodriguez**

**Cassandra Chapman-  
Talmadge**

**Ryan Sandor**

**Larry Sullivan**

**Donna Charles**

**Janae Taylor**

**John Cunha**

**Tennille Wasek**

**Mark Donetz**

**Carmen Lopez Wolf**

**Josephine Donnellan**

**Kristyn Faison**

**Joicki Floyd**

**Love Gaillard**

**Francisco Garcia**

**Nancy Gianni**

