

# NEWARK TEACHERS UNION UPDATE

## October 15, 2021



Brothers and Sisters,

During his convocation, the Superintendent promised teachers would be getting \$1,000 through his “I Believe in You” grants. This week, many staff received the application, and the response we have been hearing is “We don’t believe in these grants!” It’s a slap in the face to tell staff they must find time to write, budget, and submit a four-page dissertation for the money, and it can only be used for their classroom.

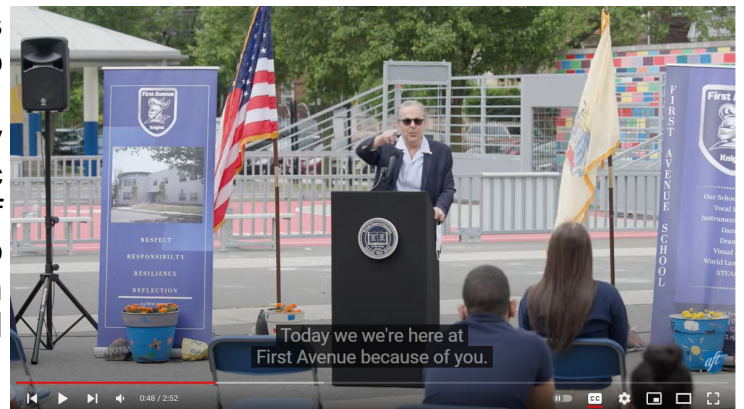
John M. Abeigon

jabeigon@newarkteachersunion.com

California (and many other places) managed to give salary increases and bonuses to show their appreciation for what you’ve gone through these last 18 months, with no strings attached. So, if you want to tell the Superintendent “thanks, but no thanks” do as I advise & what most of your colleagues are doing—ignore the grant. [We don’t want any one to miss out, so if your classroom can use the grant, and you have the time, and don’t mind the insult, you can click here for the grant forms and more information.](#) But, if they really believed in you, they would get their foot off your neck and stop piling more paperwork on you.

=====

On the first day of school, the AFT visited First Avenue School with me, AFTNJ President Donna Chiera, and AFT President Randi Weingarten. We reopened these schools and classrooms with no fuss, no pickets, no court cases, just genuine professionalism, and expertise (and plenty of safety precautions). AFT put together a terrific video that showed students and school staff on the first day of school, so we wanted to share it with you. It’s nice to be shown some appreciation for everything our school staff does every day.



**In Solidarity,**

**John M. Abeigon**

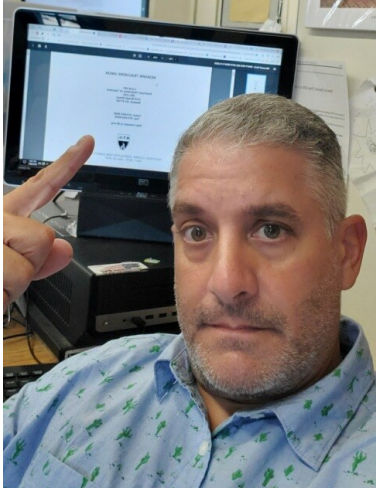
**President/Director of Organization**

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

# NEWARK TEACHERS UNION UPDATE

## October 15, 2021

### From the Desk of the Secretary Treasurer



Michael R. Iovino

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

Happy October All! I know...we are all already counting down to that magical month of November with days off galore...HOWEVER...we also need to take a look further down the road to....the E word...Evaluations.

First, some much needed CLARITY. An "OBSERVATION" is a single lesson witnessed by an admin for a minimum of 20 minutes, announced or unannounced. An "EVALUATION" is what takes place at the end of the year that gives you your annual rating.

Start preparing for your Annual Evaluation now by creating digital folders in your Google Drive labeled for each of the five indicators we are evaluated on. There are only a few specific indicators that are YEAR-LONG indicators. These are the only ones that will be used for your annual. As the year goes on, put stuff in those folders that you think connect to that indicator. Why wait until the end of the year, and hope your admin can find what YOU know you did? It's better to put it right under their nose and make it easy for them.

Keep in mind, observations will begin soon if they have not already. You should already have had your IPDP/CAP meeting for your observations to start. If you haven't had your meeting yet, request it. If you have been observed and have not completed your IPDP or your CAP meeting, it's okay, as long as the observation focused on the lesson components and stuff. If your admin made reference to areas of improvement/growth., and you had no idea what your growth indicators were, then that wouldn't make sense. Have a conversation with your admin and let me know how it went at [miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com). So get your meeting, then prepare your lessons accordingly.

Keep looking in this spot for weekly observation tips. Keep being awesome!

# NEWARK TEACHERS UNION UPDATE

## October 15, 2021

### 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!

AFTER-TAX DEDUCTIONS		
Description	Current	YTD
TPAF Contrib Pension Ins P10	42.04	287.02
Union Dues/NTU	54.02	808.33
N.T.U. - COPE	1.00	15.00
Escrow Refund	0.00	-7,595.68
Four Checks Option	0.00	0.00
TOTAL:	97.06	-6,485.33

If you are not a member, [you can fill out an application on our website](#), and reach out to Subrina Screven at [sscreven@newarkteachersunion.com](mailto:sscreven@newarkteachersunion.com) immediately! If you get emails from myself or Subrina, it is not spam!

### 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.

### How do you sign up for COPE?

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

AFTER-TAX DEDUCTIONS		
Description	Current	YTD
TPAF Contrib Pension Ins P10	42.04	287.02
Union Dues/NTU	54.02	808.33
N.T.U. - COPE	1.00	15.00
Escrow Refund	0.00	-7,595.68
Four Checks Option	0.00	0.00
TOTAL:	97.06	-6,485.33

# NEWARK TEACHERS UNION UPDATE

## October 15, 2021

### 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. THIS IS ONE OF THOSE WEEKS!!!

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

## October 15, 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

## Loan Forgiveness Update

Our years of advocacy for AFT members around the country is paying off.

We want everyone who wants to attend college to be able to do so, but it has become increasingly unaffordable. More than 42 million Americans, including many of our members, now owe \$1.7 trillion in student debt.

Since 2016, the AFT has been working to address and abate this student debt crisis. We hosted thousands of debt clinics, pressed lawmakers for changes and took this fight to the courts. We took on one of the largest loan servicers in the country, Navient, and then in July of 2019, in a groundbreaking legal action, we sued then-Secretary of Education Betsy DeVos for mismanaging the Public Service Loan Forgiveness program and leaving tens of thousands of borrowers with nowhere to turn when their relief was denied.

I am pleased to share that yesterday, Oct. 12, we reached a settlement in *Weingarten v. DeVos*. The Department of Education led by Secretary Miguel Cardona agreed to work with us to ensure relief for the countless borrowers who relied on the promise of Public Service Loan Forgiveness.

The department has agreed that a promise made is a promise kept.

Millions of Americans will now have their loans completely forgiven or will be properly enrolled in a forgiveness program crediting their years of past payments, putting them much closer to full forgiveness. The AFT's nurses, educators, public employees, school staff and higher education staff will all benefit from these changes.

Last week's announcement of a temporary waiver of many PSLF program provisions was big. The Department of Education made much-needed changes, expanding who qualifies for PSLF and making the system more manageable. (If you will qualify under this waiver, it's critical to apply for it by Oct. 31, 2022.)

This week, with the settlement of *Weingarten v. DeVos*, we have more good news to share. Since the creation of the program in 2007, 98 percent of all borrowers who have applied for PSLF have been denied. With the Education Department's temporary waiver, plus this settlement, every one of those borrowers' PSLF applications will be reviewed and processed through a new review procedure.

We expect this new review process—which is the core of this settlement—to result in complete discharge for tens of thousands of student loan borrowers across the country, including teachers, nurses, firefighters and others eligible for PSLF.

The Biden administration continues to work on implementation of these changes, with input from the AFT and others, to ensure a fast, clear and simple process so public service workers can get full credit for the payments they made toward PSLF and soon see a zero balance on their student loan statements. And the AFT continues to work on behalf of our 1.7 million members to get them the help they deserve through hundreds of AFT student debt clinics and through our partnership with Summer, an online resource that helps members navigate and reduce student loan debt.

### **If you are a current AFT member who may be affected by this settlement:**

The AFT will help you navigate this new process with our partner Summer. Working with Summer, AFT members already have saved \$500 million on student loans. Summer helps AFT members take the steps necessary to qualify for PSLF, including under the just-announced temporary waiver. AFT members can sign up for a free account with Summer here: <https://www.meetsummer.org/pslf>

**If you are a borrower who works in public service and want individualized help from a PSLF expert, you can join the AFT as an associate member now and access a Summer account:** <https://www.aft.org/joinsummer>

I'm so happy with how this has worked out. We're seeing firsthand the difference it makes when we have a president and a secretary of education who believe in education and in delivering on promises made to Americans.

In unity,  
Randi Weingarten  
AFT President



# NEWARK TEACHERS UNION UPDATE

## October 15, 2021

### America's Big Deal

Our neighbors over at Newark Symphony Hall sent this over to us. Over the next few week's, they are shooting a game show called [America's Big Deal](#), and are inviting people come to be in the audience.



Audience members each get \$40 gift cards, or you can even use it as a fund-raiser if you can get a group of 30 or more. If nothing else, it's a fun night out. [Click here to sign up!](#)

LOCATION- Newark Symphony Hall

SHOOT DATES-(OCT 21, 28, NOV 4, 11, 18, 23 (only show on TUESDAY) & DEC 2, 9, 16

TIME- 7pm check in, LIVE SHOW 8p-10p

DRESS- Casual...look nice, no large visible logo's, no HATS, no ALL WHITE

PARKING- FREE & SECURITY (we will send info on ticket)

GUESTS- Each person can select up to receive up to 4 tickets (everyone attending will get \$40 gift)

FUNDRAISING/CHARITY GROUPS- Can have 30-200 people (ONLY offer to those 100% coming)

AGES- 18+ (16+ if they are with parent)

# NEWARK TEACHERS UNION UPDATE

October 15, 2021

**Tentative Dates:  
November 8 - 23, 2021**

**No paper forms! Changes  
made online only at  
[www.NBOEbenefits.com](http://www.NBOEbenefits.com)**



**SAVE THE DATE**

- Wednesday, October 20—Staff Development Day
- Tuesday, October 26—NTU Executive Board Meeting
- Wednesday, October 27—NTU Building Rep Meeting
- Thursday, October 28—Newark Board of Ed Meeting

# NEWARK TEACHERS UNION UPDATE

October 15, 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**

**Silvia Pereira**

**Justin Petino**

**Chris Canik**

**Jennifer Ramos**

**Ronnie D. Carney**

**Marisa Rodriguez**

**Timothy Carr**

**Ryan Sandor**

**Cassandra Chapman-  
Talmadge**

**Larry Sullivan**

**Janae Taylor**

**Donna Charles**

**Tennille Wasek**

**John Cunha**

**Carmen Lopez Wolf**

**Mark Donetz**

**Josephine Donnellan**

**Kristyn Faison**

**Joicki Floyd**

**Love Gaillard**

**Francisco Garcia**

**Nancy Gianni**

