

NEWARK TEACHERS UNION UPDATE

October 29, 2021

Brothers and Sisters,

Last week the NTU Committee on Political Education (C.O.P.E.) sent out a 2021 NJ Gubernatorial Survey. Based on the results of that survey C.O.P.E. made a recommendation to the Executive Board to join with our state and national federations in endorsing Gov. Phil Murphy for reelection on Nov 3rd. 2021. The Executive Board approved that recommendation, therefore the NTU endorses Gov. Phil Murphy for reelection November 3, 2021.

Important reminders!

When the administration piles additional work on you, put your hand up and remind them that there are only so many hours in the day. Ask "What is really important here?" And make sure you follow the [NTU RSVP to Mandate procedures](#). We won an [Arbitration Award on this very issue](#).

If you miss a prep, for whatever reason, [REPORT IT!](#)

Work with your Building Rep and the Building Committee to find solutions. Saying No is important, but having an mutually agreeable alternative is always better.

And when these issues can't be resolved, LET US KNOW! We can't resolve a problem that we don't know exists. Too often, we hear about these situations at the end of the school year when it's too late to do anything about them.



In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-



YOUR FUTURE IS AT STAKE VOTE

THREE WAYS TO VOTE:
1. By Mail
2. Early
3. Election Day

On Education, Murphy and Oliver Have Earned Labor's Support



Historic investments in:
Pre-K · K-12
Higher Education
Apprenticeship Programs

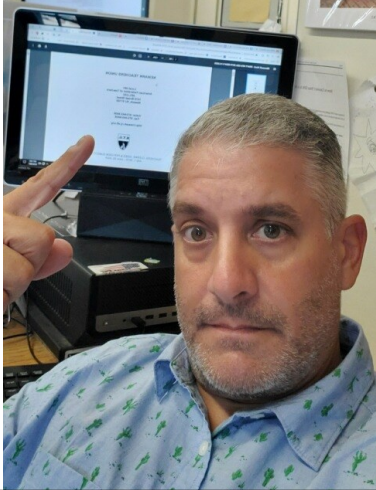
MURPHY HAS EARNED AN A+ IN EDUCATION

- Invested \$150 million to safely re-open schools and close the digital divide
- Increased pre-school funding by nearly \$200 million
- Will provide an additional \$50 million for the expansion of tuition-free education for the first two years at any of the state's community colleges
- Has made significant investments in apprenticeship programs to provide New Jerseyans with the essential skills needed to compete for the jobs in today's economy

NEWARK TEACHERS UNION UPDATE

October 29, 2021

From the Desk of the Secretary Treasurer



Michael R. Iovino

miovino@newarkteachersunion.com

OBSERVATION TIP #1 COMPETENCY 2C RESPONSIVENESS—THINK OUT LOUD

Look at the differences between Highly Effective and Effective.

Highly Effective: Teacher has anticipated student reactions and misunderstanding(s) as evidenced by effective instructional strategies and immediate adjustments when misunderstandings occur. Adjustments effectively reach all/nearly all students.

Effective: Teacher quickly recognizes misunderstanding(s) and employs alternative strategies to reach most students. Adjustments effectively reach most students.

In the Highly Effective category, your adjustment is INVISIBLE to an admin in most cases because you ANTICIPATED reactions and misunderstandings; even if you make adjustments, your observing admin may not know why you did it. The solution is to THINK OUT LOUD...so consider the following language...

"As I was creating this lesson, I was thinking about some mistakes I saw in some **previous** lessons, so what I did was make the following adjustment to **this** lesson to make sure you get it." This allows your admin to HEAR you think out loud...and to show how you adjusted things. Any variation of that will work. Make sure YOU note this in your post-observation conference if your ADMIN has not.

Good luck and HAPPY HALLOWEEN!!



NEWARK TEACHERS UNION UPDATE

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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?

Use the below card and send it to
sscreven@newarkteachersunion.com

| AFTER-TAX DEDUCTIONS | | |
|------------------------------|---------|-----------|
| Description | Current | YTD |
| TPAF Contrib Pension Ins P10 | 42.04 | 287.02 |
| Union Dues | 24.02 | 288.32 |
| N.T.U. - COPE | 1.00 | 15.00 |
| Escrow Fund | 0.00 | 5,600.00 |
| Four Checks Option | 0.00 | 0.00 |
| TOTAL: | 97.06 | -6,485.33 |

NEWARK TEACHERS UNION • LOCAL 481 AFT/AFL-CIO
1019 Broad Street • Newark, NJ 07102 • (973) 643-8430
COPE DEDUCTION AUTHORIZATION

| | | |
|----------------|--------------------|-------------|
| Employee ID # | School Or Location | Position |
| Last Name | First Name | MI |
| Home Address | | Apt/FI/Unit |
| City | State | Zip |
| () Home Phone | Email | |

I hereby authorize a deduction from my salary the sum of \$1.00 ☐, \$2.50 ☐, or \$ _____ (other amount) per pay period and as a voluntary contribution to the Committee on Political Education of NTU Local 481. Contributions shall be transmitted to the treasurer of the C.O.P.E. Fund of my local union in accordance with N.J.S.A. 52:14-19e as amended by Chapter 345, Public Laws of 1981. It shall be implemented during the next pay period following receipt of this authorization, and shall continue during each pay period thereafter. I understand that the Newark Public Schools will discontinue COPE deductions only if I notify the Newark Teachers Union in writing. Once official written notice has been received by the NTU, COPE deductions will cease on January first or July first of the current school year. I hereby waive all rights to any claim for said monies so deducted and transmitted in accordance with this authorization and relieve my employer, its officers and agents from any liability therefore. Contributions for (COPE or other purposes) to Newark Teachers Union, Local 481 are not deductible as charitable contributions for federal income tax purposes. This authorization is signed freely and voluntarily and not out of any fear of reprisal and I will not be favored or disadvantaged because I exercise this right. I understand this money will be used to make political contributions by AFT/COPE.

Signature _____ Date _____

NEWARK TEACHERS UNION UPDATE

October 29, 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.

Reminder! The third check in October will have full deductions taken out because we only had one full paycheck in September.

| 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 29, 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

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Prudential Center - Disney on Ice and Monster Jam

We reached out to Prudential Center, and we were able to get a group rate discount on tickets to Disney on Ice and Monster Jam in January.

To access these tickets, click on the follow Ticketmaster links and enter "NTU481" when you click the Unlock button. See below:



Disney On Ice:

- [Friday, January 14th @ 7PM](#)
- [Saturday, January 15th @ 7PM](#)
- [Monday, January 17th @ 1PM](#)

Monster Jam:

- [Saturday, January 29th @ 1PM](#)
- [Saturday, January 29th @ 7PM](#)
- [Sunday, January 30th @ 1PM](#)



Disney On Ice presents Let's Celebrate [More Info](#)

Fri • Jan 14, 2022 • 7:00 PM
Prudential Center, Newark, NJ

Important Event Info: All guests age 2 & older are required to have a ticket. No costumes for guests ... [more](#)

2 Tickets [Unlock](#) [Filters](#)

Enter Offer Passcode
NTU481 [Unlock](#)

Sec 110, Row 3
Advance or Promotion Ticket Selection \$20.00 ea

Sec 110, Row 4
Advance or Promotion Ticket Selection \$20.00 ea

Sec 110, Row 5
Advance or Promotion Ticket Selection \$20.00 ea

Sec 108, Row 3
Advance or Promotion Ticket Selection \$20.00 ea

Sec 108, Row 4
Advance or Promotion Ticket Selection \$20.00 ea

Sec 108, Row 5
Advance or Promotion Ticket Selection \$20.00 ea

Sec 133, Row 3
Advance or Promotion Ticket Selection \$20.00 ea

Sec 133, Row 4

Legend
• Available
• Verified Resale
• Accessibility
• Unavailable

PNC BANK TOWER
LAFAYETTE TOWER

NEWARK TEACHERS UNION UPDATE

Attention 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:

- COVID-19 Stress Syndrome
- Pandemic Trauma Stress Experience (PTSE)
- Drug and Alcohol Dependency
- Reasonable Accommodations
- Job Discipline Problems Related to Behavioral Health
- Depression and Anger Management
- Grief and Loss Counseling
- Vaccine Stress/Exemptions
- Assisting with Medical Leave/FMLA

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



**Look for upcoming member trainings
on education, wellness, and stress**

HCAMS

HealthCare Assistance
with Member Support

Scan to join News-
letter for stress relief

The right to Recover.
www.unionsupport.org

NEWARK TEACHERS UNION UPDATE

Monday, November 15 -
Wednesday, December 1



No paper forms! Changes
made online only at
www.NBOEbenefits.com



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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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-(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)

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- Tuesday, November 2: Election Day!!! VOTE!!
- Tuesday—Wednesday, November 4—5: NJEA Convention (School Closed)
- Thursday, November 11: Veteran’s Day (School Closed)
- Tuesday, November 16: NTU Executive Board Meeting
- Wednesday, October 17: NTU Building Rep Meeting
- Friday, November 19: Puerto Rico Heritage Day (School Closed)
- Tuesday, November 23: Newark Board of Education Meeting
- Wednesday, November 24: Early Dismissal 1 PM
- Thursday– Friday , November 25—26: Thanksgiving, School Closed

Please note that November 3, 8, 10, 12, 18, 22, 24, and 29 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

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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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Michael Iovino, Secretary/Treasurer

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