

# NEWARK TEACHERS UNION UPDATE

## October 8, 2021



John M. Abeigon  
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Brothers and Sisters,

From the first day of the Reopening Task Force, the NTU insisted that the social, emotional, and mental well being of students and staff must always be taken into consideration. Compassion is not just FOR THE STUDENTS!

In addition to the stress of working in schools, many of us are still struggling with the impact of COVID on our health and the health of our family members, childcare issues, and pretty much every aspect of our lives. We are far from back to normal!

From the reports we are hearing from our members, Building Reps and Executive Board, the implementation of social emotional learning has been inconsistent at best. There are too many schools where compassion is in limited supply. Too many schools where they are trying to force the idea of business as usual, while students and staff continue to struggle.

This past week was "Respect Week" in our schools. It was a week that involved "National Teachers Day" and the Superintendent opening 3 new schools. While the Superintendent and his so-called Leadership Team were sharing donuts and schools were "honoring T-Shirts," there was little mention of teachers and their support staff.

We clearly have a different interpretation of respect and social emotional learning, and a long way to go before they understand that everything that has to do with education is our domain. Where your social and emotional needs are not being met, we want to remind staff about our Employee Assistance Program. For more information, see page 5 of this update.

**In Solidarity,**

**John M. Abeigon**

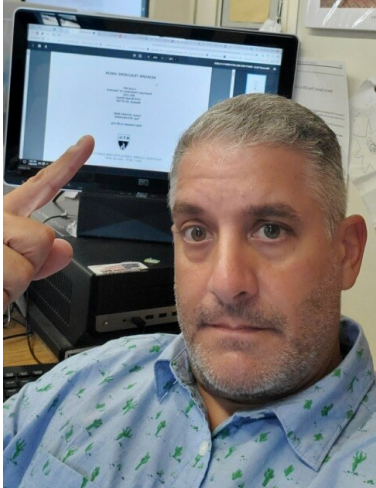
**President/Director of Organization**

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

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### From the Desk of the Secretary Treasurer



Michael R. Iovino

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There is a nationwide teacher shortage, and yes, Newark is impacted as well. Combined with the Covid Protocols regarding substitute teachers, it is making it quite a hairy situation when it comes to covering classes.

Things to consider...your prep period is important, it is when and where you prepare your lessons and review and grade work, and contact parents and discuss stuff with colleagues. If you do not have a prep, you don't have proper preparation.

Helping out from time to time is NOT a bad thing. We all are used to going above and beyond, and it is a fantastic thing to see in a school. However, burn out is real. Our schedules are such that we are supposed to have periods off so we can decompress and recover. Never has our health been more important and remaining stress free as much as possible is critical. So be mindful of how much you are giving of yourselves. Speak up and use your voice as a professional.

Your contract allows for you to be ASKED to cover, and for you to accept or refuse. If you accept, you should also receive compensation as you are acting as a substitute and giving up a prep period.

***CLASS COVERAGE COMPENSATION*** *In case of emergency, which shall include an unavailability of sufficient per diem substitutes on a particular day, teachers in school, elementary, secondary, or special, shall be permitted during their preparation periods, if they so elect to volunteer, to substitute for an absent teacher. Any teacher performing such duties shall be compensated on the basis of one-fifth (1/5th) of the per diem substitute rate (\$30.00 since you have a degree).*

If you cover a class, PUT IT IN YOUR JOURNAL. Remember, that is a lost prep, and lost time. You will need that information when it comes time for your Annual Evaluation. [If you are an elementary teacher, FILL OUT THE LOST PREP FORMS and submit.](#)

[If you are in a secondary school, you can use these time sheets.](#)

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### CAP/IPDP/SGO FAQ's

#### What is the difference between a IPDP and a CAP?

Under NJ code, teachers must complete 20 hours of Professional Development each year. Your IPDP (Individual Professional Development Plan) describes how you will reach those 20 hours, and what goals you are working towards meeting through your professional development.

Under TeachNJ, any teacher that has received an ineffective or partially effective on their end of the year evaluation would be required to create a CAP (Corrective Action Plan) instead of an IPDP. In addition to the requirements of a traditional IPDP, a CAP should lay out what improvements the teacher needs to make as well as the supports the administrator should provide in making those improvements. A teacher on a CAP is required to receive an additional Observation each year, a mid-year evaluation, and MUST be observed by two different administrators over the course of a school year.

#### Who develops an IPDP/CAP?

Under NJ law, a IPDP/CAP is developed by the teacher and administrator in conjunction. An administrator should never be forcing goals on you that you know are unreasonable or impossible. If you feel a goal is unreasonable, be prepared to provide evidence to demonstrate why.

For example, student baseline data. If your students come to you at a 2<sup>nd</sup> grade reading level, creating a goal that "all students will read at a 12<sup>th</sup> grade level at the end of the school year" is setting yourself up for failure.

if you are being compelled to put what you as the classroom professional can demonstrate as unreasonable then explain to your admin that you want their goals in an email for you to review.

#### Can I be held accountable for the goals I list in my IPDP/CAP?

YES! Your evaluation can and WILL be impacted by you not reaching the goals you have laid out in your IPDP and CAP? That is why it is important to ensure that your goals are reasonable and attainable. And when you are being given additional duties that prevent you towards meeting those goals: DOCUMENT, DOCUMENT, DOCUMENT!!

#### For additional information:

· <https://www.nj.gov/education/profdev/ipdp/TeacherPDPandCAPOverview.pdf>

· <https://www.state.nj.us/education/AchieveNJ/implementation/legalrequirements.pdf>

· <https://www.nj.gov/education/profdev/ipdp/TeacherPDPDocs.pdf> (includes some sample IPDP goals)

· <http://newark.nj.aft.org/resources/ipdp-faqs>

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Last year, the Office of Teaching and Learning sent out guidance on SGO's, so we are including that information here with permission. There is a lot of great information here for teachers and administrators about setting goals for your IPDP, which you shouldn't be stressing over until you're through with testing, as per the Superintendent.

[SGO Guidance](#)

# NEWARK TEACHERS UNION UPDATE

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We did it!

Take a tour  
of your new  
Share My Lesson



### THE NEW SHARE MY LESSON!

When the AFT launched Share My Lesson back in 2012, we had a vision of designing a virtual space where all educators could find and share on-demand, high-quality and free classroom resources, including the best educator-created lesson plans, learning materials and teaching practices. It was important to us that the technology was

simply an aid and not intended to replace educator professionalism and expertise.

Since then, SML has evolved into a vibrant, 1.8 million-member community that also offers for-credit [professional development webinars](#); relevant lessons that span the curriculum and all grade levels; and never-more-needed [health and wellness sessions](#). During the pandemic, Share My Lesson became so many teachers' go-to—hundreds of thousands more people joined the site, because it's accessible and on point. But we realized that wasn't enough.

This has been such a scary and difficult time. We talked to our members and realized we needed to change to make this community into something easier to use and more responsive to the changing times. So Share My Lesson stepped up into a *new* role, helping educators and parents navigate the shift to remote instruction and embrace the teachable opportunities related to the ongoing challenges our country faces, from [racial injustice](#) to [environmental sustainability](#).

Your ongoing participation is what's allowed Share My Lesson to grow and flourish. Together, [we all share in the AFT's mission](#) of giving all children the freedom to succeed and thrive. And now, today I'm thrilled to introduce the relaunch of [Share My Lesson](#).

- A robust search feature, with easier and faster ways to find the content you want and the resources you need. Role-based search functions, content and collaboration spaces—all customized to meet your specific needs whether you're a [parent or caregiver](#), a [teacher](#), a [paraprofessional](#), a [specialized instructional support](#) person, or a [higher education faculty](#) member. You can now collaborate more easily in revamped online communities centered on how you interact with kids and colleagues.
- Streamlined ways to move around the site, with fun and engaging new illustrations and graphics.
- All this with the same high-quality content from [trusted partners](#) and the same popular, proven features, such as lesson plan sharing and user ratings. The way I see it, this relaunch comes at just the right time. As I travel around the country, I see firsthand how our students are returning with immense needs—including a need to prioritize social-emotional learning and learning recovery. America's educators are doing all we can to help meet those needs. We believe that the SML community can play a unique role in giving educators, school staff, parents, families and caregivers the tools, resources and inspiration to help our children recover, grow and find joy in each day again.

Take a look at the new SML and [tell us what you think](#). My hope is that you'll find the new site to have the just-in-time resources you value, along with a fun and easy way to collaborate and connect.

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### 2020-2021 Discretionary Funds Survey Reminder

We have received 25% response to our [Discretionary Fund Audit Survey](#) email so far. We need more and with your help we'll get to 100%. Tell your colleagues to fill out the survey immediately!

Why is this survey so important? Under our contract, unspent discretionary funds are to be given to the schools to be spent by the Principal and Building Rep Committee. Already, we have found over \$100K of unspent discretionary funds from last year! This survey is the first step in this process, and we will be sending out more information on this in the weeks to come.



**SAVE THE DATE**

- Monday, October 11—Indigenous People's Day—School Closed
- Friday, October 15 —Pay Day (9 days for 10 month employees)
- 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

Please note that October 8 and October 12 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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### 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**



Scan to join News-  
letter for stress relief

*The right to Recover.*  
[www.unionsupport.org](http://www.unionsupport.org)

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### COVID TESTING FOR NON-VACCINATED

As per NTU discussion with NBOE health services, the two sites circled below are open until 6:00 p.m. on Fridays. Regardless of where you live, just show your school ID and you will be processed ASAP. Their turnaround time is between 24/36 hours because Covid testing is all they do.

## COVID-19 TESTING SITES

**Ann Street School**  
(30 Ann St)  
**Walk-Up Testing Only**  
Parking available in school lot  
(973) 988-5511  
Tuesday - Saturday 9 AM - 3 PM

**Branch Brook Park Skating Rink**  
(Enter on Park Ave)  
**Walk-Up & Drive Through Testing**  
(973) 988-5511  
Brief screening required  
Tuesday - Saturday 9 AM - 3 PM

**Lincoln Park**  
**Walk-Up & Drive Through Testing**  
(862) 257-0718  
covidtesting@sunrisegoc.com  
Tuesday - Saturday 9 AM - 3 PM

**Mt. Pleasant Testing Site**  
(155 Mt Pleasant Ave)  
**Walk-Up Testing Only**  
(862) 257-0718  
covidtesting@sunrisegoc.com  
Tuesday - Saturday 9 AM - 3 PM

**Mt. Vernon Elementary School**  
(142 Mt. Vernon Pl)  
**Walk-Up Testing Only**  
**Parking Available in Lot**  
(862) 257-0718  
Tuesday - Saturday 9 AM - 3 PM

**CITY OF NEWARK**  
Mayor Ras J. Baraka  
and the Municipal Council

**Mary Eliza Mahoney Health Center**  
(394 University Ave)  
**Walk-Up Testing Only**  
(800) 734-7083  
Monday - Friday 9AM - 12PM

**Newark School Stadium**  
(450 Bloomfield Ave)  
**Walk-Up Testing Only \***  
(973) 988-5511  
Monday - Saturday 9AM - 3PM

**Saint James Health**  
(228 Lafayette St)  
**Walk-Up Testing by Appointment**  
**(15 minute rapid tests available)**  
(973) 789-8111  
Monday - Friday 8AM - 6PM

**Saint James Health West Ward**  
(332 South 8th St)  
**Walk-Up Testing Only**  
(973) 245-0060  
Monday - Friday 8AM - 6PM

**University Hospital Ambulatory Center**  
(40 Bergen St)  
**Walk-Up Testing Only**  
(973) 972-9000  
Monday - Friday by Appointment  
9AM - 3PM

**The Waterfront**  
(2 Grafton Ave)  
**Walk-Up Testing Only**  
(973) 988-5511  
Monday - Friday 1:30PM - 7:30PM  
Saturday 9AM - 3PM

Newark residents ONLY. No appointment or symptoms needed. Testing is FREE. Uninsured are welcome. Insured individuals must provide insurance information. Masks REQUIRED at all testing sites. If you do not have a mask we will give you one.  
\* Antibody testing available

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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!**



# 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](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

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