

# NEWARK TEACHERS UNION UPDATE

## November 12, 2021

### NTU Building Bridges

Over the last few weeks, we have been working with the CST members on our Executive Board (Josephine Donnellan, Love Gaillard and Jennifer Ramos) on coming up with some practical solutions to reduce redundancy, and provide stronger support to our Child Study Team Members. We had an initial meeting with the Office of Special Education to discuss these ideas and will be continuing to meet to work towards addressing these issues.



This week, we expanded the meeting to include Kristyn Faison, Silvia Periera, and Elaina Muffacci to get a general education perspective and work towards finding common ground in reducing workloads and streamlining processes for everyone. All too often, admins treat IEP's as "just another thing" for staff to do, and this creates a lot of friction between NTU members.

In the picture on the left, Teacher Coach Kristyn Faison was showing School Psychologist Jennifer Ramos, a backdoor method for accessing student MAP scores, something we hope to share with and expand to all staff in the coming weeks.

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[We saw a great piece in the Baltimore Press about efforts being made to reduce the work load on staff who are undergoing tremendous burn out.](#) This included extending Thanksgiving break, adding "Wellness Afternoons," additional half days, and reducing testing. We sent this article to the Newark Board Of Education. At least some districts are listening!



**In Solidarity,**

**John M. Abeigon**

**President/Director of Organization**

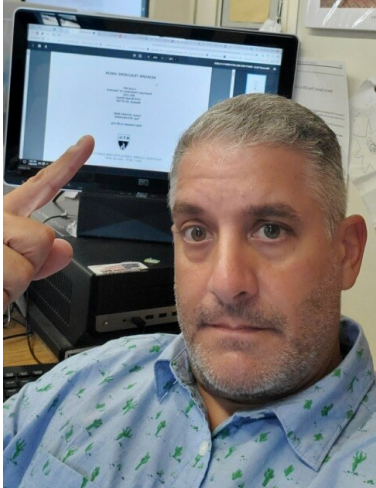
**Newark Teachers Union Local 481, AFT, AFL-CIO**

**[jabeigon@newarkteachersunion.com](mailto:jabeigon@newarkteachersunion.com)**

# NEWARK TEACHERS UNION UPDATE

## November 12, 2021

### From the Desk of the Secretary Treasurer



Michael R. Iovino

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

Happy Friday All...some brief FAQs for you

***How do walkthroughs count toward my annual Evaluation?*** A walkthrough is an informal, soft way for your admin to see how things are going in your classroom and to provide you with the necessary feedback to move you up on the Evaluation scale. This walkthrough is NOT a formal observation, so the results should NEVER be put on WHETSTONE as an observation. It can be added to Whetstone in other ways so that you do have access to it. If your admin visits your class several times and tells you that you have an area of weakness, REST ASSURED that when they come to give you a FORMAL OBSERVATION they will look for that to have improved. If it has, you make sure YOU note that for YOUR annual, if it hasn't then they can certainly say, in your annual, that they provided feedback on X Y Z dates (walkthroughs) and reference those documents.

***I am non-tenured and don't want to create tension between myself and my admin, should I write a rebuttal to my observation?*** The results of your observation are formal documents that become a record of your teaching, and they also will play a role in your annual evaluation, whether or not you will be granted tenure or re-hired at the end of the year and possibly, if you have your increment withheld. Nothing, NOTHING is more tense than being told at the end of the year that your employment has come to an end. So, if you have an opportunity to show how you can prove that elements of your observation were misjudged, THEN DO IT. Playing nice in your observation now will not yield a better rating later. If you are concerned with backlash, retaliation, etc...consult your Rep and if you don't have one, consult me at [miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com)

***What is the difference between being Highly Effective and Effective?*** For a period of time in Newark, those rated Highly Effective received a one-time cash bonus from the district. That's gone now, as the NTU opted to have that money placed on the guides as salary, which in the long run is much more beneficial. So, ultimately, there is no difference in the RESULT of being rated one or the other. As to how to get one over the other; being Highly Effective means that most of your classroom functions with students taking the lead on things, while an Effective teacher is acting as the facilitator in most cases. As long as you are not Partially Effective or Ineffective, you are doing GREAT!

That's enough for now! Hope you enjoy your weekend and don't forget, next weekend is a THREE DAY weekend, so plan your week accordingly!

# NEWARK TEACHERS UNION UPDATE

## November 12, 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

## November 12, 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

## November 12, 2021

### NTU Executive Board

- [Tuesday, November 16, 2021](#)
- Tuesday, December 21, 2021
- Tuesday, January 25, 2022
- Tuesday, February 22, 2022
- Tuesday, March 22, 2022
- Tuesday, April 26, 2022
- Tuesday, May 24, 2022
- Tuesday, June 21, 2022

Under the NTU Constitution, Executive Board Meetings are open to the membership, except for when they are in Executive Session. [Currently, the NTU is doing virtual meetings, so we are asking members who wish to attend the meetings to fill out the attached information](#), and we will send you a link to the meeting. All requests must be in by close of business on the day before the meeting (for our November 16 meeting, that means all requests must be in by 5:00 PM on Monday, November 15

For security reasons, please use your NBOE email, and you must be an NTU member to receive a meeting link.

We will set aside some time at the end of the meeting for members who would like to address the Executive Board.

**SAVE THE DATE**

- 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 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.

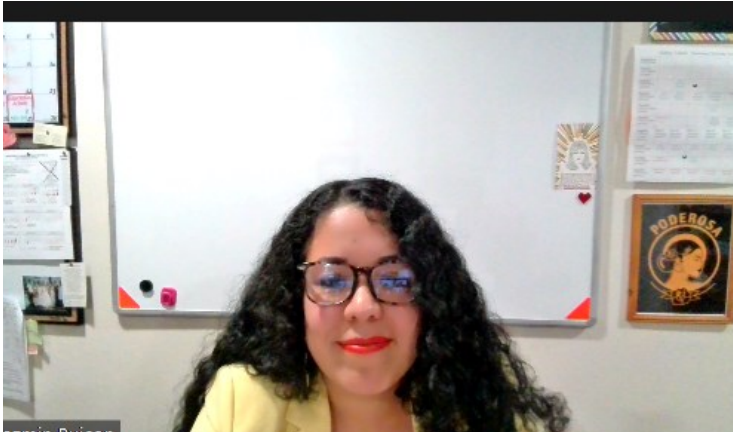
You can take a sick day on those days as long as it is part of an approved medical leave. Unless it is part of an extended FMLA, you must submit a medical certificate to NBOE Office of Administrative Services within 3 days of your return to work.



# NEWARK TEACHERS UNION UPDATE

## November 12, 2021

### Around the District



Bard Early College's [Jazmin Puicon](#) defended her dissertation on October 30th as part of the Ph.D. program in Latin American History. Her dissertation, "CREATING CALI: THE RISE OF POPULAR DEMOCRACY IN THE CAUCA VALLEY, COLOMBIA DURING THE TWENTIETH CENTURY" engages labor, gender, migration

and cultural history to tell the story of how urban workers came to shape and conceive their neighborhoods and class culture.

The AFTNJ Delegate Assembly confirmed Avon Avenue teacher and NTU Vice President Timothy D. Carr as a Vice President representing prekindergarten to 12.

Carr put his creativity and artistic abilities to good use during the pandemic, impersonating various superheroes for TikTok segments in order to get students to sign in for virtual classes. (The effort was a success, and [he was interviewed about it on "The Kelly Clarkson Show."](#))

Carr is driven by the need to make an impact on communities — his own as well as others. Other goals for Carr include "striving to make a difference for our teachers and scholars throughout New Jersey, continuing to motivate and innovate and bringing back the power of teaching with love and compassion."



# NEWARK TEACHERS UNION UPDATE

## November 12, 2021

### 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 14<sup>th</sup> @ 7PM](#)
- [Saturday, January 15<sup>th</sup> @ 7PM](#)
- [Monday, January 17<sup>th</sup> @ 1PM](#)

Monster Jam:

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

Monday, November 15 -  
Wednesday, December 1



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

## November 12, 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 fundraiser 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)

# NEWARK TEACHERS UNION UPDATE

**November 12, 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

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**Michael Iovino, Secretary/Treasurer**

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**Noor Alam**

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