

NEWARK TEACHERS UNION UPDATE

September 16, 2022



President John M. Abeigon

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President's Report

As we head to this year's very important mid-term elections, I thought it was important to remind everyone about our COPE fund. You can make a huge difference for \$1 per paycheck. That's \$22 a year!

What is COPE?

COPE stands for the Committee on Political Education. These committees exist at both the state and local levels and only dues paying members in good standing may serve.

Committees at the local level are responsible for running information and mobilization campaigns on local district related issues, school board candidates, and screening and recommending endorsed local and state legislative candidate.

Are my dues money being used to elect candidates or for political purposes?

No. The union collects voluntary contributions separate from your union dues. [Use this application for COPE deductions.](#) For only \$1 per paycheck, you can do a lot of good!

What does the money pay for?

A common myth is that the union's political money just goes towards candidates' campaigns. This notion is simply untrue. Indeed, we do use the money to support candidates who support our issues. We wouldn't be much of a union if we didn't support candidates who support union members and their rights!

But NTU COPE also uses your contributions for important issue-related campaigns such as FMLA/ NJ Family Leave Insurance, sick leave for per diem employees, and Chapter 78 relief (reducing our health benefit contributions).

This money also goes towards legislative issue mailings and blast emails that keep our members informed on important issues and phone banking to mobilize our members on the issues at the right times.

In Solidarity,

John M. Abeigon

President/Director of Organization

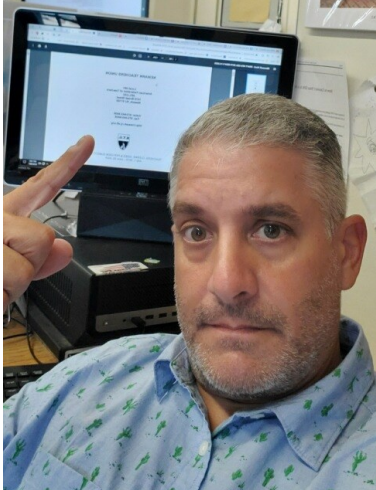
Newark Teachers Union Local 481, AFT, AFL-CIO

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From the Desk of the Secretary Treasurer



Michael R. Iovino

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Individual Professional Development Plans (IPDP) meetings will begin soon. This is where you lay out your expectations for personal and student growth. Your school may establish a school-wide goal. Your personal goals should be based on an area of weakness indicated by your annual evaluation from the previous year. It is **CRITICAL** to note that an IPDP student goal is **NOT** etched in stone and it should be revisited over the year, maybe even after the first month, as you learn more about your students. Think about it in this capacity...if you were meeting all of your students' parents/guardians on the first day, you certainly wouldn't say, "I only expect half this class to pass." No. Your **GOAL** is for all of them to. However, as you give diagnostics, get standardized test scores, etc. you develop a realistic sense. Don't forget, **THEIR** attendance is a factor too, so make sure you take **EXCELLENT** attendance!

OBSERVATIONS will be starting up soon. **REMEMBER...**you must write a rebuttal if there is **ANYTHING** about your observation that you disagree with. Follow these [guidelines](#).

WE ARE WORKING ON:

Reviewing lesson plan mandates. Last year Dr. Reilly sent out this [LESSON PLAN GUIDANCE DOCUMENT](#) that all schools should be following. We will be checking in with your NTU Bldg Reps/NTU VPs and in schools without either, you, directly to see where administrators are ignoring them. In the meantime, review the document and if you are in "violation" send me a sample plan, or the directive. Email Michael Iovino miovino@newarkteachersunion.com SUBJECT: LESSON PLANS

Class size issues We know that this is already an ongoing problem. We will be sending out a survey to your NTU Bldg Reps/NTU VPs and in schools without either, you, directly to see where this problem exists. In the meantime review this [CLASS SIZE LIMITS DOCUMENT](#) with limits established by the State of NJ. If you have a current problem, report it to your NTU BLDG REP or NTU VP...and if you have neither, email Mike Maillaro at mmaillaro@newarkteachersunion.com SUBJECT: CLASS SIZE

Workload increases This week we are sending out a brief survey to NTU Bldg Reps/NTU VPs to identify locations where workloads have increased from last year. In locations without either, and only if you don't have either, you may email me a bullet list of increased initiatives/workload issues to me at miovino@newarkteachersunion.com SUBJECT: WORKLOAD

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EUGENE G. LISS ATTORNEY AT LAW

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LissLaw@hotmail.com

In last week's update, I discussed the danger of becoming too close to students physically and socially. The student who you believe is your friend on Monday can make up a story about you on Wednesday if you share your attention on another student. It's a too common experience amongst students and teachers who have a proclivity to become too personal with each other.

Utilize the services of the School Social Worker, Child Study Team, and Administrators when you sense there is a student in need of psychological help, Don't go it alone! Document in writing your concerns.

N.J.S.A. 18A: 6-1 is a New Jersey statute that you should read and re-read. The statute states that you can't hit or wrongfully touch students, but there are times and situations when you may have to physically intervene because of a child's safety. When you do, make sure you only apply such amounts of force as is reasonable and necessary. In doing so, stay away from a student's neck and head area!

What is reasonable and necessary force? Certainly not choking or punching students in the head area! Too much permanent damage can befall a student who is choked or punched in the head. Loss of eyesight or hearing or even brain damage can occur when the neck or head areas are contacted! Institutional abuse investigators are critical of a teacher who impose force to the head and neck area of students!

Having child abuse allegations leveled against you is always terrifying. Call your Union at 973-643-8430 before ever speaking to an investigator. The job you save may be your own.

Next week: How to handle a physical situation!

Very Truly Yours,
Eugene Liss, Esq.
NTU General Counsel

18A:6-1. Corporal punishment of pupils

No person employed or engaged in a school or educational institution, whether public or private, shall inflict or cause to be inflicted corporal punishment upon a pupil attending such school or institution; but any such person may, within the scope of his employment, use and apply such amounts of force as is reasonable and necessary:

- (1) to quell a disturbance, threatening physical injury to others;
- (2) to obtain possession of weapons or other dangerous objects upon the person or within the control of a pupil;
- (3) for the purpose of self-defense; and
- (4) for the protection of persons or property;

and such acts, or any of them, shall not be construed to constitute corporal punishment within the meaning and intent of this section. Every resolution, bylaw, rule, ordinance, or other act or authority permitting or authorizing corporal punishment to be inflicted upon a pupil attending a school or educational institution shall be void.

L.1967, c.271.

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Building Rep Vacancies

This week, we emailed out notices to staff at buildings without Building Reps. If you are interested in the position, fill out the form and send it back to us. If you did not receive a form, send an email to mmaillaro@newarkteachersunion.com. If we have more than one qualified applicant in a school, we will schedule an election. To be eligible, you must be a full dues paying Newark Teachers Union Member in good standing for (4) four full years.

American History High

Bard Early College High School

Barringer High School

GW Carver/Bruce Street

Eagle Academy

East Side High School

East Ward Elementary

Fourteenth Ave School

Ironbound Academy

Ivy Hill School

Michelle Obama Elementary School

Newark School of Fashion and Design

Roberto Clemente School

South 17th Street School

Sussex Avenue School

Wilson Avenue School

Weequahic High School

Wilson Ave School

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Know Your Contract—Personal Days

- Full time NTU members get 5 personal days leave annually. These days can be used at any time without explanation. WHEN POSSIBLE, teachers must notify the Principal of use of personal days at least 48 hours in advance. This is NOTIFICATION only. You are not asking for permission; the principal does not get the right to deny a full personal day.
- Teachers shall be permitted to use a half personal day provided they submit a written request for same to their building Principal at least two (2) days in advance and the Principal approves the request.
- At the end of the school year, three of the five personal days are eligible to roll over to sick days the following year if they are not utilized by the employee.
- For staff who have used 5 or less sick and/or personal days during a year, they can sell back those days or roll over their personal days as sick time (under NJ law, a staff can never roll over more than 15 new days in one year). The Sell back rates are as follows:
 - Teachers/Child Study Team \$200.00 per day, \$1,000 maximum payment
 - School Clerks \$135.00 per day, \$675 maximum payment
 - Permanent Aide \$100.00 per day, \$500 maximum payment



mark your Calendar

- Tuesday, September 27—NTU Executive Board Meeting
- Tuesday, September 27—Newark Board of Ed Business Meeting
- Wednesday, September 28—NTU Building Rep Meeting
- Thursday, September 29—Newark Board of Ed Meeting
- Friday, September 30—Pay Day (10 days)

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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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Executive Board

John M. Abeigon, President/Director of Organization

Michael Iovino, Secretary/Treasurer

Vice Presidents

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Noor Alam

Elaina Maffucci Riccardi

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Kathleen Murphy-Butler

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Josephine Donnellan

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Francisco Garcia

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Yvette Jordan



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UNION**