

# NEWARK TEACHERS UNION UPDATE

## September 1, 2022



President John M. Abeigon

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## President's Report

Welcome back! This year is already off to a busy start, so I wanted to update you about some important issues:

1) **Workload Reduction**—We have been working with the Superintendent on workload reduction, and we will have some major announcements about this in the coming weeks.

2) **Contract Reopener** — As we mentioned during the Contract Reopener last year, at this year's Convocation Superintendent León laid out the plan for ALL staff to receive additional compensation.

The timeline is as follows:

- **September 2022 – Teachers on Step 9 and Above:** \$500 pensionable increase to the base salary of your step for this school year (22-23) from the contract reopener.
- **December 2022 – Teachers on Step 9 and Above:** One time \$500 bonus, with Newark Board of Education covering all taxes and deductions so you get the full amount.
- **December 2022—All other staff:** One time \$1000 bonus, with Newark Board of Education covering all taxes and deductions so you get the full amount. All other staff here refers to everyone who is not impacted by the reopener.
- **September 2023 – Teachers Step 9 and Above:** An additional \$500 pensionable increase to the base salary of your step for this school year (23-24) from the contract reopener..
- **December 2023 - All other staff:** One time \$500 bonus, with Newark Board of Education covering all taxes and deductions so you get the full amount. All other staff here refers to everyone in NTU except for teachers in steps 9+

3) **Building Rep Update:** Next week, we will be assessing which buildings still have Building Rep Vacancies, and we will send out notices to the school staff to try and fill those vacancies. More information to come!

4) **NTU Calendar Books:** NTU calendar books went out earlier this week, and you should have them by next week!

**In Solidarity,**

**John M. Abeigon**

**President/Director of Organization**

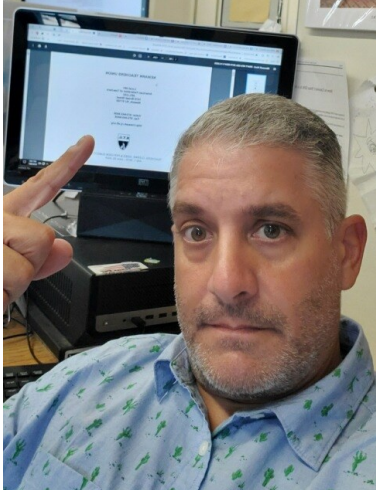
**Newark Teachers Union Local 481, AFT, AFL-CIO**

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### From the Desk of the Secretary Treasurer



Michael R. Iovino

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### WELCOME BACK!

Two important tips to kick off your year:

1. Don't burn yourself out
2. Start thinking about your annual evaluation now.

Your location may still have staffing issues. Think twice before being nice. I know that's sad to hear, because in our profession we often lead with our hearts. However, last year so many of us burned ourselves out by giving too much of our time. Preserve your planning time!

Also, know your contract! Class coverage is voluntary for teachers. And at both elementary and high school you may be entitled to compensation for doing it.

*"b. 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."*

Talk to your NTU Building Reps/Vice Presidents or email [Mike Maillard](#) or [myself](#).

Your preparation for your annual evaluation starts NOW. You're having PD? Get a record. Collaborating with colleagues? Take a picture, document it etc. Track your work, track your interruptions, document requests for assistance, track data, etc Have an amazing year and as always, check back here for observation and evaluation tips.

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### Labor Day Four Day Weekend FAQ's

There have been a lot of questions about the status of September 2. For ten month NTU members, schools are closed on September 2.

**a) Why are 12 month employees working?**

12 month employees have a different calendar (and more flexibility on their days off because of vacation time). This day off is only reflected on the 10 month employee calendar.



**b) Will we be paid for Friday, September 2?**

Yes. The first regular paycheck of the year is September 16. For full time 10 month employees, this covers August 30 to September 9 and will be a 9-day check.

**c) If I am taking off on September 1 or September 6, what type of day do I take?**

September 1 and September 6 are the working days before and after a holiday respectively. As per our contract: “ABSENCE BEFORE AND AFTER A HOLIDAY: All employees are required to work the last scheduled working day before and the next scheduled working day following the scheduled holiday(s). Failure to report before and after the scheduled holiday shall result in loss of pay for said occurrence.

EXCEPTIONS: Personal days, extended sick leave, and short term sick leave. In the case of short term sick leave the employee must submit medical certification from a licensed physician or hospital, including a diagnosis, verifying that s/he was either physically unable to perform his/her duties or that s/he was carrying a contagious disease on the day(s) of absence. The medical certificate must be submitted via email, hand-delivery fax, or certified mail to the Office of Employee Services at the Newark Public Schools’ administrative offices within three (3) working days of the date the employee returns to work. The form should not be submitted to your school or department.”

# NEWARK TEACHERS UNION UPDATE

## September 1, 2022

### EUGENE G. LISS ATTORNEY AT LAW

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Record keeping, as you know, is a very important component of a teacher's job. Remember one thing, not only must you prepare and safeguard students' records, you **must** also keep and safeguard records pertaining to **yourself**. I strongly recommend that you keep and safeguard **at home** as well as in school, copies of all observations, annual evaluations, communications from your administrators, your replies, pay stubs, contracts, pension statements, important notices from the Newark Teachers Union and Newark Board of Education, even complimentary communications from administrators, parents, and students.

You will never be sorry that you've done what we are suggesting because too often relevant documents which support you are not retrievable.

Another important thing to remember is that you are not a nurse or physician. If any of your students are injured or have an accident, make sure you either send them to your school nurse with assistance or immediately call the nurse to come to your room if the student is immobile. Ask to see the school policy about calling the nurse. Call security for assistance if you feel it is necessary. The school nurse is the medical expert in your building and you will be taking a huge personal risk if you decide the injury doesn't warrant the child seeing the nurse, especially if it is later determined the student was injured.

The nurse is in your building to make medical decisions, provide medical advice, and to give medical care. She's a medically trained professional! Send the child to the nurse and complete all medical documents concerning the event, and as mentioned above, **SAFEGUARD THOSE DOCUMENTS!**

Remember, better safe than sorry. Please discuss the aforementioned topic with your classroom aides, and keep up the great work you are doing!

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

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glasbergen.com



"We rarely back up our data. We prefer not to keep a permanent record of everything that goes wrong around here."

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- Friday, September 2—Labor Day Holiday (School Closed for 10 month employees)
- Monday, September 5—Labor Day Holiday (School Closed for All Employees)
- Tuesday, September 6—First Day of School For Students
- Friday, September 16—Pay Day (9 days for 10 month employees)
- 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

Please note that September 1 and September 6 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.

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## September 1, 2022

### 2022-2023 Paydates

Pay Date	Pay Period	Days Paid by Employee Type		
		10 Month School Based	All 12 Month	LPNs
7/8/22	06/18/22-07/01/22	4	10*	4
7/22/22	07/02/22-07/15/22	0	10*	10
8/5/22	07/16/22-07/29/22	0	10*	10*
8/19/22	07/30/22-08/12/22	0	10*	5
9/2/22	08/13/22-08/26/22	0	10*	0
9/16/22	08/27/22-09/09/22	9*	10*	5
9/30/22	09/10/22-09/23/22	10*	10	10*
10/14/22	09/24/22-10/07/22	10*	10*	10*
10/28/22	10/08/22-10/21/22	10*	10*	10*
11/10/22	10/22/22-11/04/22	10*	10*	10*
11/23/22	11/05/22-11/18/22	10*	10*	10*
12/9/22	11/19/22-12/02/22	10*	10*	10*
12/22/22	12/03/22-12/16/22	10*	10*	10*
1/6/23	12/17/22-12/30/22	10*	10*	10*
1/20/23	12/31/22-01/13/23	10*	10*	10*
2/3/23	01/14/23-01/27/23	10*	10*	10*
2/17/23	01/28/23-02/10/23	10*	10*	10*
3/3/23	02/11/23-02/24/23	10*	10*	10*
3/17/23	02/25/23-03/10/23	10*	10*	10*
3/31/23	03/11/23-03/24/23	10	10	10
4/14/23	03/25/23-04/07/23	10*	10*	10*
4/28/23	04/08/23-04/21/23	10*	10*	10*
5/12/23	04/22/23-05/05/23	10*	10*	10*
5/26/23	05/06/23-05/19/23	10*	10*	10*
6/9/23	05/20/23-06/02/23	10*	10*	10*
6/23/23	06/03/23-06/16/23	10*	10*	10*
7/7/23	06/17/23-06/30/23	5	10*	5

\* **Benefits Deductions will be taken.**  
 12 Month Employees – 24 Benefit Deductions  
 10 Month Employees – 20 Benefit Deductions

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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

## Staff

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Michael Iovino, Secretary/Treasurer

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Carmen Lopez Wolf

Noor Alam

Elaina Maffucci Riccardi

Cristina Balboa-Camacho

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Chris Canik

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Timothy Carr

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Cassandra Chapman- Talmadge

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