

NEWARK TEACHERS UNION UPDATE

September 9, 2022



President John M. Abeigon

jabeigon@newarkteachersunion.com

President's Report

Welcome back!!!! The last few years have been humdingers to say the least, but this year is going to be the most historic. Excitement and anxiety, joy and jitters, this year is going to offer something for everyone. Like districts across the state and country we will be confronted with teacher shortages, Covid absences, class coverage musical chairs, etc. What will separate us from the smaller school districts is our size. Because we are the state's oldest and largest, all eye's will be upon us. From what I've seen on my visits to schools, we're handling it way better than expected. Whatever obstacles there may be in our way you wouldn't know it by the smiles on the

children's faces—and that's the way it's supposed to be.

On a personal note, I was nominated by Randi Weingarten, AFT National President, to sit on the national AFT Teachers Program & Policy Council. You know what that means? It means WE have been nominated to sit on the council. And obviously the focus of the mission this year (and most likely the next few years) is going to be teacher recruitment and retention. Well, that's good thing because we here in Newark have been working on those issues for a while.

At it's core, teacher recruitment and retention is easy. It starts with respect. No recruitment or retention strategy will ever succeed if you don't respect teachers & the support staff that form a successful school community. As recent efforts across the country have shown, money does not necessarily recruit or retain teachers, as local districts scramble to find competing funding and the teacher shortage has turned into a buyers' market.

Long story short, this is just an update, nothing recruits teachers more than other teachers hearing them say "I love my district," "My district respects me and my support staff," "You should come work in Newark."

Recruitment and retention drives cost millions----respect, well that's free.

In Solidarity,

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

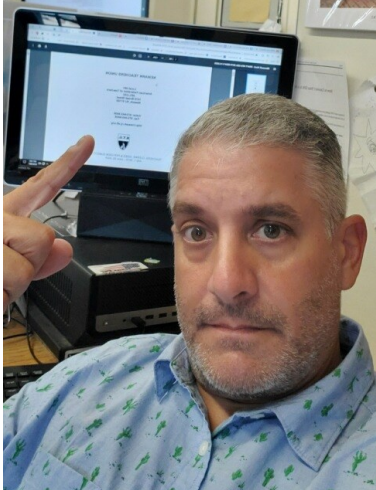
jabeigon@newarkteachersunion.com

P.S.— Some of the 2022-2023 NTU Calendar books seem to have a misprint where November 2022 and December 2022 have been combined. If you have an incorrect book, send us an email at mmallaro@newarkteachersunion.com with your name and address, and we will get you a corrected copy.

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From the Desk of the Secretary Treasurer



Michael R. Iovino

miovino@newarkteachersunion.com

Any time you need something... Materials, support, curriculum ANYTHING, do it via email. It's SO important to have a written record that shows you're trying. When you need clarification on something, a policy, a directive etc EMAIL it. When an administrator has a conversation with you in the hall, email them afterwards to confirm that conversation.

We have to hold our administrators accountable like they hold us accountable.

If your administrators are asking a lot of you...then you should be asking a lot of them. If they present something verbally, ask for clarification via email.

Roger said "Let's Go To Work!" Well .. that means them, too! PUT THEM TO WORK SUPPORTING YOU!

Lesson Plan Reminder

Last January, the Newark Board of Education's Office of Teaching and Learning sent out guidance about Lesson Plans to all administrators and staff. Even though the school year has just started, we are already getting reports of administrators making unwieldy and impractical lesson plan demands that go against the district guidance.

Share this document with your supervisor and should you have an issue, inform your NTU Building Representatives or NTU VP and the Rep/VP will clarify with the administrator. If the demands persist, the Rep/VP will contact us directly. If you are currently without a Rep or VP, share it with your admins and then if it persists, contact us directly at miovino@newarkteachersunion.com.

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EUGENE G. LISS ATTORNEY AT LAW

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It's a simple lesson that every school employee should follow—KEEP YOUR HANDS OFF STUDENTS!! How many times has this been told to educators? How many times have teachers disregarded this advice at their own peril? How many educators have had child abuse charges brought against them followed by termination and loss of teacher license?

The desire to be physically warm and touching others is understandable and acceptable in our culture. However, being that way with students has caused innumerable problems to teachers, including NJ Institutional Abuse investigations, tenure charges, terminations, and lawsuits against teachers and Board of Educations. KEEP YOUR HANDS OFF STUDENTS!! Shaking hands for a student's accomplishment is about as far as one can go, and even then, make sure there are witnesses. Remember, you are in dangerous territory whenever you touch students. Avoid it!

There will be times you might have to physically intervene. Separating fighting students is a way too frequent example. Send a student to security or the office for help. Do you have time to get to the intercom (if it even works)? Can you safely stand between the combatants with your arm stretched out? Keep talking to them about the serious consequences for their actions and if you have to physically intervene, make sure your hands stay away from students' neck and head area. These areas are where students can become seriously injured. Avoid putting pressure on a student's neck or head. Institutional Abuse will come down heavily upon a teacher who endangers those areas.

Being stressed as a result of in or out of school pressures has contributed to actions by educators they would not ordinarily take. Know when stress could cause you to act in an unusual way and make sure you know that in those moments, you must temper yourself. The consequences for doing otherwise are devastating.

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



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31st Annual Celebration of Labor/Parade

The 31st Annual Celebration of Labor/Parade will be held on FRIDAY, SEPTEMBER 9, 2022. The parade will commence at 5:00 PM at Newark City Hall, 920 Broad Street with a march to Washington Park near the Newark Museum. We will be meeting in front of City Hall and hope to have strong representation from the NTU membership!

There will be shuttle buses available commencing at 4:30 PM from Central Avenue and Washington Street near the Newark Museum area. Please make every effort to participate along with other members from your respective union.

This year's Grand Marshal is Mayor Ras J. Baraka and Deputy Grand Marshal Doug Placa, Executive Director of IUOE District 1. Let's have a good turnout for these deserving honorees!

Parking will be available at the Essex County Improvement Authority, Bridge Street, Newark, with a stipulation that vehicles exit the location by 7:30 PM. In addition, there will be parking at the Newark Museum with a \$3.00 nominal charge.

See attached flyer, and if you have any questions, send me an email at alvarez.robert152@gmail.com.



- 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

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EMPLOYEE SIGNS & SYMPTOMS ON THE JOB



**UNION
WORKFORCE
INITIATIVE** ✓

Sponsored by:
Psychclarity Health

- Low productivity, carelessness, takes needless risks
- Poor concentration, deteriorating work habits
- Unexplained absenteeism, persistent tardiness, inappropriate use of FMLA, disregards consequences
- Interpersonal problems on the job – inability to get along with co-workers/supervisors
- Outbursts, anger management issues, and/or aggression
- Avoidance and isolating at work (i.e. excessively long lunch breaks)
- Higher than average accident rate and Work's Compensation claims
- Inconsistent work quality, frequent mistakes, blames others for poor performance
- Inappropriate conversations at work about personal problems, unpaid loans from co-workers
- Conduct unbecoming of an employee
- Off-Duty Conduct: DUI, domestic abuse, other arrests
- Exhausting all available time
- Inability to provide documentation to return to work fit for duty

For more information
contact us on

877-468-1416

or visit our website

www.UWIUSA.com

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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

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Noor Alam

Elaina Maffucci Riccardi

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**NEWARK TEACHERS
UNION**