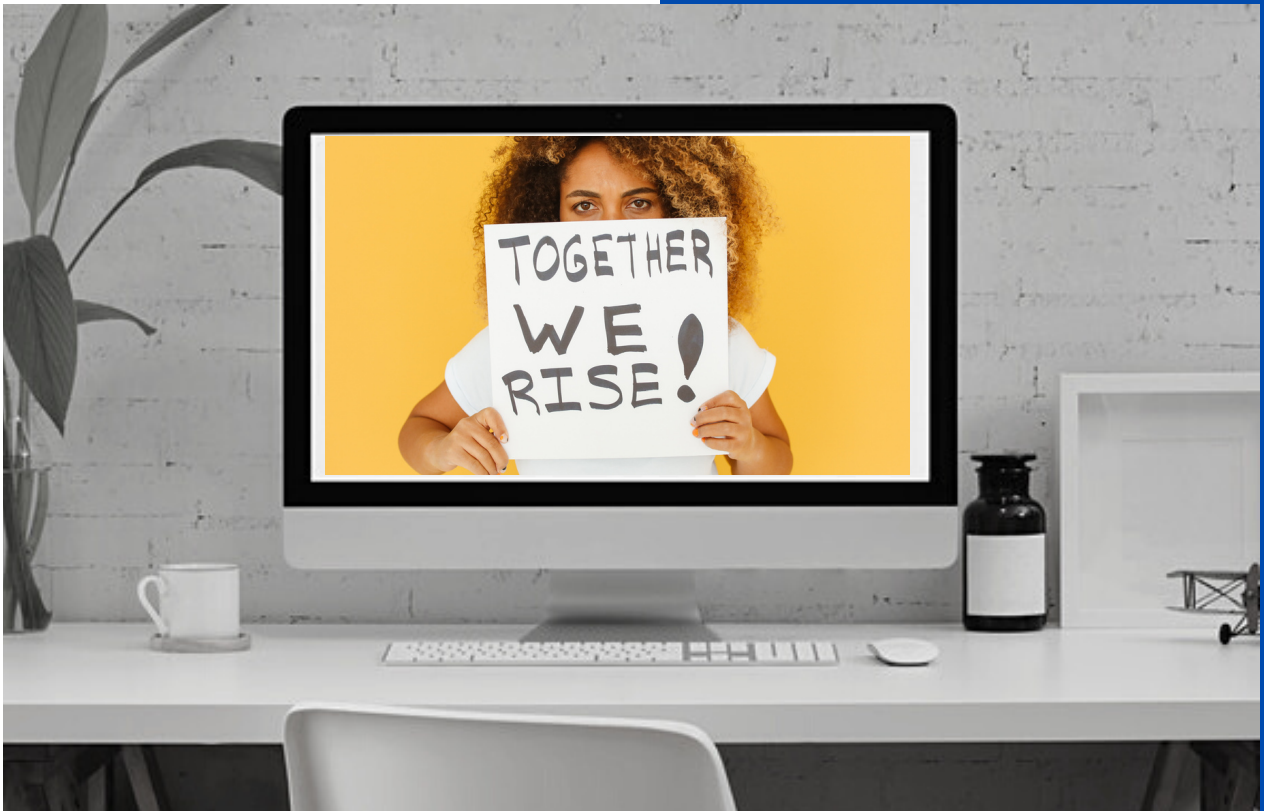

NEWARK TEACHERS UNION

only you know
**WHAT YOU
NEED**



WEEKLY UPDATE

February 17, 2023



LOCAL 481
AFT/AFL-CIO

February 17, 2023

NEWARK TEACHERS UNION UPDATE



LOCAL 481
AFT/AFL-CIO

PRESIDENT'S REPORT



You can never stand up for your rights if you don't know what those rights are. [The most direct resource is your contract!](#) It is vital that each NTU member knows their contract! So many of the emails and calls we get at the NTU office are things that can easily be looked up in the contract. "How many prep periods should I get each week?" "How much does an Eighth Grade Advisor get paid?" "Is my principal allowed to video tape my observation?" All answered in the contract.

Another great resource for knowing your rights is [your NTU Building Rep](#). Your Building Rep is your administrator's co-equal in implementing the NTU contract. Whenever you have a question or concern about your rights, your first stop should be to talk to your Building Rep. They are in the best position to advise you, serve as a liaison between and your administrator, and when necessary, bring the situation to our attention.

To support you and our Building Reps, the NTU is in the process of creating an online series of [Know Your Right's FAQ's](#) to shine light on important issues like Grievances, Evaluations, and Weingarten Rights. We will be expanding on this in the coming weeks.

Last, but definitely not least, you can attend our [February 25 Membership Meeting!](#) Hundreds of NTU members in the same room sharing their experiences is a powerful tool in understanding your rights, and exercising your rights. We can't wait to see you next Saturday!

IN SOLIDARITY,

JOHN M. ABEIGON
PRESIDENT/DIRECTOR OF ORGANIZATION
NEWARK TEACHERS UNION LOCAL 481, AFT, AFL-CIO
JABEIGON@NEWARKTEACHERSUNION.COM

TRENDING THIS WEEK :

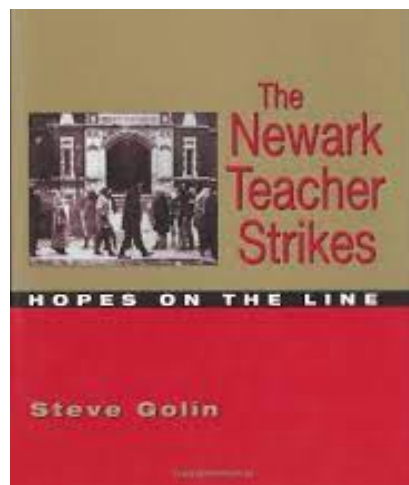
- [Secretary Treasurer Report pg. 3.](#)
- [Weingarten Rights pg. 4](#)
- [Know your Contract pg. 5](#)
- [Kudos/Honoring Staff Members pg. 6-7](#)
- [General Counsel Report pg. 8.](#)
- [Membership Meeting _ pg. 9](#)
- [NTU Scholarship Dinner pg. 10](#)
- [NTU Ed Resource Center/Upcoming Events pg. 11](#)

<http://newark.nj.aft.org/>

From the Desk of the Secretary-Treasurer



The Newark Teacher Strikes: Hopes on the Line by Professor Steve Golin...this book should be required reading for all education workers in Newark.



"For three weeks in 1970 and for eleven weeks in 1971, the schools in Newark, New Jersey, were paralyzed as the teachers went on strike. In the wake of the 1971 strike, almost two hundred were arrested and jailed. The Newark Teachers Union said their members wanted improved education for students. The Board of Education claimed the teachers primarily desired more money. After interviewing more than fifty teachers who were on the front lines during these strikes, historian Steve Golin concludes that another, equally important agenda was on the table, and has been ignored until now. These professionals wanted power, to be allowed a voice in the educational agenda."

That last line is SO powerful and it truly resonates with me. Those that came before us (actually, some of our current veterans were IN that fight) fought to have a voice in what they were teaching. Slowly, over the decades since, we have lost much of that voice for various reasons. Now, as we gear up for this next contract negotiation, we have a renewed opportunity to reclaim that voice and make it louder and stronger than ever. The way to do that is to add YOUR voice to the many that speak up and out, daily. Stand with your NTU Building Rep...and attend the next [NTU MEMBERSHIP MEETING](#) on FEBRUARY 25th. You don't have to go to jail to fight for your rights, but you should remember that someone else did. We owe it to them and ourselves to continue that fight.

See you on Saturday the 25th!

Michael Iovino
Proud Educator
and
NTU Secretary Treasurer



IMPORTANT!



[· EVALUATION FRAMEWORK](#)

[· REBUTTAL TIPS](#)

[· RSVP TO MANDATES](#)

[· MISSED PREP FORM](#)

[· SUPPLEMENTAL TIME REPORT](#)

FIGHT FOR YOUR RIGHTS

WEINGARTEN RIGHTS

Too many administrators try to "trick" staff into going in to disciplinary meetings without representation. Below is some important guidance on helping enforce and protect your rights. If a situation feels wrong, talk to your Building Rep or reach out to the NTU office!

When to bring a union representative

You have the right to have a union representative at any meeting or investigatory interview with a supervisor or administrator that you reasonably believe might lead to discipline. These are called your Weingarten Rights, named after the 1975 U.S. Supreme Court decision. Your supervisor does not have to notify you of your right to union representation — **you** must assert your Weingarten Rights. **No one else can do it for you!** This applies to everyone who works in a unionized child care center, school, college or university, whether public or private.

What is discipline?

Discipline might include a written reprimand, a demotion, an unpaid suspension from work, or termination.

Attending meetings

If you are told to attend a meeting with your supervisor, ask what the topic will be. If it sounds to you as if it might lead to discipline, contact your union and ask for a representative to accompany you. Or, if you are in a meeting with your supervisor and the direction turns toward reprimand, say that you would like to reschedule the meeting to allow you to have a union representative present. If the supervisor refuses, listen to what they have to say, **DO NOT SAY ANYTHING**, and reach out to your Building Rep or the NTU immediately after the meeting.

Important Note: Observations and evaluations are not typically considered disciplinary. While it is **NOT** a right to have representation present during conferences related to observations and evaluations, you can request a Union Rep and your request may be granted by your administrator.

To assert your Weingarten Rights, say:

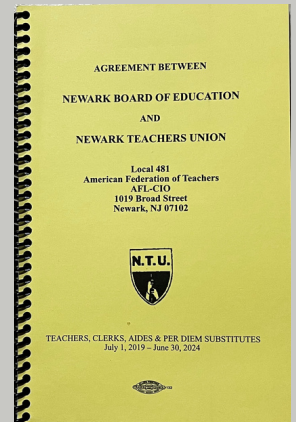
"If this discussion could in any way lead to my being disciplined, terminated, or could affect my personal working conditions, I respectfully request that my union representative be present."



KNOW YOUR CONTRACT

Know Your Rights

Our contract is the basis of our power as a union. This is why members need to know their rights under our contract. These were all questions we got at the NTU office this week that are answered in the contract!



“How many prep periods should I get each week?”

Five. Three Teacher Driven preps and two PLC's or Grade Level meetings. Remember! If you lose a PLC, you are still owed a prep! *Article V, Section 3 and Article V, Section 21*

“How much does an Eighth Grade Advisor get paid?”

\$2000. *Article XIII, Section C*

“Is my principal allowed to video tape my observation?”

NO! *Article V, Section 12*

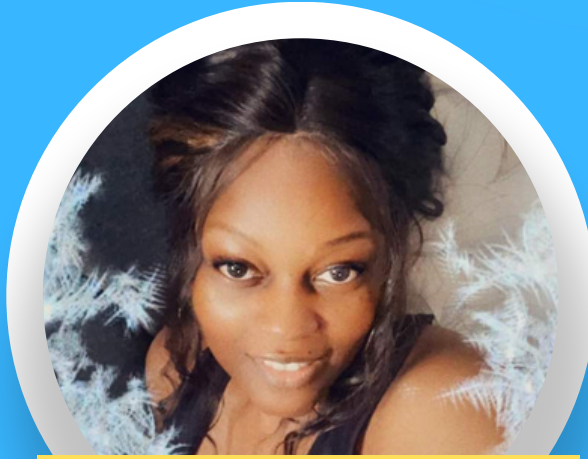
“How many breaks does a six hour aide get?”

One 10-minute break. *Article V, Section 3*



WTA Staff

MEMBER OF THE WEEK



Sharlene Jackson

CLERK

13th Avenue School

"Mrs. Jackson goes above and beyond. She gives up her weekends to ensure that things have been completed to the best of her ability. She gives without expectations. She wears many, many hats. If it weren't for her, teachers wouldn't have the supplies that were ordered and delivered to their rooms. She plans celebrations for staff and students. She organizes the technology in the building. I can go on and on. She truly is our wonder woman."

Nominated by: Pamela Keyton

NTU STAFF MEMBER

Nomination

It takes a team to help a school function effectively. Each and every one of you play an important role. The NTU would like to recognize outstanding staff members that are going above and beyond.

To nominate an NTU member, please click the link or QR code.

Nominate A Colleague Today!

click here!



SCAN ME



LISS LAW OFFICE
EUGENE G. LISS, ESQ.

92 MAIN STREET, LITTLE FALLS, NEW JERSEY 07424
PHONE 973-890-1819 / FAX 973-785-4053
LISSLAW@HOTMAIL.COM

Newark's student body suffered academically as a result of school closures during the COVID-19 pandemic. It was difficult enough before COVID and few can realize how difficult it is now. Superintendents, principals, and Vice Principals so easily forget that you are not a miracle worker – that many of you have families to raise and support – that you have a life to live.

You try hard and daily give it your all. You wanted to work in education to impart knowledge, ethics, and morals. Never in your wildest imagination could you envision you would be in the midst of classes and schools full of students who were years, not months, behind their age and grade.

If you read the texts used to become an administrator they are laden with chapters and concepts of the skills of leadership, caring, understanding, how to assist, how to instruct, how to positively improve, how to build morale, how to build a team. Where have those concepts gone in reality? Are your administrators practicing them?

Why should an individual who genuinely wants to impart knowledge to students be subjected to a poorly-formed evaluation system to drive a teacher out of an urban area? Evaluations don't account for the fact that students are years behind the grade level they are at!

Historically, principals were promoted because of their expertise in their craft which would lead them to become instructional leaders. Along the way the script changed. Instead of a helping hand, administrators have too often become a hand that exists simply to find fault. The helping hand has become a slap. New teachers find that too often mentors don't have the time to truly mentor. Teacher resignations to greener pastures occur daily in Newark and the constant turnaround of staff does not bode well for those of us who remain or the students.

Don't allow yourself and your colleagues to be blamed for student failure when we all know that the totality of the urban environment too often plays the most important part of student success and failure. Stop taking the blame! It's not you! Never has been!

VERY TRULY YOURS,
EUGENE LISS, ESQ.
NTU GENERAL COUNSEL



NTU CONTRACT MEETING



NTU Executive Board

Join The Movement

Contract
Workshop
Part 2

We will be building on the work we started at the November meeting.
BRING A FRIEND OR TWO!

Saturday, February 25th @ 9AM
Holiday Inn, 160 Frontage Rd
Newark, NJ 07114

Breakfast will be provided!

Please RSVP at

<https://tinyurl.com/NTUFeb2023>

Please bring your NTU membership cards or Photo ID. Only NTU members will be admitted!





Albert Shanker

College Scholarship Program of the Newark Teacher's Union

REQUIREMENTS

1. Candidates must have parents or legal guardians who are NTU members.
2. Official documentation from the Registrar's Office indicating that you are matriculating at an accredited college, university, community college, technical or trade school at the time of the award. Graduate students are not eligible.
3. Application and all required materials must be received by Monday, April 24, 2023
4. Previous Albert Shanker Scholarship Award winners are ineligible.

AWARD CRITERIA

Awards will be based on academic achievement, school activities (ex: athletic, student government, clubs, music, etc.), character, leadership skills, community service, and career goals.

The NTU scholarship committee will judge applications anonymously.

Deadline is April 24

APPLY

NOW

NTU ED RESOURCE CENTER



The NTU Education Resource Center has a new **FULL COLOR POSTER PRINTER** and new **LAMINATORS** available for our members to use. **We do charge nominal fees to cover the cost of the materials.**

For best results, bring in a hardcopy or a PDF on a thumb drive for the poster printer.

Our Resource Center is open from
3:30 PM to 5:30 PM
Monday through Thursday.

1019 Broad Street, 1st Floor
Newark, NJ



IMPORTANT DATES



- MONDAY, FEBRUARY 20 - PRESIDENT'S DAY HOLIDAY (SCHOOL CLOSED)
- TUESDAY, FEBRUARY 21 - NBOE BUSINESS MEETING, 6 PM
- THURSDAY, FEBRUARY 23 - NBOE MEETING, 6 PM
- SATURDAY, FEBRUARY 25 - NTU MEMBERSHIP MEETING, 9 AM

PLEASE NOTE THAT FEBRUARY 17 AND FEBRUARY 21 ARE THE WORK DAYS BEFORE OR AFTER A HOLIDAY. TO ENSURE THAT YOU GET PAID FOR THE HOLIDAY BREAK, 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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GUADALUPE VELAZQUEZ
TENNILLE WASEK

The NTU's 2022 Annual Financial Statement is available upon request at the NTU offices by appointment. Email sscreven@newarkteachersunion.com