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# NEWARK TEACHERS UNION

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## WEEKLY UPDATE

March 10, 2023

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LOCAL 481  
AFT/AFL-CIO

March 10, 2023

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## GUEST COLUMNIST'S REPORT

As a member of the NJ Taskforce on Public School Staff Shortages, we were happy to see that many of the recommendations we made over the last few months have been included in Governor Murphy's budget announcement.

The Governor proposed over \$20 million in new investments and other supports to help ensure our state has the trained and dedicated workforce necessary to provide top-quality education to public school students.

This includes \$10 million in stipends to support student-teachers while they work and study, and \$5 million to waive certification fees in an effort to help bring more qualified and diverse individuals into the education profession.

An additional \$2 million will go towards a Culture and Climate Innovation Grant opportunity to help districts support educator quality of life, while \$1 million will go towards a public awareness campaign to help encourage interest in teaching and raise the profile of the education profession. \$1 million in funding will aim to develop local partnerships to help train paraprofessionals and offer tuition assistance to those seeking to become teachers.

Similarly, the budget proposal includes \$800,000 for a teacher apprenticeship program and maintains funding for the Men of Color Hope Achievers program and the Minority Teacher Development program to help support a diverse educator workforce.

It is great to see NJ putting some serious money behind these efforts. We hope Newark will do the same in our forthcoming contract negotiations focusing on recruiting and most importantly **RETAINING** teachers! We want to make Newark **THE PLACE EDUCATORS NATIONWIDE WANT TO WORK!**

In Solidarity,

Silvia Pereira  
NTU Vice President  
ESL Teacher, South Street School  
NJ Task Force on Public School Staff Shortages

### TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3.](#)
- [Kudos/Honoring Staff Members pg. 4-5](#)
- [FMLA & Evaluation pg. 6](#)
- [Aflac pg. 7](#)
- [AFT AD&D Insurance pg. 8-9](#)
- [NTU Scholarship Dinner pg. 10](#)
- [Eliminate A4496 / Upcoming Events pg. 11](#)
- [Member Services pg. 12](#)

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



# From the Desk of the Secretary-Treasurer

This week I'm talking mostly to the non-tenured staff...but everyone should read this, too.

One of the few benefits of not having tenure yet is your year sort of ends a little bit earlier than anyone else's. In a couple weeks, you're probably going to start hearing about getting "ready for your annual."

Those are some of the most distasteful words in education right now but it is of critical importance for you. Over the next couple weeks start organizing yourself by looking at the framework that you were going to be evaluated with and make sure you have artifacts ready for each indicator.

Tenured staff will be doing the same thing soon, but annuals are due sooner for non-tenured staff because your school in the district has to determine whether or not you're coming back next year. I know that's pretty heavy and stressful to deal with. That's why we recommend that you are constantly in conversation with each other in your buildings sharing information about what you're putting in each folder of your indicator and most importantly constantly checking in with your administrator who is going to be doing that final evaluation.

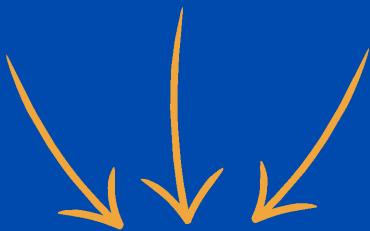
If you haven't had your second and third observation yet be ready for that any day because most likely it will be unannounced and one of them has to be by someone other than your direct supervisor. [For more info, visit the AchieveNJ website](#)

As always if you have any questions, email me at [miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com)

Michael Iovino  
Proud Educator  
and  
NTU Secretary Treasurer  
[miovino@newarkteachersunion.com](mailto:miovino@newarkteachersunion.com)



**"IMPORTANT!"**



- [EVALUATION FRAMEWORK](#)
- [REBUTTAL TIPS](#)
- [RSVP TO MANDATES](#)
- [MISSED PREP FORM](#)
- [SUPPLEMENTAL TIME REPORT](#)

# WTA Staff

## MEMBER OF THE WEEK



**Anabela Santos**

LITERACY COACH  
Ironbound Academy

Anabela is a first-year literacy coach who has been going above and beyond to help our new little school shine. She has been meeting with new teachers often to support them. She put together our recent Literacy Express event where kids and parents were able to participate in an activity related to a text read in the classroom. There was a showcase of student artwork also. She has been helping with fundraisers for our school to have future events, like photos with a Christmas background, holiday pencils and snacks. She is available for staff before, during, and after school. As she supports the new teachers, she is modeling and helping to create things to improve their classroom instruction. Overall, she is dedicated and working hard in her new position to help make Ironbound Academy shine!

Nominated by: Tara Esteves

# 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

# Know Your Rights: FMLA and Evaluation



## WHAT IS FMLA?

[The Family Medical Leave Act](#) is a federal law that provides workers with 12 weeks of protected leave for their own medical issues or to take care of a family member. Employees are eligible if they work for a covered employer for at least 12 months, have at least 1,250 hours of service with the employer during the 12 months before their FMLA leave starts, and work at a location where the employer has at least 50 employees within 75 miles.

**Important:** FMLA is job-protected, unpaid leave. Pay during FMLA comes as a result of staff using their sick or personal days, or having an insurance program like AFLAC. In New Jersey, staff taking care of a family member may be eligible for [New Jersey Family Leave Insurance](#).

**Group health plan benefits:** Employers are required to continue group health insurance coverage for an employee on FMLA leave under the same terms and conditions as if the employee had not taken leave. For example, if family member coverage is provided to an employee, family member coverage must be maintained during the employee's FMLA leave.

## HOW DOES FMLA DAYS AFFECT MY AIP OR EVALUATION?

Under the law, these are protected days, and can never be used against an employee in terms of attendance programs or evaluations! It is important that staff monitor their days, and ensure that their timekeeper is putting in days as FMLA. Anyone who receives an AIP warning letter or Evaluation that includes FMLA days needs to notify the Newark Teachers Union immediately.

## CAN I STILL BE EVALUATED IF I AM OUT ON FMLA?

NJ law does not automatically excuse staff members from the state's evaluation requirements if they are out on FMLA. BUT [under the law](#), a teacher should not receive a final teacher practice score (and thus cannot receive a summative evaluation rating) unless the minimum observation requirements have been met.



# Scan the QR Code below to see the Aflac Insurance Products

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Education/CP7184228700](http://aflacenrollment.com/NewarkBoardofEducation/CP7184228700)





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Member Benefits

Register today:  
[go.aft.org/localbeneficiary](https://go.aft.org/localbeneficiary)

## Group Accidental Death & Dismemberment Insurance

### \$5,000 Coverage for AFT Active Working and Retired Members

Whether an accident happens at work or in your personal life, Accidental Death and Dismemberment (AD&D) insurance helps provide members of the American Federation of Teachers (AFT) with financial support needed by you or your family. As a benefit of the American Federation of Teachers membership, the national AFT has arranged for all active working and retired members in good standing to have \$5,000 of AD&D coverage from Federal Insurance Company, a Chubb company.

**Life is unpredictable. Insurance shouldn't be.**

AFT members who spend their lives working to provide stability for their families should have extra protection if a work-related accident occurs. That's why the policy provides extra benefits for workplace accidents.

| FEATURE           | DETAILS   |
|-------------------|---|
| Standard Benefit* | <ul style="list-style-type: none"><li>• \$5,000 coverage for both on-the-job and off-the-job accidents</li><li>• Coverage extends to accidents occurring anywhere in the world</li><li>• Full benefit is paid to member's beneficiary for accidental loss of life</li><li>• Benefits also for accidental loss of hand, foot, sight, speech or hearing, quadriplegia or paraplegia</li><li>• Partial benefit for lapsing into a coma as the result of a covered accidental injury</li><li>• Extensions of insurance available for exposure and disappearance</li></ul> |
| Double Benefit**  | <ul style="list-style-type: none"><li>• Injury or death occurring at the workplace associated with your AFT membership. This double benefit does not include travel to and from work.</li></ul>   |

\* This policy has eligibility criteria, limitations, exclusions, and terms under which the policy may be continued in force or discontinued. Please review the Description of Coverage for full coverage details.

\*\* Retired members are not eligible for this double benefit.

**CHUBB®**



*A Union of Professionals*

**AFT +**  
Member Benefits

Register today:  
**[go.aft.org/localbeneficiary](http://go.aft.org/localbeneficiary)**

## Additional Information

The premium for this AD&D benefit is 100% paid by the American Federation of Teachers.

Coverage terminates on the date the Person is no longer an active working or a retired member in good standing in the American Federation of Teachers, AFL-CIO or if the coverage terminates for a reason outlined in the policy.

This policy has eligibility criteria, limitations, exclusions, and terms under which the policy may be continued in force or discontinued. This is an accident only policy and does not pay benefits for loss from sickness. Please review the Description of Coverage for full coverage details.

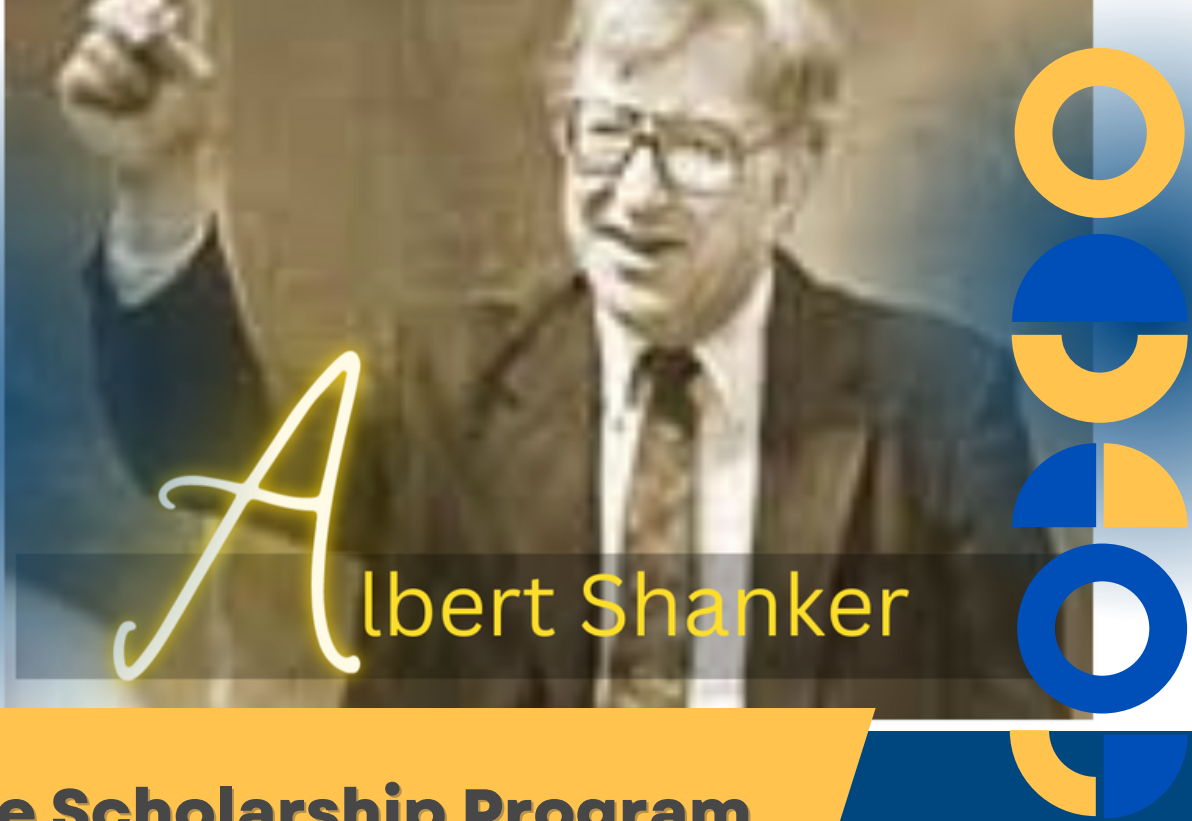
Insurance described is offered by HUB International New England, LLC. Insurance is underwritten and provided by Federal Insurance Company, a Chubb company. Chubb is the marketing name used to refer to subsidiaries of Chubb Limited providing insurance and related services. For a list of these subsidiaries, please visit our website at <http://www.chubb.com>. All products may not be available in all states. This communication contains product summaries only. Coverage is subject to the language of the policies as actually issued. Chubb, 202 Halls Mill Road, Whitehouse Station, NJ.

### **For the American Federation of Teachers' AD&D Plan Details, Contact:**

Tish Olshefski, Senior Assistant to the Secretary-Treasurer  
202-879-4520  
[aftplus@aft.org](mailto:aftplus@aft.org)

American Federation of Teachers, AFL-CIO  
555 New Jersey Ave., N.W.  
Washington, DC 20001  
202-879-4400





## 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

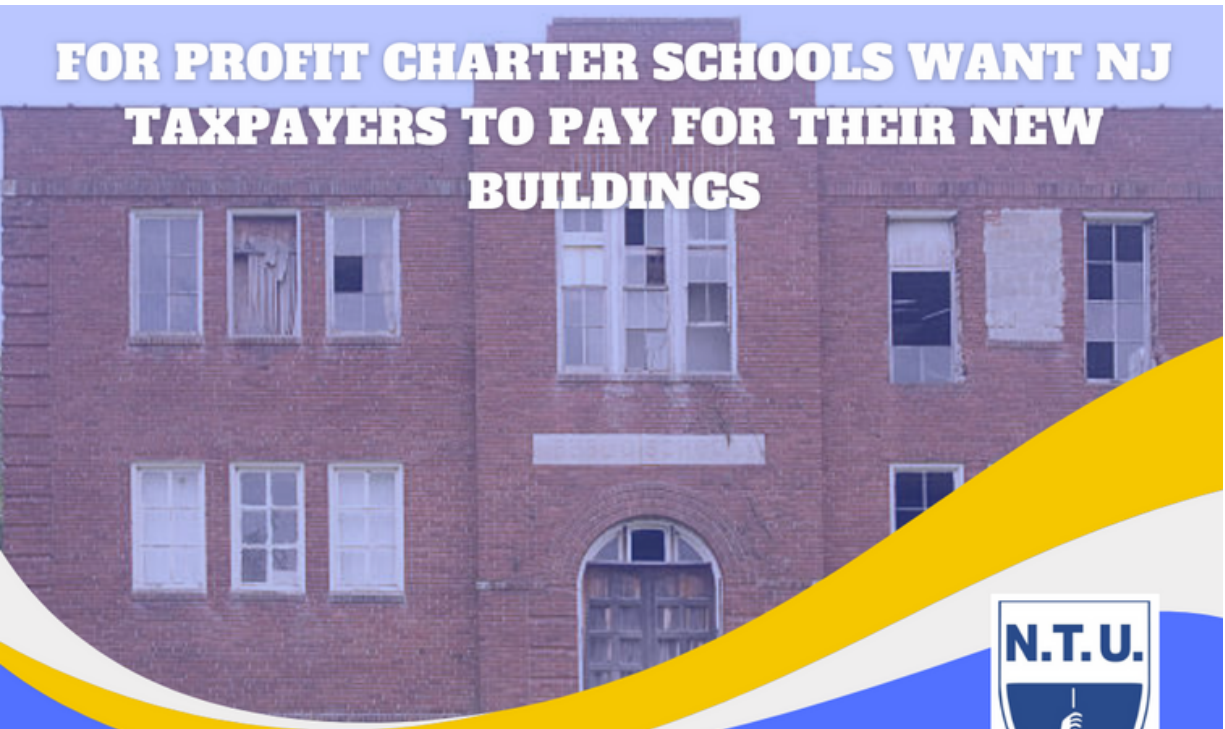
Awards will be based on academic achievement, school activities (ex: athletic, student government, clubs, music, etc.), character, leadership skills, community service, and career goals.

The NTU scholarship committee will judge applications anonymously.

*Deadline  
is  
April 24*

**APPLY**  
**NOW**

**FOR PROFIT CHARTER SCHOOLS WANT NJ  
TAXPAYERS TO PAY FOR THEIR NEW  
BUILDINGS**



***Eliminate* A4496**

**MANY NJ PUBLIC SCHOOL BUILDINGS ARE IN NEED OF  
UPGRADES AND MAJOR REPAIRS. TELL GOVERNOR  
MURPHY AND THE NEW JERSEY LEGISLATORS TO  
ELIMINATE A4496'S CHARTER SCHOOL PROVISION.**

## **IMPORTANT DATES**



- TUSDAY, MARCH 28 - NTU EXECUTIVE BOARD MEETING
- TUESDAY, MARCH 28 - NBOE BUSINESS MEETING
- WEDNESDAY, MARCH 29 - NTU BUILDING REP MEETING
- WEDNESDAY, MARCH 29 - NBOE BUDGET HEARING
- THURSDAY, MARCH 30 - NBOE MEETING



# 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

If you have changed your address, phone number, or location, please let us know by emailing [sscreven@newarkteachersunion.com](mailto:sscreven@newarkteachersunion.com)

Also, if you don't get our weekly updates, make sure you are on our mailing list by reaching out to [mmailaro@newarkteachersunion.com](mailto:mmailaro@newarkteachersunion.com)

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 a NTU member, make sure you fill out a membership application on our website!](#)

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