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# NEWARK TEACHERS UNION

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## WEEKLY UPDATE

March 3, 2023

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LOCAL 481  
AFT/AFL-CIO

March 3, 2023

# NEWARK TEACHERS UNION UPDATE



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## PRESIDENT'S REPORT

Last Saturday's Membership Meeting was a huge success! Over 200 NTU members were in attendance. So many members came out, the hotel needed to set up additional tables!

Our negotiations team presented two activities that helped illustrate the challenges of negotiations and the need for solidarity and consensus building. Each member of the negotiations team also shared their unique perspective they bring to the team. They spoke about being part of the action, previous contract wins, challenges and the need for mobilization, the importance of knowing your contract and how union membership can sometimes change lives.

At the meeting, NBOE Benefits Office were on hand to give a major update on our COVID days. Everyone's days and/or pay will be restored by April 1!

Everyone came out of the meeting energized, and it is important that we keep that momentum going! The NTU will be working closely with our Executive Board and Building Reps on next steps over the coming weeks and months. If you didn't make it to the first two meetings, it's never too late to join the movement!

IN SOLIDARITY,

JOHN M. ABEIGON  
PRESIDENT/DIRECTOR OF ORGANIZATION  
NEWARK TEACHERS UNION LOCAL 481, AFT, AFL-CIO  
[JABEIGON@NEWARKTEACHERSUNION.COM](mailto:JABEIGON@NEWARKTEACHERSUNION.COM)

### TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3.](#)
- [Membership Meeting Highlights 4-5](#)
- [Kudos/Honoring Staff Members pg. 6-7](#)
- [Know Your Contract - Salary Guides/Stpes pg. 8](#)
- [COVID Days Update 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

If you missed the NTU Membership Meeting Saturday morning then you missed out on one heck of a RALLY. The room was packed with your NTU brothers and sisters from around the district and everyone left energized. It was one of those moments, that made me absolutely excited about the coming months in this district.

The negotiations team worked hard to develop an agenda designed to give all in attendance a small sense of what being on the negotiations team is like. Attendees were forced to make tough choices with limited resources as each person was given ten dots, colored to their specific title, and were told to place one dot on any of the twenty-five options. Later, they were forced to develop a consensus at their table and identify two "must have" demands for a new contract. In between, each member of the negotiations team had an opportunity to speak to the crowd and share their unique perspective and energy. It was awe-inspiring.

Analysis time...First, it's important to note that "MORE MONEY" was NOT one of the options...why? It is a GIVEN...we are absolutely, unequivocally going to fight for more money, for everyone. The choices were varied and many of them included options related to money, such as longevity, discretionary funds, extra-curricular/after school pay, etc.

Unsurprisingly, the number one choice was overwhelmingly **REDUCED WORKLOAD**. Time and again this is proving to be the number one issue for all members, in every title, at every stage of their careers. In the top ten responses, only THREE money-related items were selected; increase longevity, reduce benefits contribution and increase extra-curricular/after school rates. LONGER LUNCH was in the TOP THREE and PUTTING CLASS SIZE REGULATIONS IN THE CONTRACT, LESS PLC's/GRADE LEVEL MEETINGS were in the top ten as well.

Over the past year, we have surveyed and polled members in numerous ways. The Negotiations Team hears you loud and clear. We HAVE to fight to reduce the workloads of all titles because if we don't then any amount of money we gain will be long lost in the ever-increasing hours of work.

We still have a lot of work to do before we begin negotiations and we are confident we cover all bases.

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](#)

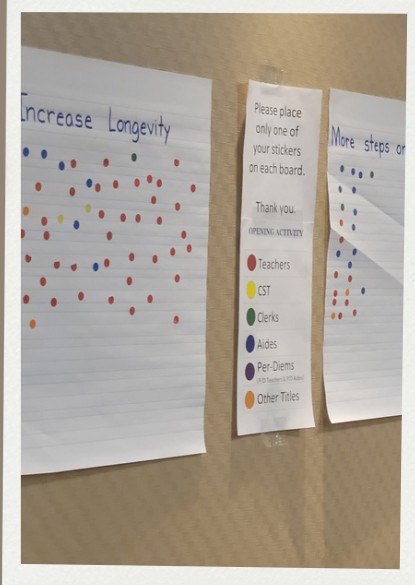
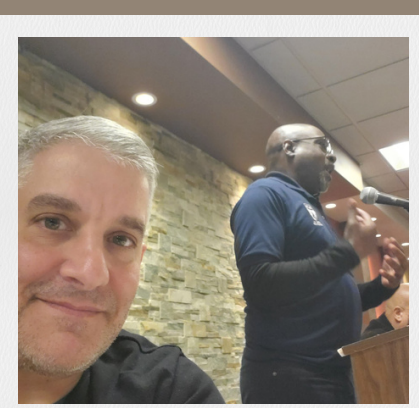




*Membership  
Meeting  
Highlights*









# NTU Staff

## MEMBER OF THE WEEK



**John Cunha**

**PHYSICAL EDUCATION TEACHER**  
**Ridge Street Elementary School**

Cunha's mind is like a master calculator. He runs numbers, especially retirement numbers, like no other.- Ronnie Carney

Cunha is the one person I know that everyone has as "favorites" in their contacts. His texts kept hundreds of us laughing through the whole pandemic.- Michael Iovino

John Cunha is the rock of the team and always displays great leadership and solidarity among fellow members  
- Tim Carr

Cunha is someone who never thinks twice about helping out a fellow member. He is someone that will always be there for you. We are truly blessed to have him as part of the team. - Silvia Pereira

No one in the district is as respected by both the district and the NTU as John Cunha. He has helped more people in the district in big and small ways than most people even realize. For me personally, Cunha has always been a mentor and a role model. Working in education is often thankless, and Cunha has always managed to do more than his fair share, always keeping a sense of humor while doing so. He is the heart of our negotiations team!  
- Mike Maillaro

**Nominated by: John Abeigon & Negotiations Team**



# 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

# Is it better to have more or less steps on our salary guides?



## Know Your Contract Salary Guides / Steps

**We received a surprising number of contract surveys asking for "More Steps." It is important to understand that more steps does not equal more pay. The number of steps in a salary guide are how quickly you can reach the highest possible salary. Less steps also ensure bigger increases as you move up those steps.**

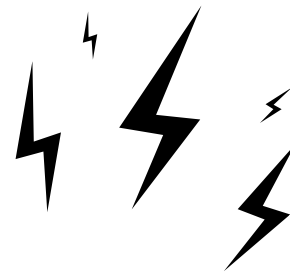
**School districts want to have MORE steps because it means smaller increases and a longer time for staff to reach their maximum earning potential.**

**After the current contract reopener raised the minimum teacher salary to \$62,000, the NTU expects to see some massive restructuring on our salary guides in the next contract.**



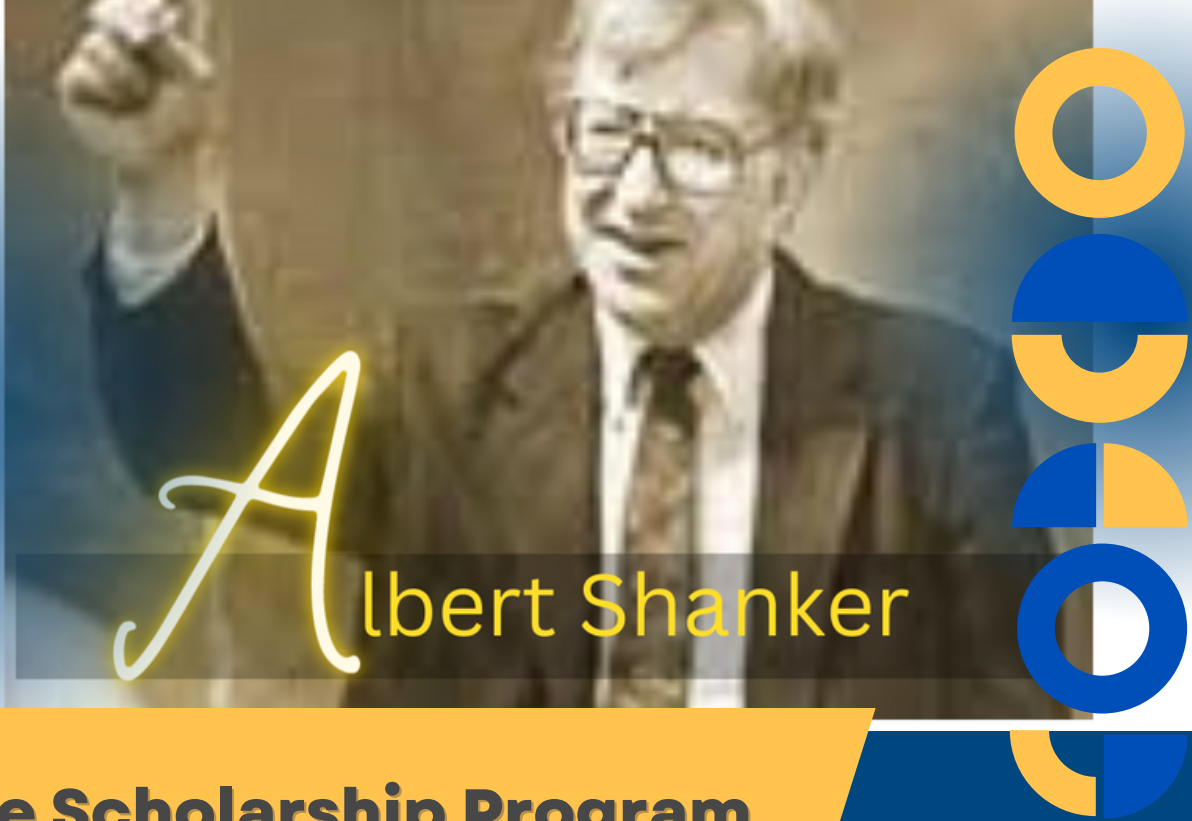
# COVID DAYS

## UPDATE



At our Membership Meeting, NBOE gave an update on our COVID Days.

- 1) Moving forward: When staff uploads their positive COVID test results in ESS, Health Services will review and code the days as Quarantine Days instead of sick days. employee will receive communication notifying them when they are approved
- 2) For past school years: HR is working with Payroll, Health Services, and NTU to reconcile sick days with positive COVID tests. There are THOUSANDS of days to reconcile. They hope to have everyone's sick days (or pay) restored by April 1, 2023.



## 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



- 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

## EDITORIAL STAFF

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## EXECUTIVE BOARD

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PRESIDENT/DIRECTOR OF  
ORGANIZATION

MICHAEL IOVINO  
SECRETARY/TREASURER

## VICE PRESIDENTS

VICTOR AFONSO

NOOR ALAM

CRISTINA BALBOA-CAMACHO

CHRIS CANIK

RONNIE D. CARNEY

TIMOTHY CARR

CASSANDRA CHAPMAN- TALMADGE

JOHN CUNHA

MARK DONETZ

JOSEPHINE DONNELLAN

KRISTYN FAISON

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LOVE GAILLARD

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NANCY J. GIANNI

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KATHLEEN MURPHY-BUTLER

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TENNILLE WASEK