
NEWARK TEACHERS UNION



WEEKLY UPDATE

March 31, 2023



LOCAL 481
AFT/AFL-CIO

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PRESIDENT'S REPORT



This past week, I met with the Newark Teachers Union Executive Board and Building Representatives. To visualize some of the historic concepts our Negotiations Team will be introducing in our next contract, we watched the film [The Mayo Clinic: Faith, Hope, Science](#). While providing the historic background of the founding of the world's greatest health organization, this documentary intertwines interviews with staff and patients describing how they operate and are able to maintain their status as a world leader in medical services as well as innovation.

TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3.](#)
- [Meet our new NTU Reps pg 4-5](#)
- [In Defense of Public Education pg. 6](#)
- [Save the Date pg. 7](#)
- [Kudos/Honoring Staff Members pg. 8-9](#)
- [More Teaching, Less Testing pg. 10](#)
- [Social Worker Month pg. 11](#)
- [Yankee Teacher Appreciation Week pg. 12](#)
- [NTU Scholarship Dinner pg. 13](#)
- [Upcoming Events pg. 14](#)
- [Member Services pg. 15](#)

Shakespeare wrote “All the World’s a stage,” and a stage is exactly how we envision a classroom. Like actors on a stage, teachers are surrounded by dozens of support staff behind the curtain watching and waiting to be of professional useful service. “The show must go on,” and it does. **We say teaching and learning (T&L) must go on.** This will only happen when we seriously acknowledge that the needs of the students come first.

Imagine little Amina vomited in your classroom. You make a call to the Nurse and continue with your lesson. The Nurse is on her way to pick up Amina, and she has already alerted the Custodian. **T&L continues.** In another scenario: in the middle of testing, Johnny needs service. One call to the CST gets Johnny removed from the classroom and testing continues. **T&L continues. THAT'S DREAMLAND!**

We're not saying teachers aren't empathetic to the needs of Amina and Johnny; we're saying that currently the teacher in the first case is three communication levels away from action being taken and a return to instruction. In the second case which may involve a Crisis Team, the teacher is at least 5 degrees of separation from returning to testing. **THAT'S OUR CURRENT REALITY!**

These types of disruptions to teaching and learning occur thousands of times a day in dysfunctional school districts across America. Dysfunction has become normalized, and our minds and bodies are responding negatively in the form of increased mental and physical reactions that no normalized human can sustain.

There has got to be a better way and I believe we may have found it.

IN SOLIDARITY,

JOHN M. ABEIGON
PRESIDENT/DIRECTOR OF ORGANIZATION
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<http://newark.nj.aft.org/>

From the Desk of the Secretary-Treasurer



We have one last 2022-2023 NTU MEMBERSHIP MEETING planned as part of our CONTRACT COUNTDOWN, and I am incredibly excited about it. Your NTU NEGOTIATIONS COMMITTEE got together a few weeks back and mapped out another absolute BANGER of a Saturday morning!

Frequently Asked Questions:

- **YES!** That amazing breakfast and the great coffee will be back!
- **YES!** There will be breakout sessions that you will be attending that will be INCREDIBLY helpful
- **YES!** One of our AFTNJ partners will be there to give us some tips and training
- **YES!** There will be CELEBRATING!
- **NO!** NTU VP Tim Carr will NOT be tearing off another shirt! (IYKYK)

The meeting will be Saturday, May 6th. If you have not made it to the other meetings, MAKE IT TO THIS ONE! If you made it to the others, then you absolutely know you have to come to this one! RSVP will be in next week's update!

The end of the year is approaching and so are your Annual Evaluations. Non-Tenured staff should have them soon. Tenured staff should begin preparing for them. Check in with your admins because by now they should have shared with you all the information you need to put together your annual. If not, ASK FOR IT...you can't hide from your Annual, so you might as well prepare for it!

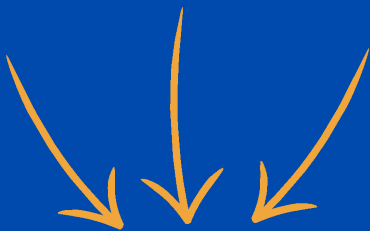
That's all for now True Believers,
EXCELSIOR!

Michael Iovino
Proud Educator
and
NTU Secretary Treasurer

miovino@newarkteachersunion.com



IMPORTANT!



[EVALUATION FRAMEWORK](#)

[REBUTTAL TIPS](#)

[RSVP TO MANDATES](#)

[MISSED PREP FORM](#)

[SUPPLEMENTAL TIME REPORT](#)



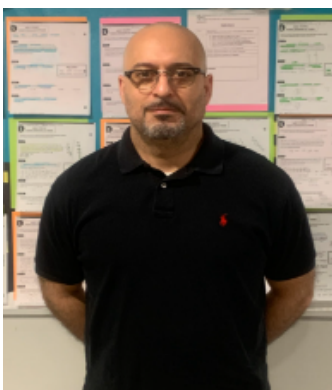
Meet the New

NTU Reps!



MICHELLE ARAUJO
SOUTH STREET

I was born and raised in Newark. I have taught in Newark Public Schools for over 20 years. I have held different positions at the elementary school level. Currently I am a Push-in Bilingual Teacher for grades 3-5 at South Street School. The educators, paraprofessionals and support staff are the backbone of Newark Public Schools. It is important that they as well as their rights, and interests are represented to the district. I hope to help in this endeavor.



TITO RODRIGUEZ
FIRST AVE

I have been teaching for over 15 years. I have 3 NJ Certifications: P-3, K-5 and Teacher of Students with Disability. I started out as Pre-K teacher, then worked as an RCO and RCI Teacher with Math and ELA for grades 3-8 and now I currently teach 6th Grade Mathematics to two Regular Education Classrooms and one Inclusion Classroom. I have always had a passion for public service first as an MI Army Veteran and now as a Special Needs teacher.

Over the last four years I have worked very closely with our NTU Building Rep. I have built a working relationship with students, families, teachers and administrators.

Now, I look forward to strengthening our membership's voice. I will work in full blown transparency, honesty and will root myself in integrity. I am approachable, open to criticism, feedback, willing to listen and learn. It is said, "let every person be quick to hear, slow to speak, slow to anger;" so let us work towards building solutions together when addressing challenges and concerns. I know that slow and steady wins the race. I look forward to working with everyone in the near future.

Meet the New

NTU Reps!

W E L C O M E

TO OUR TEAM



KARIEMAH MUHAMMAD IVY HILL

Kariemah Muhammad was born, raised, and is a property owner in the city of Newark, NJ. She received most of her educational training in Newark, NJ, having attended Avon Avenue School, Science High School, and Rutgers University Newark, but received her Master's and certification in Administration Supervision from attending St. Peter's University in Jersey City, NJ.

Ms. Muhammad has received numerous awards and accolades throughout her 30-plus career serving NPS, most notably being honored as Teacher of the Year by the Newark Mayor's Office in 2011, and Teacher of the Year for Newark's Belmont Runyon Elementary School in 2015. She is highly active and visible within the city of Newark, always showing support for various political and social justice rallies and marches, as well as enjoying its festivals, concerts, and special events year-round.

Ms. Muhammad understands the issues and challenges facing Newark residents, the children, and its educational system and wants to help find solutions to improve the quality of living, learning, and working peacefully within the city. She credits her inspiration in wanting to become a Union Representative not just from her professional experiences, but also from a quote from the honorable Dr. Martin Luther King Jr., "In the end, we will remember not the words of our enemies, but the silence of our friends."



NICHOLAS FERRIERO SHABAZZ

Nicholas Ferriero has been with NBOE for 14 years. He has been the lead science teacher at Malcolm X Shabazz HS for the past 9 years. He believes that students come first and works diligently to back that up. Nick is very honored to be the new NTU building rep at Shabazz!

On Tuesday, March 28th, AFT President Randi Weingarten gave a terrific speech "[In Defense of Public Education](#)" which touched on many of the same issues we face in Newark every day!

AFT President Randi Weingarten
Delivers Major National Address
'In Defense of Public Education'



Our public schools shouldn't be pawns for politicians' ambitions. Or defunded and destroyed by ideologues. We are at a crossroads: Fear and division, or hope and opportunity. A great nation does not fear people being educated. A great nation does not fear pluralism. A great nation chooses freedom, democracy, equality and opportunity. All of that starts in our public schools.



AFT President Randi Weingarten Delivers Major National Address
'In Defense of Public Education'



Attacks on public education are not new. The difference today is that the attacks are intended to destroy it. To make it a battlefield, a political cudgel. But we also must do better to address the learning loss and disconnection we are seeing in our young people. We can make every public school a school where parents want to send their kids, educators want to work and all students thrive.

Save the date

NTU Membership Meeting

MAY 2023

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|-----|-----|-----|-----|-----|-----|
| | 01 | 02 | 03 | 04 | 05 | 06 |
| 07 | 08 | 09 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

More details to follow!

NTHA Staff

MEMBER OF THE WEEK



Mary Dean

HEALTH/PE TEACHER
UNIVERSITY HIGH SCHOOL

Ms. Dean has been a teacher in NPS for over 30 years serving as a Health/PE Teacher. She is a leader in our department, helping coworkers, co-planning lessons, and advancing our students toward mastery each day.

Nominated by: Stevie Fego

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

MORE
Teaching



LESS
Testing

For decades, schools have been subject to annual federal testing requirements in reading, math and science. These tests have driven so much else of what happens in schools—with consequences like teaching to the test and crowding out art, music and anything that is not tested. These tests are inappropriately used for decisions about grade retention, graduation and teacher evaluation. And they rarely give educators useful information on how to support student learning, let alone foster joy, collaboration, creativity or problem-solving skills.

[Now, a bill—authored by a public school educator—has been introduced that would reduce the number of federally mandated assessments schools must administer. Click here to ask your representative to support the More Teaching, Less Testing Act.](#)

This bill would also quadruple funding for Title I to address the chronic underfunding of our public schools, expand and fund a program to allow states to develop better assessments, and prohibit states from using these tests as the sole or dominant factor in large-scale grade-retention policies, teacher evaluations or high school graduation policies, or as the sole factor in school rating systems.

[For too long, the focus on punitive statewide summative tests has taken up too much of the already limited time and resources in our schools, narrowed the curriculum to tested topics, and contributed to the teacher workforce shortage. The More Teaching, Less Testing Act is one step toward correcting this problem. Click here to ask your legislator to support it.](#)

Social Worker

MONTH

March is Social Work Month, and the 2023 theme is “Social Work Breaks Barriers.” The theme “Social Work Breaks Barriers” resonates because social workers are on the frontlines helping our nation overcome myriad challenges, including economic inequality, reproductive rights, racism, and natural disasters worsened by global warming.

More than 700,000 social workers nationwide entered the profession because they have a strong desire to assist those in need and make our communities, our nation, and our world a better place for all.

These helping professionals work everywhere — hospitals, mental health care facilities, child welfare agencies, schools, veteran centers, and in local, state, and federal government.

They continue to break barriers by advocating for student-debt relief, equal rights for all, and improving delivery of health care and mental health care. The need for more social workers is reflected in data from the Bureau of Labor Statistics, which notes social work is one of the fastest growing professions in the United States. An expected 800,000 social workers will join the profession by 2030.

And during Social Work Month and beyond we urge you to learn more about the profession and what you can do to help assist them in their positive, life affirming work.

[Self-Care Tips](#)



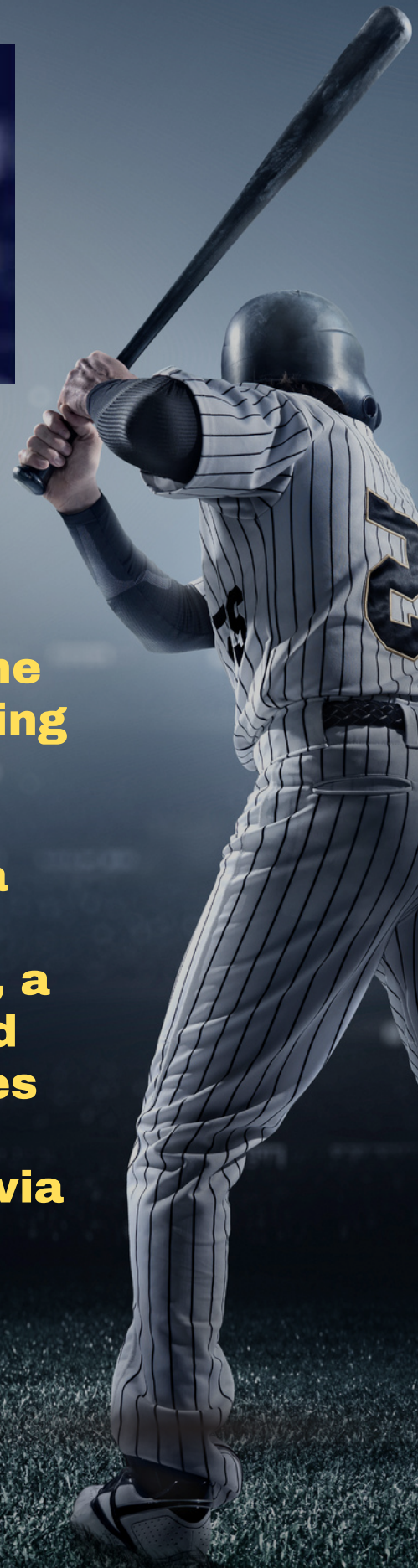
NEW YORK YANKEES
**TEACHER
APPRECIATION
WEEK**

**New York Yankees Teacher's
Appreciation games (June 20th- June
25th) at Yankee Stadium this upcoming
season!**

**Teachers may take advantage of a
special offer for these games that
includes 20-45% discounted tickets, a
complimentary hot dog + drink, and
choice of a commemorative Yankees
tote bag or tumbler cup. Up to 9
individual tickets can be purchased via
this [link](#).**

**DISCOUNTED YANKEE TICKETS?
IT'S A HOME RUN!**

**TO ORDER A LARGER GROUP, PLEASE EMAIL
THUNSBERGER@YANKEES.COM**





25th Annual Scholarship Award Dinner

The Newark Teacher's Union is proud to announce our **25th Annual Albert Shanker Scholarship Award Dinner**

Where we are able to provide several scholarships to our members' children, our paraprofessionals, and the students of Newark.

Wednesday, May 24, 2023 @ 6:30 P.M.
Robert Treat Hotel, 50 Park Pl., Newark, NJ

Tickets: \$125.00

2023 Award Recipients



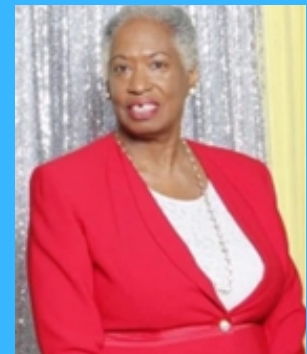
NTU HALL OF FAME RECIPIENT

***Assemblyman
Ralph Caputo***



**NTU LEGACY AWARD
RECIPIENT POSTHUMOUSLY**

Walter Genuario



**NTU COMMUNITY HERO AWARD
RECIPIENT POSTHUMOUSLY**

Wilhelmina Holder

If you require additional information or Ad Journal/Ticket request forms, please go to <http://newark.nj.aft.org/> or contact NTU Scholarship Awards at (973) 643-8430 Ext. 32 or ntuscholarshipawards@gmail.com. Thank you.

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, APRIL 3 - NTU NOMINATION MEETING
- FRIDAY, APRIL 7 - GOOD FRIDAY (SCHOOL CLOSED)
- APRIL 10-APRIL 14 - SPRING BREAK
- FRIDAY, APRIL 21 - EID-AL-FITR (SCHOOL CLOSED)
- TUESDAY, APRIL 25 - NTU EXECUTIVE BOARD MEETING
- WEDNESDAY, APRIL 26 - NTU REP MEETING
- SATURDAY, MAY 6 - NTU MEMBERSHIP MEETING
- WEDNESDAY, MAY 24 - NTU HALL OF FAME DINNER

Please note that April 6th, April 17th, April 20th, and April 24th 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.



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

Also, if you don't get our weekly updates, make sure you are on our mailing list by reaching out to mmaillaro@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)

[If you are not a NTU member, make sure you fill out a membership application on our website!](#)

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