

APRIL 20, 2023

# NEWARK TEACHERS UNION

## WEEKLY UPDATE

---

2023

READING

GAPS

TEACHER  
SHORTAGES:

PARTNERING  
TO ADDRESS NJ  
EDUCATOR  
SHORTAGES

RUTGERS STRIKE



LOCAL 481  
AFT/AFL-CIO



April 20, 2023

# NEWARK TEACHERS UNION UPDATE



LOCAL 481  
AFT/AFL-CIO

## PRESIDENT'S REPORT

[Earlier this week, I saw an article on Tapinto Newark.](#) This article bothered me as a Union President, as a Teacher, as a parent of Newark Teachers and Support Staff, and as a grandparent of Newark students. The headline read: "Scary: Vast Majority of Newark's Third Graders Can't Read." I'm going to **SAY IT RIGHT**, it's not you, it's them. **YOU ARE THE BEST!**

The article takes a lot of time to talk to community leaders about why they think this is happening, but do you know who they didn't ask? A teacher! A Social Worker! A Teacher Aide! Anyone who works at the schools can tell you why this is happening. The fact that programs like Children's Literacy Initiative (CLI) were taken from the schools. Inconsistent application of curriculum, and staff being pushed in a dozen directions, none of them focused on having the time and capability to help the students learn!

Studies show that students who aren't reading on grade level by the end of third grade will most likely struggle year after year. Since 85 percent of the curriculum is taught through reading, it is crucial to ensure that students have strong foundational skills that set them up for success. Prior to COVID, there were many literacy practices such as CLI and phonics lessons that fostered reading skills in students. Message Time Plus taught students letter-sound correspondence, directionality of writing, sight words, and proper sentence structure. There are many strategies that we can currently implement to close the learning gaps in reading such as practicing phonics and phonemic awareness. Basic or foundational phonics skills that include letter recognition and letter-sound fluency are key to successful reading in students. Seeing letters and quickly making their sounds are key to decoding, which is crucial to reading.

In our last contract, we proposed creating adult literacy programs to put the parents in a better position to help their children learn how to read. The district didn't feel this was a priority, and we are seeing the ramifications of that now. Hopefully this article will be a wakeup call to tell them what we already know. Without a strong foundation of literacy, it is virtually impossible to learn.

**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](#)
- [Addressing NJ Educator Shortage pg. 4](#)
- [NTU Membership Meeting pg. 5](#)
- [AFT Para Conference pg. 6](#)
- [NTU Scholarship Dinner pg. 7](#)
- [Kudos/Honoring Staff Members pg. 8-9](#)
- [Yankee Teacher Appreciation Week pg. 10](#)
- [NTU Ed Resource Center/ Upcoming Events pg. 11](#)
- [Member Services pg. 12](#)

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



# From the Desk of the Secretary-Treasurer

Last week, I had the privilege of speaking on the steps of the Paul Robeson Campus Center at Rutgers Newark, my alma mater, and addressing the strikers. Rutgers had the first strike in its over-two-hundred-years as some of their unions were fighting for a fair contract, and **LABOR WON!** It's so important to see, in action, when labor organizes, resists, fights back and wins.

It's been happening elsewhere, too. The Los Angeles Unified District has been fighting for a fair contract. The Newark Teachers Union is no stranger to strikes, having fought and won two, one in '70 and one in '71. Every so often I reread the book: *The Newark Teacher Strikes: Hopes on the Line* to gather inspiration. We all have benefited from those brave and hearty teachers.

We are ending this year strong, and we are going to come back even **STRONGER**. Looking forward to seeing **ALL** of you on Saturday May 5th for our last [CONTRACT KICK-OFF MEMBERSHIP MEETING](#).

P.S. It looks like the district has **FINALLY** started restoring COVID days to our members, as per our arbitration victory. The district has also started to restore days to other employees in the district who were under quarantine thanks to our efforts.

If you did not get your days back, email [mmaillaro@newarkteachersunion.com](mailto:mmaillaro@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](#)

# PARTNERING TO ADDRESS NEW JERSEY'S EDUCATOR SHORTAGES

## Conference



From Left to Right: Dr. Yolanda Méndez (Director of Human Resource Services), Ines Davis-Parks (Teacher, Science Park), Superintendent Roger Leon, Marisol Diaz (Director of Bilingual/ ESL Office), Silvia Pereira (NTU VP)



**NJ Senator Troy Singleton (D)**  
*Majority Whip - District 7*



**Silvia Pereira with**  
**Superintendent Roger Leon**



**Assemblywoman**  
**Mila M. Jasey**

On April 11, 2023 I had the honor of attending a conference at Montclair State University to discuss teacher shortages in the State of New Jersey. The shortage of educators, including certified teachers, is creating a crisis in public education for the families, communities, and employers that rely on quality public schools and educators. These newer challenges exist alongside longstanding disparities between the racial and ethnic backgrounds of professional educators and those of the students and communities they serve.

In New Jersey, the stress of both of these challenges is felt throughout the state in smaller, mid-sized, large, suburban, rural, and urban school districts. Tackling these challenges takes many stakeholders: public school leaders, state leaders in the governor's office, legislature, and New Jersey Department of Education, universities and colleges; professional associations and organizations; local and county leaders, and other organizations.

It was great to be in a room collaborating with various individuals in supporting and building partnerships to address these educator shortages. I look forward to continuing this effort and partnership to address this critical issue on behalf of the members of the Newark Teachers Union.

**Silvia Pereira**  
**NTU Vice President**



# NTU CONTRACT MEETING

*End the Year Strong,  
Come Back Stronger*

**BRING A FRIEND OR TWO!**

**Saturday, May 6th 9AM  
Holiday Inn, 160 Frontage Rd  
Newark, NJ 07114**

**Breakfast will be provided!**

**<https://tinyurl.com/NTUMay23>**



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





## AFT PSRP CONFERENCE

Four of our Paras represented the NTU at this year's Paraprofessional and School-related Personnel Conference in Baltimore, Maryland last week: Denise Bey (Standing Left, Chancellor Annex), Daisy Foreman (Standing Middle, Rafael Hernandez), Demetria Cooper (Standing Right, Peshine), Karen Jenkins (Seated, Chancellor Annex)





*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**



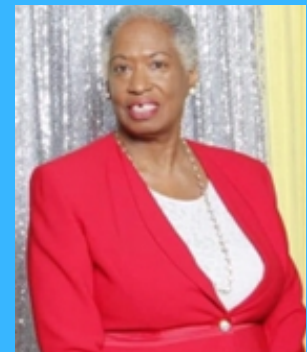
**NTU HALL OF FAME RECIPIENT**

***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](mailto:ntuscholarshipawards@gmail.com). Thank you.***

# WTTA Staff

## MEMBER OF THE WEEK



Rouxana Pellicier

**TEACHER  
SOUTH STREET SCHOOL**

Rouxana Pellicier is an RCI teacher at South Street School. She is a constant advocate for her students.

Her goal for her students is consistent growth academically as well as social-emotionally. She wants her students to feel welcomed, safe, included and successful. Rouxy is dedicated to growing professionally; she looks for opportunities to improve her craft. She is knowledgeable and shares her expertise with her colleagues. She is always willing to lend a helping hand. Rouxy is a true asset to our school community!

Nominated by: Michelle Araujo & Alida Abeigon



# 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



*NEW YORK YANKEES*  
**TEACHER  
APPRECIATION  
WEEK**

A photograph of a New York Yankees player in a white pinstriped uniform, captured in a batting stance. The player is wearing a black batting helmet and holding a black bat. The background is a blurred stadium scene.

**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](mailto:THUNSBERGER@YANKEES.COM)**



# 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

- 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 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](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 [mmaillaro@newarkteachersunion.com](mailto: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](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!](#)



## EDITORIAL STAFF

MIKE MAILLARO

[MMAILARO@NEWARKTEACHERSUNION.COM](mailto:MMAILARO@NEWARKTEACHERSUNION.COM)

SILVIA PERIERA

[SPERIERA@NEWARKTEACHERSUNION.COM](mailto:SPERIERA@NEWARKTEACHERSUNION.COM)

-----  
**ASSISTANT TO  
SECRETARY/TREASURER**  
SUBRINA SCREVEN

[SSCREVEN@NEWARKTEACHERSUNION.COM](mailto:SSCREVEN@NEWARKTEACHERSUNION.COM)

-----  
**GENERAL COUNSEL**

EUGENE LISS

[LISSLAW@HOTMAIL.COM](mailto:LISSLAW@HOTMAIL.COM)

-----  
**EDUCATION RESOURCE DEPARTMENT**

AWILDA RODRIGUEZ

JOHANNA RIOS

[ERC@NEWARKTEACHERSUNION.COM](mailto:ERC@NEWARKTEACHERSUNION.COM)

-----  
**PART-TIME STAFF REP**

ROBERT PALUMBO

[RPALUMBO@NEWARKTEACHERSUNION.COM](mailto:RPALUMBO@NEWARKTEACHERSUNION.COM)

-----  
**OFFICE STAFF**

JANAE TAYLOR-LOYAS

[JTAYLORLOYAS@NEWARKTEACHERSUNION.COM](mailto:JTAYLORLOYAS@NEWARKTEACHERSUNION.COM)

-----  
**SECURITY/MAINTENANCE**  
JAMES SANTIAGO

-----  
NEWARK TEACHERS UNION  
LOCAL 481, AFT, AFL-CIO

3RD FLOOR  
1019 BROAD STREET  
NEWARK, NJ 07102  
PHONE: 973-643-8430  
FAX: 973-643-8435  
FAX: 973-242-5880

[HTTP://NEWARK.NJ.AFT.ORG](http://NEWARK.NJ.AFT.ORG)

## EXECUTIVE BOARD

JOHN M. ABEIGON  
**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

JOICKI FLOYD

LOVE GAILLARD

FRANCISCO GARCIA

NANCY J. GIANNI

YVETTE JORDAN

CARMEN LOPEZ WOLF

ELAINA MAFFUCCI RICCARDI

KATHLEEN MURPHY-BUTLER

SILVIA PEREIRA

JENNIFER RAMOS

MARISA RODRIGUEZ

RYAN SANDOR

LARRY SULLIVAN

JANAE TAYLOR-LOYAS

GUADALUPE VELAZQUEZ

TENNILLE WASEK