

APRIL 28, 2023

# NEWARK TEACHERS UNION

## WEEKLY UPDATE

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THINKING OUTSIDE  
THE BOX

REFRAMING THE  
FRAMEWORK

LAST CALL!!  
MAY 6TH  
MEMBERSHIP  
MEETING!



LOCAL 481  
AFT/AFL-CIO

April 28, 2023

# NEWARK TEACHERS UNION UPDATE



LOCAL 481  
AFT/AFL-CIO

## PRESIDENT'S REPORT



### TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3](#)
- [NTU Membership Meeting pg. 4](#)
- [Share Me Lesson: Climate Change pg. 5](#)
- [NTU Scholarship Dinner pg. 6-7](#)
- [Kudos/Honoring Staff Members pg. 8](#)
- [Yankee Teacher Appreciation Week pg. 9](#)
- [Strength in Numbers pg. 10](#)
- [Member of week Nominations/Upcoming Events pg. 11](#)
- [Member Services pg. 12](#)

This week, I was in Washington DC for the AFT Teachers Program and Policy Council Meeting. To my surprise, AFT President Randi Weingarten gave us a shout out for “thinking outside of the box” for looking to create an organization model for an educational management system that is so obviously broken, not just here in Newark, but in every large district in the country.

Randi has literally been around the world and seen dysfunction and attempted solutions of all kinds. So for her to take the time to acknowledge that our “Mayo Clinic model” is heading in the right direction is something I took a great deal of pride in, on behalf of myself, our negotiations committee, and the Executive Board.

**REMINDER! Next Saturday is our last membership meeting of the school year!** As we prepare for next year’s contract negotiations, we want to make sure the momentum is strong going into next year. We saw a real groundswell of support this year, but we know that summer break always leads to “learning loss” and that goes for school staff too. We can’t allow that to happen. If we want something better, a better more respectful and inviting working environment, we’re going to have to demand it—for that to happen, we must be united!

IN SOLIDARITY,

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

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



# From the Desk of the Secretary-Treasurer

When I first got hired by the Newark Board of Education, I believed the philosophy for how the board treated new hires was: Hire them, ignore them, if they survive the year, bring them back. Rinse, Repeat.

Twenty Six years later, and I feel that there has been very little shift in that philosophy. What's worse, is that there is less IGNORING a new teacher and more OVERLOADING/HARASSING.

Now the sole source of assistance comes from attempting to translate the rubric for new teachers. We ALL have experience with every administrator's favorite F-WORD...the FRAMEWORK...argued to be a tool of instruction and support, but we all know it's not. It's rarely used to assist new teachers, or veterans, it's used simply to score and move on.

When a teacher is given a poor rating, it can often be as much a grade of how well they understood the Framework as it might be an actual evaluation of their teaching. More than ever, a new teacher considers themselves LUCKY if they get an effective, but they can no more explain WHY they got it any more than could a teacher who got an ineffective explain why they got their rating.

This MUST change in this district. Admins have to stop considering themselves UMPIRES, using the Framework to simply call balls and strikes, and get back to COACHING. If every administrator HAD to keep every new hire for at least three years, I bet there would be a lot more coaching going on, and a lot less harassment. We have to approach the teacher crisis as a collective and act appropriately to retain new teachers, or we won't have any veterans, and THAT is a scary topic for another week.

See you all on May 6th!

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](#)

# 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!**



# Climate change Prevention



## Climate Change Education for PreK-12 Students

This lesson plan collection serves as a great resource for educators to find a wide-range of relevant preK-12 lessons on climate change or supporting young people as they continue to lead the conversation around the climate change crisis. What is the difference between weather and climate? How do they impact people and the planet? Are there things we do that can address climate change? Explore curated, free lesson plans, activities and resources from educators and leaders in the field with these resources from Share My Lesson. [Click here for more info!](#)





*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**



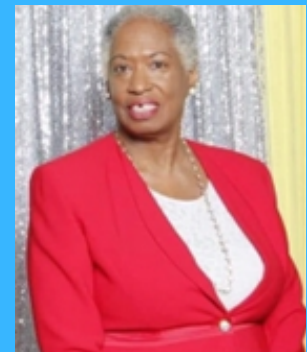
**NTU HALL OF FAME RECIPIENT**

***Assemblyman  
Ralph Caputo***



**NTU LEGACY AWARD  
POSTHUMOUS RECIPIENT**

***Walter Genuario***



**NTU COMMUNITY HERO AWARD  
POSTHUMOUS RECIPIENT**

***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.**

**NEWARK TEACHERS UNION EDUCATION FOUNDATION CORP.**

1019 Broad Street - Newark, NJ 07102

(973) 643-8430 Ext. 32

***NEWARK TEACHERS UNION HALL OF FAME DINNER***

***Featuring the 25<sup>th</sup> Annual Albert Shanker Awards***

***Wednesday, May 24, 2023, at 6:30 P.M.***

***Robert Treat Hotel, 50 Park Place, Newark, NJ 07102***

Company/Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Contact: \_\_\_\_\_ Phone: (\_\_\_\_) \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_

E-Mail: \_\_\_\_\_

**AD JOURNAL & TICKET REQUEST**

(Please check one)

Please send: electronic copy of ad to [ntuscholarshipawards@gmail.com](mailto:ntuscholarshipawards@gmail.com)  
or mail clean ad (no staples, tape or folds)

Quantity	Size of Ad	Cost	Total
	Diamond Sponsorship Package	\$5000	
	Gold Sponsorship Package	\$4000	
	Silver Sponsorship Package	\$3000	
	Bronze Sponsorship Package	\$2000	
	Outside Back Cover	\$1000	
	Inside Front Cover	\$800	
	Inside Back Cover	\$800	
	Gold Page	\$600	
	Silver Page	\$500	
	Full Page	\$400	
	Half Page	\$200	
	Patron's List	\$75	
	Donation		
	Hall of Fame Dinner Ticket	\$125	

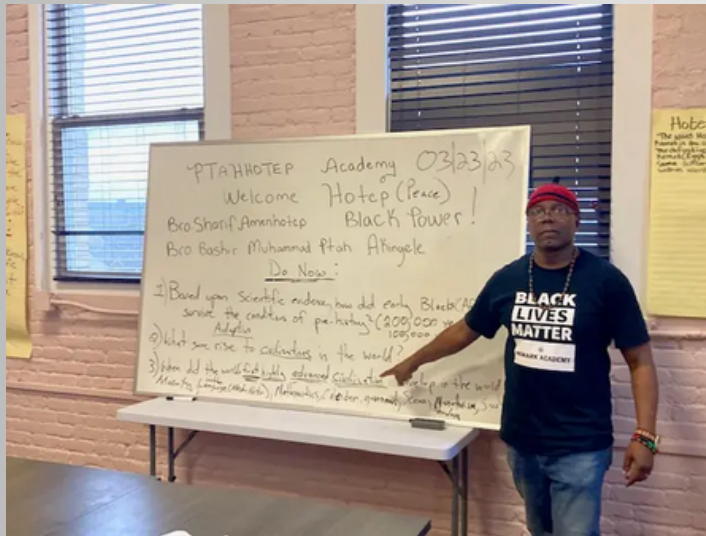
**Total Amount of your contribution \$ \_\_\_\_\_**

Please make checks payable to: **NTU Education Foundation Corp.** - 1019 Broad St., Newark, NJ 07102

The NTU Education Foundation is a registered 501C(3). No goods or service will be exchanged for sponsoring a scholarship and/or purchasing an ad journal. All amounts contributed towards scholarships or ads are fully deductible to the maximum amount permitted by law. The donated portion of the ticket price is \$30.00 which is tax deductible.

# WTH Staff

## MEMBER OF THE WEEK



**Bashir Muhammad  
Ptah Akinyele**

### **HISTORY AND AFRICAN STUDIES TEACHER WEEQUAHIC HIGH SCHOOL**

Bashir is a teacher and community activist who constantly strives to improve Newark and our schools. [Recently, Akinyele has been focusing his efforts on a new afterschool program called the “Ptahhotep Academy-Brick City Peace Collective Knowledge of Self Course.”](#)

According to Akinyele, the goal of the program is to reduce crime and violence in the city by “rebuilding self-esteem and cultural purpose” for young people. Using a lens of Black history, the course attempts to help students “develop a positive consciousness” about the contributions that people of African descent have made to world civilization, America, democracy, religion and liberation movements.

Nominated by: Mike Maillaro



A New York Yankees player in a white pinstriped uniform with the 'NY' logo on the chest, captured in a batting stance.

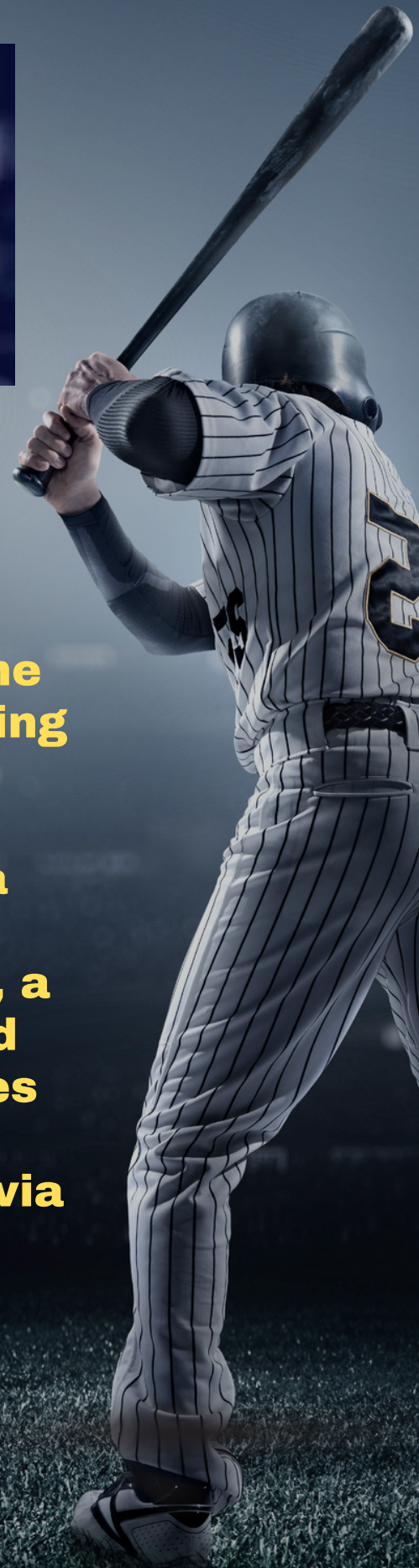
**NEW YORK YANKEES**  
**TEACHER**  
**APPRECIATION**  
**WEEK**

**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](#).**

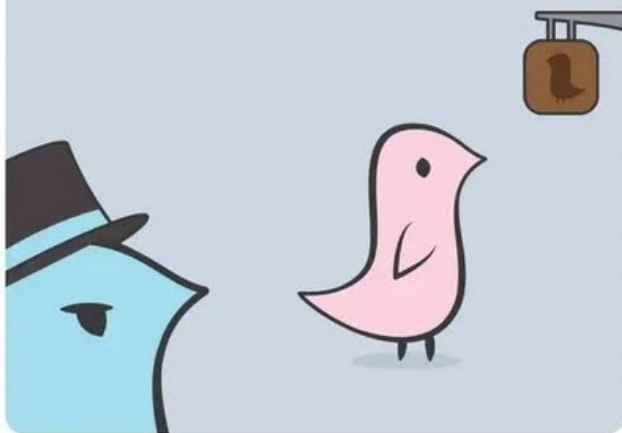
**DISCOUNTED YANKEE TICKETS?  
IT'S A HOME RUN!**

**TO ORDER A LARGER GROUP, PLEASE EMAIL  
[THUNSBERGER@YANKEES.COM](mailto:THUNSBERGER@YANKEES.COM)**



# IN A UNION, YOU NEVER GO IT ALONE. THEY MAY WRITE UP ONE OF US, BUT THEY CAN'T WRITE US ALL UP!

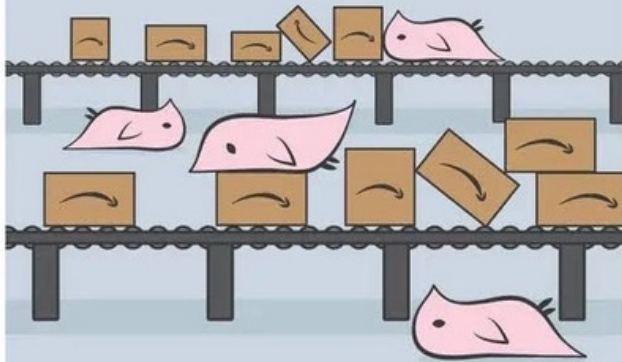
if you take a break



it's your problem



if everyone takes a break



it's their problem



# 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**

## IMPORTANT DATES

- SATURDAY, MAY 6 - NTU MEMBERSHIP MEETING
- THURSDAY, MAY 11 - NBOE REORGANIZATION
- WEDNESDAY, MAY 24 - NTU HALL OF FAME DINNER
- MONDAY, MAY 29 - MEMORIAL DAY (SCHOOL CLOSED)
- WEDNESDAY, MAY 31 - NTU EXECUTIVE BOARD MEETING (NEW DATE)
- THURSDAY, JUNE 1 - NTU BUILDING REP MEETING (NEW DATE)



Please note that May 26th, *and* May 30th 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)

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**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)

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**SECURITY/MAINTENANCE**  
JAMES SANTIAGO

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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

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NANCY J. GIANNI

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CARMEN LOPEZ WOLF

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JANAE TAYLOR-LOYAS

GUADALUPE VELAZQUEZ

TENNILLE WASEK