

MAY 12, 2023

# NEWARK TEACHERS UNION

## WEEKLY UPDATE

# HEALTH

&

# WELLBEING

### MEDITATE ON IT

How to make  
meditation work  
for you.

### MENTAL HEALTH

How to deal with  
your mental health..



LOCAL 481  
AFT/AFL-CIO

May 12, 2023

# NEWARK TEACHERS UNION UPDATE



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## PRESIDENT'S REPORT



### TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3](#)
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- [NTU Member of the Week pg. 6](#)
- [NTU General Counsel Update pg. 7](#)
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By mid-afternoon yesterday, it had seemed we had the votes to secure the school board would pass a motion revising the school calendar to reflect Supt León's convocation promise. Our calls and emails had worked, I thought. In the end, the board decided not to hold their Superintendent to his word. It's a pretty sad state of affairs.

But, something much sadder happened at last night's school board meeting that will have far more lasting ramifications!

A corporate charter school advocate was elected and sworn in as NBOE School Board President. Voted into office by fellow Newarkers who can't attend charter school meetings or even vote in a KIPP school board "election." Cami Anderson and Christopher Cerf must have been laughing as they clicked their martini glasses. The powers that be have done to themselves what corporate charter advocates had tried to do to us for years, put one of their own in charge of our board!

Sadder still. The look on León's face as it may or may not have dawned on him that he is now under the scrutiny of a KIPP-led school board composed of fellow Newarkers compromised by their own patrons and beholden to a bunch of carpet baggers who could care less about our children.

It broke my heart to see them played out like that. I tossed and turned all night and thanked every higher power I could think of that the Newark Teachers Union remains free to say and act however we feel. That is becoming a rarity in this district!

IN SOLIDARITY,

JOHN M. ABEIGON  
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# From the Desk of the Secretary-Treasurer

For me, the worst part of working in NBOE has never been the kids. It's the adults! Specifically, administration at all levels.

It seems that administrators in Newark are allowed to do all the things that we as educators would get dinged on our observations and annuals for.

Pacing and Momentum? Last minute meetings? Schedule changes? Feedback? Clarity of instruction? The list is endless.

More importantly, why is that when a kid fails the blame rests squarely on the teacher, but when a teacher is partially effective it's not the fault of the administrator? Where was the feedback, the support, the help, the checking in, the resources. Nope. It seems like admins are almost rewarded for giving out Partials.

Right now, Newark is a broken system and the only voice that's pushing to change it is coming from the NTU. It will not be fixed overnight, because it wasn't broken overnight. But I feel strongly that change will come.

## ***SUPER IMPORTANT!! SHARE YOUR ANNUAL EVALUATIONS WITH EACH OTHER!***

Discuss them with your colleagues, share what you got and how you got it. It will scare your admins and it's a great way to force them to be fair!

## **SUMMER IS COMING!**

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](#)





**May is Mental Health Awareness Month! Let's be mindful that we all have minds. We all have feelings. Being aware of your own emotions and feelings can help you assist our students to be their best version of themselves.**

It's important to teach students how to become self-aware and to communicate their needs and wants before they take matters into their own hands. When we are aware of a situation before it escalates this allows the paraprofessional to become proactive in helping students. When a student needs are not being met they may become more aggressive and display behaviors that are not appropriate.

Using the acronym **HALT** can teach children to recognize their physical needs.

**H- Hungry.** Hunger can be a physical or an emotional need. If the hunger is physical, offer a nutritional snack. If hunger is emotional, guide them to name the emotional they are feeling.

**A- Angry.** Anger is a normal, healthy emotion. Anger becomes dangerous when we express it inappropriately. Offer solutions like meditating it's important to name the emotion. Physical activity also helps, like going for a walk or going to the gym.

**L-Lonely.** Loneliness can occur in a crowd or by oneself. Some students with behavioral disorders may withdraw. Be aware of the students' body language. Reach out and encourage active listening. Help student connect with a peer.

**T- Tired.** When we are tired we find it difficult to focus. Problems seem bigger and the world appears to be more hostile. Encourage your students to get proper rest at night. Sometimes this may be out of their control. If possible, allow them to rest their heads for a few minutes.

Remember small acts of kindness can go a long way when working with your students.

**Demitria Cooper  
Peshine Avenue School  
Paraprofessional Advocate**



# MEDITATE ON IT

## **Meditation: A simple, fast way to reduce stress**

Meditation can wipe away the day's stress, bringing with it inner peace. See how you can easily learn to practice meditation whenever you need it most

If stress has you anxious, tense and worried, consider trying meditation. Spending even a few minutes in meditation can help restore your calm and inner peace.

Anyone can practice meditation. It's simple and inexpensive. And it doesn't require any special equipment.

And you can practice meditation wherever you are — whether you're out for a walk, riding the bus, waiting at the doctor's office or even in the middle of a difficult business meeting.

### **Understanding meditation**

Meditation has been practiced for thousands of years. Meditation originally was meant to help deepen understanding of the sacred and mystical forces of life. These days, meditation is commonly used for relaxation and stress reduction.

Meditation is considered a type of mind-body complementary medicine. Meditation can produce a deep state of relaxation and a tranquil mind.

During meditation, you focus your attention and eliminate the stream of jumbled thoughts that may be crowding your mind and causing stress. This process may result in enhanced physical and emotional well-being.

### **Benefits of meditation**

Meditation can give you a sense of calm, peace and balance that can benefit both your emotional well-being and your overall health. You can also use it to relax and cope with stress by refocusing your attention on something calming. Meditation can help you learn to stay centered and keep inner peace.

And these benefits don't end when your meditation session ends. Meditation can help carry you more calmly through your day. And meditation may help you manage symptoms of certain medical conditions.

### **Meditation and emotional and physical well-being**

When you meditate, you may clear away the information overload that builds up every day and contributes to your stress.

The emotional and physical benefits of meditation can include:

- Gaining a new perspective on stressful situations
- Building skills to manage your stress
- Increasing self-awareness
- Focusing on the present
- Reducing negative emotions
- Increasing imagination and creativity
- Increasing patience and tolerance
- Lowering resting heart rate
- Lowering resting blood pressure
- Improving sleep quality



# WTTA Staff

## MEMBER OF THE WEEK



**Adela Campos**

**TEACHER  
CAMDEN STREET SCHOOL**

Ms. Campos is an excellent mentor teacher and positioned me on the path to success within the district with her classroom skills and guidance. She gladly shares her knowledge and support with everyone inside our school and with staff in other schools. She won Teacher of the Year for two years in a row - for good reason. She encourages her students to reach the highest heights, and she shares her methods and resources with fellow teachers so we can do the same.

Nominated by: Judith Julian



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## IT'S SAD — BUT TRUE

There is not a teacher in Newark who doesn't know someone who will be or is thinking seriously about quitting education. Why?

- Could it be little respect from administrators?
- Could it be the lack of genuine mentoring?
- Could it be unbearable workloads?
- Could it be textbooks too difficult for students who experienced learning loss during COVID?
- Could it be lack of fully certified teachers?
- Could it be having students who are two, three and four grades behind academically?
- Could it be that staff are often being blamed for conditions you're not responsible for?
- Could it be because of Vice Principals who seek principalships by thinking Captain Bligh should be their role model?
- Could it be because administrators were never taught by the district to embrace morale building?
- Could it be an evaluation system of rubrics which just don't make sense?
- Could it be that classrooms are overcrowded beyond state standards?

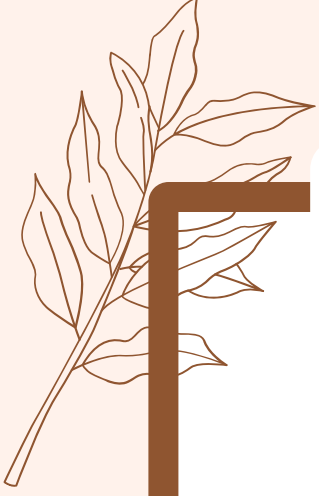
Is it any wonder why staff are leaving urban school districts in droves? An essential part of any professional position is gaining self-satisfaction and warranted praise. No one knows the internal pain and total professional disenchantment that comes with instructing students who are academically grades behind the classroom grade they are assigned to attend.

Yet, Newark teachers do the best they can to assist their students to attain levels of achievement from which they can become contributing adults to society, instead of the constant infliction of pain and remorse for their teaching efforts, urban teachers should be given credit and leadership's praise for their effort, which is daily made against great odds.

Newark and urban teachers need leaders who understand that the problems within urban classrooms have extenuating factors which exist outside the classroom which make urban instruction and its success far more difficult than that of a student in a suburban system. Every rationale person knows that is a fact. Newark teachers are to be commended for their efforts.

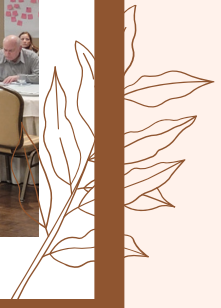






# NTU

## May 6th Membership Meeting





N.T.U.

# May 6th Membership Meeting





# What did I miss at the May 6th NTU Membership Meeting?

## **PENSION/RETIREMENT**

NBOE Director of Admin  
Services Randall  
Schrader did a  
presentation on Pension  
and Retirement to a  
standing room only  
audience!



## **FMLA, NJFLA, NJFLI**



NTU Director of Research  
Mike Maillaro did a  
presentation on the  
alphabet soup that is  
FMLA, NJFLA, and NJFLI.  
We have posted  
numerous resources on  
our website that members  
might find useful!



# We Stand in Solidarity with the Writers Guild of America



Click the above cartoon for more info on how you can help!

# 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



- 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!](#)



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