

MAY 19, 2023

NEWARK TEACHERS UNION

WEEKLY UPDATE

MORE THAN I SHOULD

Support for Mental Health

SUCCESSSES & CHALLENGES

School Year 2022 - 2023

Non- Tenured

What to do next!!!



LOCAL 481
AFT/AFL-CIO

May 19, 2023

NEWARK TEACHERS UNION UPDATE



LOCAL 481
AFT/AFL-CIO

PRESIDENT'S REPORT

At our May 6th Membership meeting, the negotiations team asked members to discuss the successes and challenges they experienced this school year.

[We got literally hundreds of answers, you can find a good sampling here.](#)

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Reminder! May 26th and May 30th are the work days before and after the Memorial Day 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.

IN SOLIDARITY,

JOHN M. ABEIGON
PRESIDENT/DIRECTOR OF ORGANIZATION
NEWARK TEACHERS UNION LOCAL 481, AFT, AFL-CIO
JABEIGON@NEWARKTEACHERSUNION.COM

TRENDING THIS WEEK :

- [Non-Tenured Reminders pg.3](#)
- [Secretary Treasurer Report pg. 4-5](#)
- [Successes pg 6-7](#)
- [Challenges pg 8-9](#)
- [Mental Health pg.10](#)
- [Kudos/Honoring Staff Members pg.11](#)
- [NTU Staff Member of the Week Nominations/Upcoming Events pg. 12](#)
- [Member Services pg.13](#)

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



NON-TENURED TEACHER REMINDERS!

For non-tenured teachers, by May 15, 2023 you should receive either a non-reoffering letter or an offer of employment for the the 2023-2024 school year from the Newark Public Schools.

IF YOU RECEIVE A NON-REOFFERING LETTER:

1. IF YOU HAVE NOT REQUESTED A HEARING ALREADY

Click this link: [CAUSE/HEARING REQUEST](#) to request the reasons why your contract was non-reoffered and to request your Donaldson Hearing. Print the letter and send it in certified/return receipt requested and save your receipt

- You have TEN DAYS from receipt/notification of non-reoffering to send this letter (make sure you CC the appropriate people as indicated)

2. AFTER YOU SUBMIT YOUR CAUSE/HEARING REQUEST

Click and print this [DONALDSON CHECKLIST](#) and complete it as soon as possible. You will hear from us in the coming weeks for an important meeting that you must attend in preparation for your hearing. You will be required to bring your completed checklist and the materials.

IF YOU RECEIVED A CONTRACT/NOTICE OF EMPLOYMENT:

Fill it out, and send it back to the district accepting employment for next year!

IF YOU HAVE NOT RECEIVED A NON-REOFFERING LETTER OR CONTRACT/NOTICE OF EMPLOYMENT BY MAY 15:

If you don't receive a non-reoffering letter or a contract for 2023-2024 school year BY MAY 15, [you should immediately follow the directions at this link.](#)

Please email mmaillaro@newarkteachersunion.com or call the NTU (973) 643-8430 with any and all questions you may have in regards to the 2023-2024 school year.



From the Desk of the Secretary-Treasurer

**Michael Iovino, NTU Secretary Treasurer,
Technology High School**

MY SUCCESS

Working with a great team coordinating three amazing NTU Membership Meetings

MY CHALLENGE

Keeping Morale up for myself and others in a year of chaos

**Silvia Pereira,
NTU VP, South Street School**

MY SUCCESS

Having many opportunities to grow and learn.

MY CHALLENGE

Finding a work - life balance!

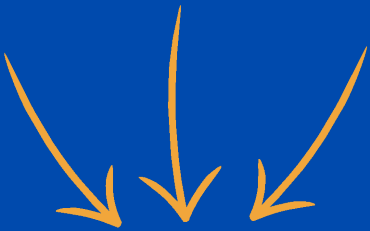
**Ronnie Carney,
NTU VP/Rep, Arts High**

MY CHALLENGING SUCCESSES

The Arts High Dance Department hosted two pre-professional dance companies for school wide assemblies.

Enhanced our Alumni Voices Program by inviting three alumni to work as guest choreographers.

“IMPORTANT!”



[EVALUATION FRAMEWORK](#)

[REBUTTAL TIPS](#)

[RSVP TO MANDATES](#)

[MISSED PREP FORM](#)

[SUPPLEMENTAL TIME REPORT](#)

CHALLENGES ARE WHAT
MAKES LIFE INTERESTING
OVERCOMING THEM
IS WHAT MAKES LIFE
MEANINGFUL

JOSHUA J. MARINE

Mike Maillaro, Director of Research and Communication

MY SUCCESS

Strengthening our
Building Reps for
next year's
Contract
Negotiations

MY CHALLENGE

Getting
members to
understand
their voice has
power and
that we have
strength in
numbers!!

Timothy Carr, NTU VP Avon Ave School

MY SUCCESS

NEWARK Teachers
Union!!!! Because
we are Spider-Man.
No matter how
many times we get
hit, we always get
back up.

MY CHALLENGE

Teacher morale.
Lack of
Administrative
support.
Class coverages.
Division between
Coaches and
Teachers

John Cunha, NTU VP/Rep Ridge Street School

MY SUCCESS

Seeing increased
participation at
NTU workshops
like payroll,
evaluation,
pension, etc.

MY CHALLENGE

Getting people
back into the
swing of
things after
the remote
learning era

SUCCESSSES

**Seeing students
grow
academically**

Kathy Murphy Butler,
NTU VP/Rep, Park
Elementary

We have a new principal
who is really smart, fair,
and courageous! She is
extremely knowledgeable
about all things CST. She
is a true collaborator and
she respects us as
professionals!

Love Gaillard, NTU VP,
Newark Vocational

**The success is
keeping my Flagg
family informed
and unified.**

Judy Gaines Sloan,
NTU Rep,
E. Alma Flagg

Working with teachers
that were willing to
assist me, on their own
time, to help me with
learning this new
position. I have no idea
what I would have done
without these
coworkers.

Our school did not
have an influx of
students like we did
last year - our
numbers have
consistently stayed
the same since
September

**Building a
good rapport
with my
students**

**Maintained
passionate
enthusiasm as
an educator**

**Dental students
accepted into
the dental
hygiene program
at the University
of Bridgeport**

**STAY
POSITIVE**
WORK HARD
**MAKE IT
HAPPEN**

SUCCESSSES

Ability to encourage and empower new employees not to give up

I have a great and supportive team. We share and help one another!

Seeing students read and hearing that they actually like a book

Supportive admin to staff needs

Surviving a sorta bad evaluation with grace

Had most of my supplies that I needed for the year

Relationships with my amazing coworkers

Having my 5th and 6th grade students grow over 70% in each grade on the Winter MAP in math

CHALLENGES



Keeping up with Redundant paperwork & data tracking on numerous documents/exemplar walls

Kathy Murphy Butler,
NTU Rep, Park Elementary

The powers that be have reduced the number of IEP slots for NVHS. I am fighting it and I am very involved in the selection of qualified candidates.

Love Gaillard, NTU VP,
Newark Vocational

The one challenge I had this year was establishing monthly meetings with my new principal, but, then having her eventually giving me an open door policy if I ever needed to speak to her about concerning issues

Judy Gaines Sloan,
NTU Rep,
E. Alma Flagg

Dealing with disgruntled staff members - It's really a struggle to come to work with a positive attitude and have miserable people try to bring you down

Being moved to a new position, way outside my comfort zone and previous teaching experience with NO training, workshop offered, person to assist me, but expected to teach as if I knew what I was doing.

Not enough prep time

Covering classes - I am a math coach teaching 6th grade ELA to bilingual classes and I am expected to complete both jobs!

Too many meetings

Too many Interruptions!



CHALLENGES



Not having the learning tools to effectively teach my students

Per Diems need to be recognized and compensated for being a full time employee


Getting more member involvement

Teaching grade level and subject I was not hired for

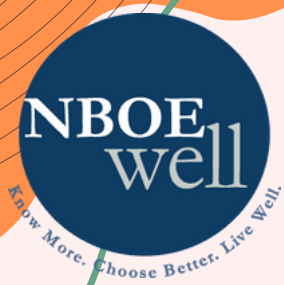
Language barrier in bilingual students who are meant to go at the same pace of other English speakers

Staying on pace with the amount of work expected for a lesson, during a lesson, and after a lesson, especially with over 90% of the students being so far behind and/or not receiving the services or aide they need

Lack of consistency and clarity from leaders and district



Lack of compassion for employees



Mental Health



Mental well-being has risen to the forefront of the zeitgeist over the past few years, and the stigma attached to mental health is decreasing. More individuals are requesting help with struggles such as depression, anxiety, substance use disorder, bipolar disorder, post-traumatic stress disorder, eating disorders, and self-harm.

NBOE cares about YOU! These programs are available to those that participate in one of the district's medical plans at no additional cost!

Here are links to help with struggles:

- First review info on [Maintaining Good Mental Health](#)
- [AbleTo](#) Personalized Mental Health Care
- [Brightline](#) Pediatric Behavioral Health Benefit
- [EAP Employee Assistance Program](#)

988 Suicide and Crisis Lifeline

National crisis line for emergency emotional help
Call: 988 or 1-800-273-8255
Chat: <https://988lifeline.org/>

National Domestic Violence Hotline Immediate support and guidance for survivors, family, and friends

Call: 1-800-799-7233
Chat: <https://www.thehotline.org/>
Crisis Text Line
Crisis line specifically for texting only
Text: "home", "start", "hello", etc. to 741741

LGBT National Help Center

Helpline (general, youth, and senior specific), chat, and email based support for people who identify as LGBTQ, and their loved ones. Website includes a database of local resources
Chat: <https://www.lgbthotline.org/>
Call: 1-888-843-4564

Substance Abuse and Mental Health Services Administration (SAMHSA)

Helpline, resources, and education on substance use
Call: 1-800-662-4357; 1-800-487-4889 (TTY)

An important aspect of taking care of our mental well-being is recognizing key stressors in our lives before they negatively impact our physical and mental health. Stress manifests itself differently in each of us, as anxiety, depression, burnout, sleep deprivation, and more. We encourage you to take the opportunity this month to reflect on how stress impacts your mental health, and to take advantage of resources we have available to proactively support our community's mental well-being—and to recognize when additional professional help is needed.

<https://nboehrs.com/wellness/#mentalhealth>

WTTA Staff

MEMBER OF THE WEEK



Maria Garziano

**ELA TEACHER
ELLIOT STREET SCHOOL**

Ms. Garziano is our middle school 7th grade ELA teacher at Elliott Street School. She is always supporting her students. She is always looking for ways to challenge her 7th grade students. Additionally she supports her colleagues with different strategies to incorporate in our classrooms. She is always very helpful and supportive with all staff. She does it for it the students. She makes all staff think of how to challenge our students and challenge ourselves within the process. She goes above and beyond for her students.

Nominated by: Diana Sierra

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 AND 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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