

*JUNE 9, 2023*

# NEWARK TEACHERS UNION

## WEEKLY UPDATE

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# PRIDE MONTH

Celebrate the  
Freedom of Love



LOCAL 481  
AFT/AFL-CIO



June 9, 2023

# NEWARK TEACHERS UNION UPDATE



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AFT/AFL-CIO

## PRESIDENT'S REPORT

"This world would be a whole lot better if we just made an effort to be less horrible to one another." -Elliott Page

I want to wish all our LGBTQIA+ members, students, family members and allies a Happy Pride Month.

While we are fortunate to be in one of the more enlightened states, let's not forget that Sakia Gunn, 15, was stabbed to death on Broad & Market while waiting for a bus, because she was gay. 20 years later some of our own brothers & sisters still need to be workshopped on what peace, Love and understanding are all about.

The past few years have been tough; while recovering from the havoc COVID-19 wreaked on society, we have also been fighting anti-LGBTQIA+ laws like the "Don't Say Gay" law in Florida and the anti-transgender laws in multiple states. Most of the books banned in schools all over the country are those with gay and other LGBTQIA+ characters.

However, the contributions of LGBTQIA+ people throughout the history of the United States cannot be erased, and we will continue to fight for the rights and safety of LGBTQIA+ people and families this month and every month.

Now more than ever, it's important to take a stance that the rights of everyone to live their lives free from discrimination, hate, and violence is something we will never stop fighting for. The state of NJ and our schools need to be safe havens, and we need to support candidates and laws on all levels that stand in support of that.

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](#)
- [Pride Month pg. 4](#)
- [General Counsel Update pg. 5](#)
- [Back 2 the Future pg. 6-7](#)
- [NJDOE Amistad Training pg. 8](#)
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<http://newark.nj.aft.org/>



# From the Desk of the Secretary-Treasurer

The NTU has had some major wins over the years.

Recently, we fought to have schools get back the unused discretionary funds that the district took, as well as restoration of sick days taken by the district because they couldn't find a thesaurus and didn't believe us when we told them that quarantine and isolation were "synonymous."

Past wins are some of our greatest tools for organizing, and for showing our resilience. Which brings us to prep periods, coverage pay, RSVP to mandates and After School pay for work required beyond the work day.

If they are asking you to cover a class during your prep, the contract is very clear. **YOU GET PAID.** Period. It's AUTOMATIC. You shouldn't have to ask for it, and your admin can't "turn it off."

Also remember, you get 1 prep per day. DO NOT WAIT UNTIL NOVEMBER to find out about your 20 missing preps. If you are given some NEW directive, without having some old work taken off your plate, then WHEN are you supposed to do that new work? RSVP to Mandates says "you want me to do it, you need find me the time." Lastly, if some of these NEW directives combine with your loss of preps, then you are CERTAINLY going to be doing work after hours, so BILL THE DISTRICT. Do not be conned into "DOING IT FOR THE KIDS..." You get an annual evaluation that impacts your future in this district, not the students. Nothing is better for the kids than a teacher that is paid for their time, and respected for their efforts.

Next year, we need to take control of our time, and stand by our contract. We have seen what "promises" mean to this district. Now let's show the district what a contract can do.

Counting Days,  
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](#)

✦ HAPPY ✦

✦ MONTH ✦

✦ PRIDE! ✦



## PRIDE MONTH: TEACHING ABOUT LGBTQIA+ RIGHTS

Pride Month was inspired by the 1969 Stonewall Uprising in New York City. In response to police harassment, the LGBTQ+ community protested and demonstrated for six days. Brutal and violent clashes with police occurred throughout the city neighborhoods on Christopher Street. It was the tipping point for the Gay Liberation Movement and sparked the LGBTQ+ community to organize in support of gay rights. A year later, thousands of people marched in support of LGBTQ+ equal rights from the Stonewall Inn to Central Park, marking the nation's first gay pride parade.

LGBTQ+ History Month was started by a high school teacher in Missouri in 1994. October was selected to coincide with National Coming Out Day on Oct. 11 and commemorates the first and second marches on Washington, D.C., in 1979 and 1987. This celebration highlights the achievements, contributions and history of LGBTQIA+ people.

[\*\*CLICK HERE TO ACCESS LESSONS!\*\*](#)





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## TWO WEEKS TO GO!

Only about ten more school days to go and a well-deserved and earned summer respite stands before you. The 2022-2023 school year has been a difficult one. We've all witnessed and experienced the aftermath of the "COVID shutdown" and the deleterious effect it had on students and on education in general. Please continue to be wary of the "child abuse and neglect" trap that some students spring upon staff at the end of every school year.

I sound like a broken record when I keep repeating "HANDS OFF!" Remember, only intervene to prevent harm and do so in a way that avoids the neck and head areas of a student. Try your best to keep fighting students apart. Send a trusted student for security or to the office.

At a faculty meeting in the Fall of 2023-2024 school year, ask your principal how he or she would handle fighting students. Make sure you know the district and school policies and procedures! What theory does the leader of your school believe in? Follow it. Do not go out on a limb on your own. The consequences are too serious.

Only two weeks to go! Talk to your colleagues and develop positive strategies to bring everyone to a successful school year ending without charges of child abuse and neglect. No one should have a child abuse or child neglect allegation hanging over them during their well-deserved Summer vacation.

Very truly yours,

EUGENE G. LISS  
Newark Teachers Union  
General Counsel





# BACK 2 THE FUTURE

Newark students at Elliott Street Elementary and Roberto Clemente Elementary Schools take elders, "Back 2 the Future" - in an intergenerational arts program.

"Back 2 The Future" funded by the Newark Art Start is a program designed by registered drama therapist, Lillian Ribeiro, MA, RDT and music therapist, Ricardo Pena, MA, MCT who have been running intergenerational arts programs for youth and elders who live with Alzheimer's and Dementia for over a decade. This program brings youth and seniors together to interact with each other and learn about each other's lives through arts-based programming.

During the height of the pandemic in 2020, Lillian Ribeiro, MA, RDT founder of Drama With A Twist, collaborated with Elliott Street Elementary School's social worker Ms. Maribel Cortez and Ms. Sherlie Blaise from Roberto Clemente Elementary School to bring "Back 2 the Future" to Newark. This program was designed with the intention of combating loneliness and isolation of elders and youth, and improve emotional well-being of participants through trauma-informed arts-based activities. Being a recipient of the Newark Art Start Grant award, Lillian Ribeiro spearheaded the program virtually starting in 2020. In exchange for community service hours, students met with elders from Marquis NJ Nursing Homes virtually to engage in theatre, music, art and poetry.

After protocols changed for the first time since the start of the program in 2020, students from Elliott Street School finally got to meet with elders in person (wearing masks for safety of the elders and students). Eighth grade students from Elliott Street Elementary School met weekly for 45 minutes with adult seniors living with first and mid stages of Alzheimer's and dementia at the North End Branch - Newark Public Library located across the street from the school for the month of March. Students were accompanied by school social worker Maribel Cortez, MA, LCSW, and Sandra Amoedo Ferreira, Dean of Discipline each week where they were able to witness and participate in all the exciting arts programming as well. Meanwhile, students from Roberto Clemente Elementary School met with seniors from Spring Grove Nursing Home virtually.

The program began with an introduction session where students learned about early onset Alzheimer's and Dementia before meeting with elders. Students and seniors then met with Ironbound Newark native, Lillian Ribeiro to discuss group interests, expectations, goals and outcomes of the program in a "Getting to Know You" theatre session. In the session that followed, students and elders participated in an art workshop with local South Ward artist, Malik Whittaker to learn watercolor where each participant got their very own art pack with supplies. Music therapist, Ricardo Pena facilitated inviting students and seniors to engage musical instruments to create original music and sing together. At the end of the month, a culmination brought both virtual and in-person groups together to celebrate seniors, students, participating artists and school administration to share works created during program and create green screen film reenactments of theatre performances and shared with group.

For more information on other trauma informed arts programming reach out to founder of Drama With A Twist founder, Lillian Ribeiro, MA, RDT at [rdt.lillianribeiro@gmail.com](mailto:rdt.lillianribeiro@gmail.com).

Lillian H. Ribeiro, MA, RDT  
(pronouns: she, her, ela)

Registered Drama Therapist #774



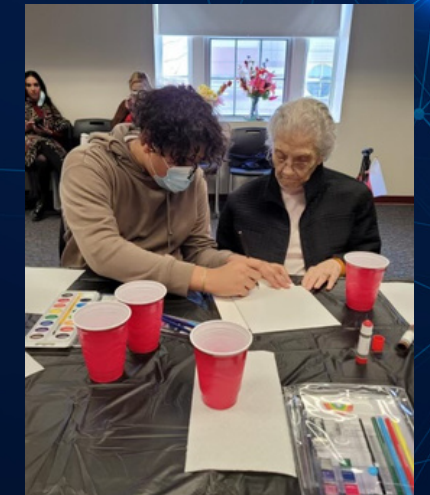
**WATCH VIDEO**





# BACK 2 THE FUTURE

THE FUTURE





## FREE NJDOE AMISTAD TRAINING

This year, the Amistad Commission proudly invites all New Jersey teachers and educators to register for its Inaugural Summer Curriculum Institute for Teachers at William Paterson University (WPUNJ) in Wayne, NJ, July 17-July 20, 2023. The Commission's theme is "Moments In African American History."

### **Summer Institute participants will enjoy:**

- Whole session lectures by esteemed scholars
- Breakout session with colleagues teaching at various grade levels
- Networking opportunities with other teachers across New Jersey
- Special entertainment

### **The Summer Institute offers:**

- Lectures by prominent historians and scholars
- 33 hours of PD credit and a certificate confirming completion of hours/CEU
- Lesson planning led by Highly Qualified Teachers
- Amistad classroom resources

### **Application Instructions**

All New Jersey public (district, charter, and renaissance schools) and nonpublic (homeschool, parochial or private school) elementary or secondary teachers and administrators are eligible to participate.

Space is limited. Please follow all instructions to guarantee acceptance

The deadline for registration is June 30, 2023.

All selected candidates will be notified no later than Wednesday, July 5, 2023.

Applicants must complete the [Curriculum Institute Application](#) and provide all the information requested to be considered eligible.



# WTHS Staff

## MEMBER OF THE WEEK



**William Graff**

**SCIENCE TEACHER  
TECHNOLOGY HIGH SCHOOL**

Many years ago, Mr. Graff came to Technology High School as a newly minted Science teacher. He was immediately welcomed by staff and student alike. Years later, he is the ROCK of our Science department and has worked tirelessly over the years helping his colleagues weather the storm of constant new Department Chairs, as well as mentoring new staff. Simultaneously, he builds relationships with the students and instills in them the curiosity required to explore not only science classes, but the world. Our school is a better place for having him in it.

Nominated by: Michael Iovino

*Nominate A Colleague Today!*



# DEFINED CONTRIBUTION RETIREMENT PLAN (DCRP)



- Per-Diems are enrolled in Defined Contribution Retirement Plan (DCRP) automatically 13 months after their hire date, if they make at least \$5,000 during that year.
- Per-Diems not enrolled previously are being enrolled automatically based on their original hire date if they met the criteria for 2022, by making at least \$5,000.
- All Per-Diems and any employee that does not work 32.5 hours or more per week are under DCRP.
- All Teacher Aides will fall under DCRP unless they are on [Tiers 1-3](#).
- 5.5% of your base salary is automatically contributed to your plan account each payday; the State contributes 3.0% to your account.
- You will be 100% vested in the State's contributions after 12 months of participation in the plan. ("Vesting" refers to your ownership of the money in your account.)

Please refer to the [Fact Sheet 82](#) for more detailed information about the DCRP fund. Additionally, you can find DCRP info on the [district's website](#).

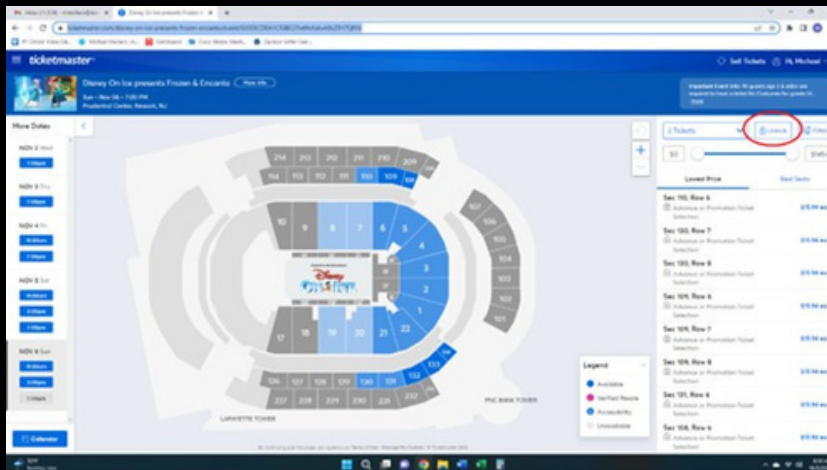


# Disney ON ICE

High Demand Event

Disney On Ice Tickets

THE PRUDENTIAL CENTER HAS SENT US A DISCOUNT CODE FOR UPCOMING DISNEY ON ICE SHOWS. WHEN YOU GO TO THE BELOW LINKS, YOU NEED TO CLICK ON "UNLOCK" AND ENTER THE CODE NTU481 TO UNLOCK THESE SEATS.



Wednesday, November 1st @ 7:00pm  
Thursday, November 2nd @ 7:00pm  
Friday, November 3rd @ 11:00am  
Sunday, November 5th @ 7:00pm

## ELSA & MIRABEL CHARACTER EXPERIENCE



Glide and dance your way into the worlds of Frozen & Encanto with music and dancing alongside Elsa and Mirabel, celebrating the amazing gifts that make each of us unique. Enhance your Disney On Ice show ticket with a preshow Character Experience that includes games, storytelling, crafting and interactive time with Elsa and Mirabel. Bring your personal device for photo opportunities.

# PROTECT YOUR PAYCHECK



You've earned it. Now you need a plan to help secure it.

## **NEWARK TEACHERS - DON'T HAVE STATE DISABILITY!**

AFLAC has been the trusted provider of needed benefits to NPS/NTU Employees for over 25 years!

**Disability**- NPS Employees are **NOT Covered Under State Disability** so if you couldn't work .... what would you do without a paycheck? Aflac will help protect your income and pay you a monthly benefit if you can't work due to a sickness or accident. You can even add/include coverage for **"On-The-Job"** accidents.

**Accident**- Accident Plan pays you cash benefits directly at home for any accident ON and OFF the job where you seek medical treatment. Individual and family coverage available. Wellness pay-outs each year for one covered member!

**Cancer & Critical Illness**- Aflac will pay you cash benefits directly at home for treatments related to cancer, heart attack, stroke, and more. Individual and family coverage available. Wellness payouts for each year.

**CLAIMS CAN BE PROCESSED ON OUR "MY AFLAC APP" WHICH WILL PAY YOU DIRECTLY VIA CHECK OR DIRECT DEPOSIT.**

**ENROLL IN PERSON OR VIA PHONE!**

Contact: [joshua\\_saunders@us.aflac.com](mailto:joshua_saunders@us.aflac.com) or 973-934-2235  
<https://www.aflacrollment.com/NewarkBoardofEducation/CP7184228700>

# NTU ED RESOURCE CENTER

**ERC CO-COORDINATORS: JOHANNA RIOS & AWILDA RODRIGUEZ**



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.**

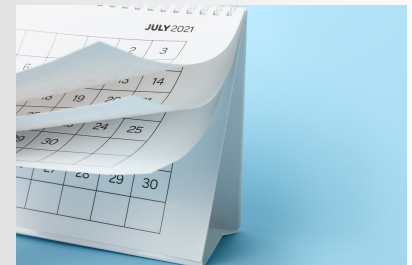
For best results, bring in a hardcopy or a PDF on a thumb drive for the poster printer.

Our Resource Center is open from 3:30 PM to 5:30 PM, Monday through Thursday at the NTU Building, 1019 Broad Street. Limited parking available behind the building on Beecher Street.

The ERC will be closed from June 16th to August 13th. In August, the ERC will run summer hours, more info to come.



## IMPORTANT DATES



- **MONDAY, JUNE 19 - JUNETEENTH (SCHOOL CLOSED)**
- **THURSDAY, JUNE 20 - NEWARK BOARD OF EDUCATION MEETING**
- **FRIDAY, JUNE 23 - LAST DAY OF SCHOOL**

**PLEASE NOTE THAT JUNE 16TH AND JUNE 20TH 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](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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