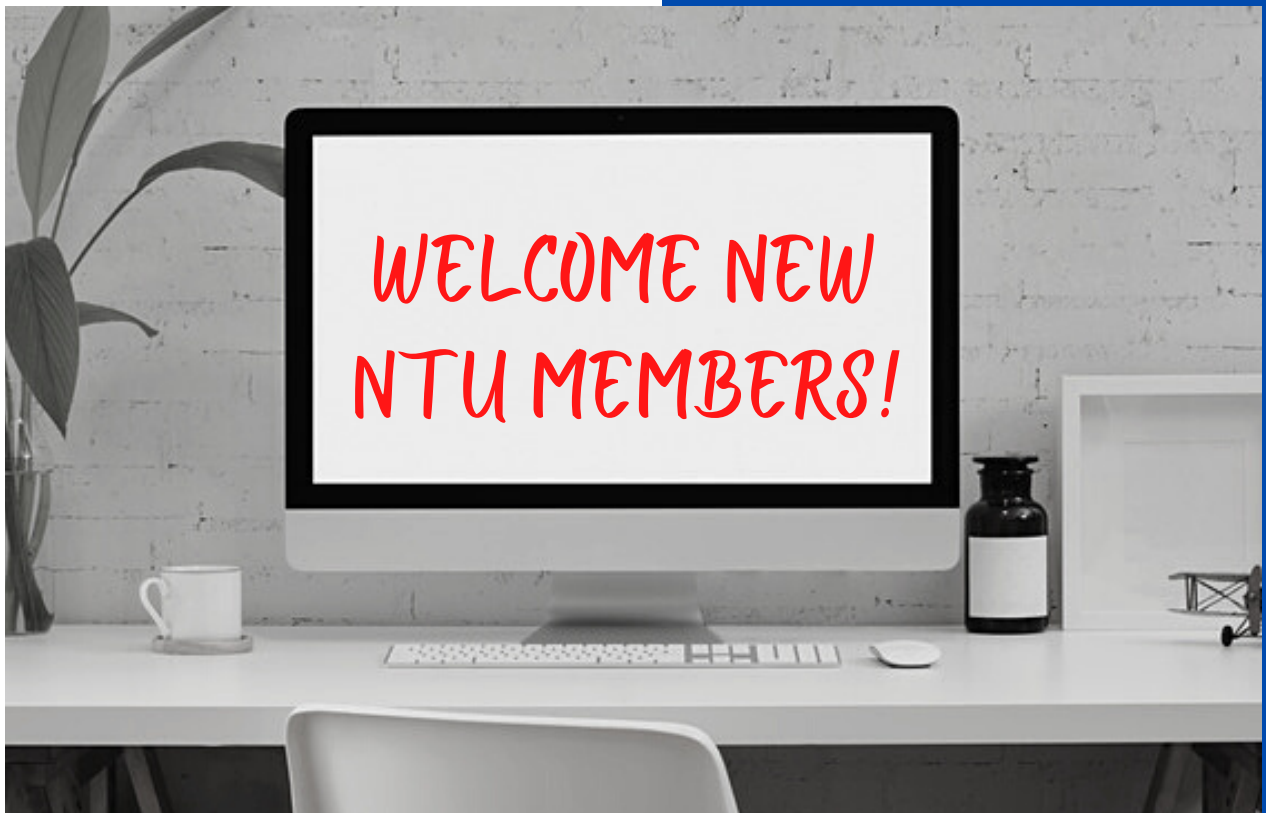

NEWARK TEACHERS UNION



WEEKLY UPDATE

August 31, 2023



LOCAL 481
AFT/AFL-CIO

AUGUST 31, 2023

NEWARK TEACHERS UNION UPDATE



LOCAL 481
AFT/AFL-CIO

PRESIDENT'S REPORT

Colleagues,

I hope your first week back was a good one. I had intended to start this year on a positive note, but at this year's Complication the Superintendent made some comments that I felt it was important to provide some clarity on.

1) The Superintendent talked about how unfair per diems are treated in his district. How they don't have benefits and they are not fairly compensated and supported by his district. He's right! Now, if only there was someone in a position to change that...like say...a district Superintendent? During our past contract negotiations, the NTU made demands for all of those things and more for per diem staff, and his position was "No!" I am hoping that the Superintendent is sincerely looking to help change this. We have seen a lot of per diems moved to full time positions, which is a good start, but that is not the right solution for everyone.

2) The Superintendent heavily implied that the NTU left out all NTU titles other than teachers in last year's limited contract reopener. During this reopener, the NTU said several times that we wanted all NTU positions to see increases, but the superintendent insisted on a limited reopener to deal solely with teacher recruitment and retention. Because it was not a full contract negotiation, the scope of the negotiations was limited **at the district's insistence**. For the district to say otherwise is divisive and disingenuous.

This year is a contract year, and we will certainly be building on these and many other issues. If a student can come out of the district as a mechanic with a guaranteed \$80,000 starting salary waiting for them, shouldn't teachers and support staff expect the same thing? Just something to think about.

We can all have something better, if we're willing to fight for it!

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

TRENDING THIS WEEK :

- [Secretary Treasurer Report pg. 3](#)
- [General Counsel Update pg. 4](#)
- [Pension Services MBOS pg. 5](#)
- [NTU Member of the Week pg. 6](#)
- [Social and Emotional Learning Workshop Series pg. 7](#)
- [NTU Ed Resource Center pg. 8](#)
- [NTU Swag Coming Soon/Important Dates pg. 9](#)
- [Member Services pg. 10](#)

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



From the Desk of the Secretary-Treasurer

Welcome back to another year in the Newark Public Schools.

For some of us, it's our FIRST year in Newark, and for others, it's their first year of teaching. So, for now, I will just use this update to tell us all to be strong, be excited, know your contract, use your contract, share with each other, lean on each other, and support each other.

There is so much strength in unity, physical and emotional. Veterans, help out the new teachers. Seek out your NTU Building Reps, and touch base. Remember, this January we start contract negotiations!

Coming next week...IPDP, Observations, Rebuttals!

YOU GOT THIS!

Michael Iovino
NTU Secretary Treasurer
NTU Building Rep @ Technology High School
Year 27 as a History Teacher @ Technology High School
Ready for a new contract...EVERY DAY ALL DAY!

miovino@newarkteachersunion.com

IMPORTANT!



[EVALUATION FRAMEWORK](#)

[REBUTTAL TIPS](#)

[RSVP TO MANDATES](#)

[MISSED PREP FORM](#)

[SUPPLEMENTAL TIME REPORT](#)



LISS LAW OFFICE
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LissLaw@hotmail.com

Consequences for action is a subject that many in the teaching profession are expected to have been taught while taking education courses enroute to becoming an educator. Do you recall what you were taught about the consequences of putting hands on students as a mode of discipline? I've actually had staff say to me "He pushed me so, in self-defense, I had the right to push him back". Another teacher told me "She slapped my hand so to teach her how it feels, I slapped her back." I've heard many other strange replies to accusations of teachers striking students in my over fifty years of defending Newark School Staff. My response to putting hands on students as a form of discipline is simple – HANDS OFF!

I know how difficult and exasperating your job can be. When you have reached your last nerve, you need count to 10, better yet 15. The Newark Teachers Union will always be here to help you if you're charged and investigated for child abuse which has led to the following serious consequences for school staff.

- 1) Being arrested and led out of school;**
- 2) Having to appear because of criminal charges in the Newark Municipal Court and before the criminal division of the Superior Court on charges filed by the Essex County Prosecutor;**
- 3) Being a named defendant in civil lawsuit in the Superior Court of New Jersey;**
- 4) Termination of employment;**
- 5) Tenure charges if tenured;**
- 6) Revocation or suspension of your teaching license. Putting your hands on students is a lethal "minefield" and has been financially and emotionally devastating to those accused and charged.**

It's vitally important that you talk about the touching of students with your colleagues and paraprofessionals during these very litigious times. Yes, you can continue to help and teach your students how to dress themselves during their early learning years and you can assist your special needs and disabled students by, in many instances, being hands on. A congratulatory handshake is far safer for a teacher than a warm and loving hug which should be reserved for only a student's family member. Teacher's warm embraces and hugs to students have led to accusations other than what was intended by the staff member. Don't find yourself alone behind closed doors with a student. Don't ever meet students alone outside of school premises and don't ever offer to take a student someplace in your car without written permission, from your administration and the student's parents. Always take the safe route when contemplating conduct between yourself and your students. Some students have no remorse when it comes to accusing you.

I know how difficult your job is, and I know how hard you worked to get where you are. I want you to be aware of the many pitfalls that exist for teachers which can cause a trip and fall into a problem. The NTU is here to help you.

Very truly yours,

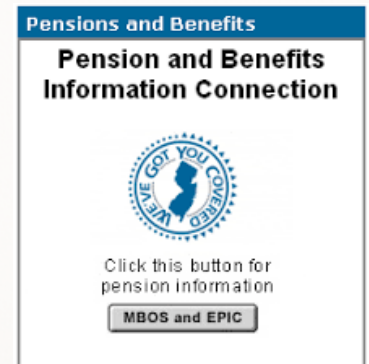
EUGENE G. LISS
Newark Teachers Union
General Counsel



Member Benefits Online System

MBOS

When our members reach out to the state's Pension Call Center, they often experience ridiculous wait times. It was brought to our attention that NBOE staff can get their pension ID number for [Member Benefits Online System](#) (MBOS) right through the [district's employee self service \(ESS\)](#).



How to access your pension number:

- [Log into ESS](#)
- Click on "Personal Details"
- Click on "Additional information"
- Scroll down and Pension number should be visible



NTU STAFF

Member of the Week



MICHELLE DOCTOR

TEACHER

NEWARK VOCATIONAL HIGH SCHOOL

I am nominating Michelle Doctor for NTU Staff member of the week because she embodies what an excellent teacher truly is!

She is always there for the students to help them out in the best way she can. She assists other teachers and peers when they need help. Michelle is always there with a smile on her face, ready to help! Outside of class she oversees all the after school programs and after school meal program. She assists the math department by organizing and overseeing the weekly PLC meeting and all math department going-ons. Michelle is a multi-tasker, go-getter, and achiever. A wonderful teacher!

Nominated by: Karolyn Samuelsen

NOMINATE A COLLEAGUE TODAY!





The workshop series is led by Love Marilyn Gaillard, MSW, a school social worker raised in Newark, who currently serves on the Child Study Team for the Newark Board of Education.



Social Emotional Learning (SEL) & *THE FOUR AGREEMENTS*

A 10-part workshop series on SEL and the bestselling book



Tuesdays, beginning September 12* @ 6 pm

**4th Floor Auditorium,
Main Library**

registration required
register here:

*Workshop dates are as follows:

September 12, 19, 26
October 3, 10, 17, 24, 31
November 14, 21





Newark Teachers Union

EDUCATIONAL RESOURCE CENTER

1st Floor - Loft

1019 Broad Street Newark, NJ 07102 (973)643-8430

Summer Hours

Aug. 21 - Aug. 24, 2023
9:00 am - 3:00 pm
Monday - Thursday

Regular Hours

August 28- June 13
Monday - Thursday
3:30 am - 5:30 pm

Free Parking

In NTU Parking lot on
Beecher Street behind the
NTU building.

NTU MEMBERS ONLY
ID REQUIRED
\$5.00 DISCOUNT



Member Coupon

Bring this coupon with you to the Educational Resource Center to receive your \$5.00 Discount
(Coupon cannot be duplicated— 1 coupon per member) Coupon Expires: June 13, 2024

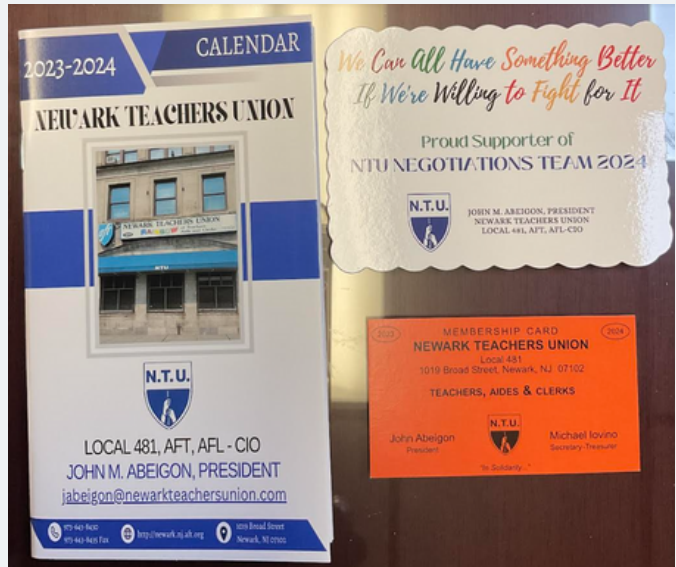
Member Name: _____ Member ID: _____

Email: _____

Labor Donated

Keep An Eye Out!

Calendars, Contract
Campaign Magnets and
NTU Member Cards
are in the mail for NTU
Members!



IMPORTANT DATES



- FRIDAY, SEPT 1 - SCHOOL CLOSED FOR 10 MONTH NTU MEMBERS
- MONDAY, SEPT 4 - LABOR DAY HOLIDAY (SCHOOL CLOSED)
- TUESDAY, SEPT 5 - FIRST DAY OF SCHOOL FOR STUDENTS
- TUESDAY, SEPT 26 - NTU EXECUTIVE BOARD MEETING
- TUESDAY, SEPT 26 - NBOE BUSINESS MEETING
- WEDNESDAY, SEPT 27 - NTU BUILDING REP MEETING
- THURSDAY, SEPT 28 - NBOE MEETING

PLEASE NOTE THAT AUGUST 31ST AND SEPTEMBER 5TH 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).

We also have a private group on Facebook just for NTU Members. To request to join, email mmaillaro@newarkteachersunion.com with the header "Facebook Group"

[If you are not a NTU member, make sure you fill out a membership application on our website!](#)

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