

Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Tuesday, June 12, 2018 11:00 AM
To: Leon, Roger
Subject: Fwd: Camden Street Survey

John M Abeigon
President
Newark Teachers Union

----- Forwarded message -----

From: Michael Maillaro <mmaillaro@newarkteachersunion.com>
Date: Tue, Jun 12, 2018, 10:36 AM
Subject: Camden Street Survey
To: Yolanda Mendez <YMendez@nps.k12.nj.us>, Watson, JoAnne <j6watson@nps.k12.nj.us>, Caviness, Andrea <ACaviness@nps.k12.nj.us>, Haggerty, Brad <BHaggerty@nps.k12.nj.us>, Michael Iovino <miovino@newarkteachersunion.com>, Abeigon, John <jabeigon@newarkteachersunion.com>

Just got a call from Camden Street. According to the staff member I spoke to:

- Staff was told they MUST fill out survey
- Staff was made to fill out survey in front of administrator
- Administrator took down a list of each person's "code number" before they filled them out.

If even one of these things is accurate, the district needs to send out much better guidance and stop allowing administrators to manipulate the process like this.

Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Thursday, July 5, 2018 12:12 PM
To: Leon, Roger
Subject: legal briefing

Sup't Leon:

We would appreciate an opportunity to meet with you to discuss legal cases ASAP.

Thank you,

John M Abeigon
President & Director of Organization
Newark Teachers Union, Local 481, AFT, AFL-CIO

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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Tuesday, October 16, 2018 2:17 PM
To: Leon, Roger
Subject: SFB The District shall....

Supt León:

1. SUPPLEMENTAL FRINGE BENEFITS

A. The District shall provide supplemental fringe benefits to the NTU members, their dependents, and family members, for the duration of this Agreement. This includes, but is not limited to, the continued provision of dental, vision, and prescription drug benefits. The District agrees to provide dental coverage and benefits that, pursuant to applicable law, are equal to or better than the current dental coverage offered by Aetna Insurance Company. The District agrees to provide vision coverage and benefits that, pursuant to applicable law, are equal to or better than the current coverage offered by Aetna Insurance Company. The District agrees to provide prescription drug coverage that, pursuant to applicable law, are equal to or better than the current prescription drug coverage provided by Benecard under the agreement dated February 1, 2016. —

B. The District shall notify the NTU of any decision to change an existing supplemental fringe benefits provider no later than ninety (90) days before the date of any such change. Any time prior to forty-five (45) days before the date of any such change, a Joint Committee shall meet to discuss any such change. The District shall appoint District Committee Members and the NTU shall appoint NTU Members to attend the Joint Committee Meeting. Within ten (10) days of this meeting, the Joint Committee shall discuss suggestions, recommendations and/or consultations, if any, regarding the proposed change, but such suggestions, recommendations and/or consultations shall be non-binding. The Parties acknowledge and agree that selection of any and all benefit providers is a matter of managerial prerogative and is within the sole discretion of the District, provided that such selection is made in accordance with the law including the law involving the change in the level of benefits..

John M Abeigon
President & Director of Organization
Newark Teachers Union, Local 481, AFT, AFL-CIO

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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Saturday, August 1, 2020 5:26 PM
To: Leon, Roger
Subject: [EXTERNAL EMAIL] Fwd: DRAFT Sept Return Rosters

John M Abeigon
President
Newark Teachers Union, AFT, AFL-CIO, LOCAL 481

----- Forwarded message -----

From: **John Abeigon** <jabeigon@newarkteachersunion.com>
Date: Thu, Jul 23, 2020, 3:30 PM
Subject: DRAFT Sept Return Rosters
To: Leon, Roger <RLeon@nps.k12.nj.us>, Michael Maillaro <mmaillaro@newarkteachersunion.com>

Dear Instructional Staff:

In order to facilitate the return to school in September please provide your administrator with the following information.

1. I or a family member under my care is immune compromised and cannot return physically for now.
2. I am a parent with school age child/children in another district that contradict with my schedule and cannot return physically for now.
3. I am willing and able to return physically in September.

John M Abeigon
President
Newark Teachers Union, AFT, AFL-CIO, LOCAL 481

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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Monday, August 3, 2020 1:21 PM
To: Leon, Roger
Subject: [EXTERNAL EMAIL] Survey

1. I am willing and able to return physically in September.
2. I cannot return physically for now because;
 - a. I or a family member under my care is immune compromised and cannot return physically for now.
 - b. I am a parent with school age child/children in another district that contradict with my schedule and cannot return physically for now.

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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Thursday, August 13, 2020 10:14 AM
To: Leon, Roger
Subject: [EXTERNAL EMAIL] question to Principals

- What am I saying “yes” to?
- Can staff return to set up classrooms?
- Will there be random staff position changes?
- Will support staff be utilized using CDC and what about the specials; will Art Teachers be visiting 6 separate classrooms in the same day (60 students)
- Am I confidently returning to an understanding, caring & supportive environment or a prison?
- What’s the point of testing Johnny at the door for 98.6 if it’s 104 degrees in his room and windows still don’t open?

John M Abeigon
President & Director of Organization
Newark Teachers Union, Local 481, AFT, AFL-CIO

We must reestablish Teachers & Students as the sole interest of the Newark educational community. Everything that has to do with Education is their Domain and All else must be of Valuable Service to Them.
The Needs of the Students & Teachers comes First.

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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Thursday, August 13, 2020 7:33 PM
To: Leon, Roger
Subject: Re: [EXTERNAL EMAIL]
Attachments: Screenshot_20200813-193206.png

Here's something for your legal department.

John M Abeigon
President
Newark Teachers Union, AFT, AFL-CIO, LOCAL 481

On Thu, Aug 13, 2020, 6:16 PM Leon, Roger <RLeon@nps.k12.nj.us> wrote:

Please call me when you get a chance.

-Mr. León

Superintendent

From: John Abeigon [mailto:jabeigon@newarkteachersunion.com]
Sent: Thursday, August 13, 2020 8:57 AM
To: Leon, Roger <RLeon@NPS.K12.NJ.US>
Subject: [EXTERNAL EMAIL]

The quality of mercy is not strained.
It droppeth as the gentle rain from heaven
Upon the place beneath. It is twice blessed:
It blesseth him that gives and him that takes.
'Tis mightiest in the mightiest. It becomes
The thronèd monarch better than his crown.
His scepter shows the force of temporal power,
The attribute to awe and majesty
Wherein doth sit the dread and fear of kings,
But mercy is above this sceptered sway.
It is enthronèd in the hearts of kings.
It is an attribute to God himself.

Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Monday, August 17, 2020 5:31 PM
To: Leon, Roger
Subject: [EXTERNAL EMAIL] Press release

The NTU has worked from day one closely with the Reopening Task Force, state, district, and AFT on what reopening would look like, and we are grateful to see that the Superintendent made the right decision to allow districts to operate remotely under the circumstances.

John M Abeigon
President
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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Wednesday, August 26, 2020 1:05 PM
To: Leon, Roger
Subject: [EXTERNAL EMAIL] Fwd: To All Members: NTU Publishes Parent Guides to Google Classroom

can this resource be posted on teacher talk and principal points, it would be great for them to share with parents

John M Abeigon
President
Newark Teachers Union, AFT, AFL-CIO, LOCAL 481

----- Forwarded message -----

From: NTU <info@email.actionnetwork.org>
Date: Wed, Aug 26, 2020, 12:12 PM
Subject: To All Members: NTU Publishes Parent Guides to Google Classroom
To: <jabeigon@newarkteachersunion.com>



NTU Publishes Parent Guides to Google Classroom

It's not just educators who are going to need guidance on Distance Learning platforms this year. It is also the parents and community!

[Click here to find "The Parents' Guide to Google Classroom."](#) This guide was created by NTU Executive Board member Silvia Pereira.

We have it available in four languages; English, French, Spanish & Portuguese.

- A Parent's Guide to Google Classroom (Eng)
- Guide des Parents sur Google Classroom (Fr)
- Guia Dos Pais para o Google Classroom (Pt)
- Una Guía para Padres sobre Google Classroom (Sp)

Feel free to print/email/share freely with your parents

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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Wednesday, October 14, 2020 5:30 PM
To: Leon, Roger
Subject: [EXTERNAL EMAIL] SUGGESTED Set up & run thru

11/11--11/13 at least one day to set up classroom, check connectivity, etc. (Whichever day they choose to go in must be covered with asynch lessons online for their students)

11/16--11/17 two days of schedule test runs, breakfast, ingress/dismissal, etc.... asynch lessons both days.

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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Friday, November 20, 2020 1:57 PM
Subject: [EXTERNAL EMAIL] where did I read this before?

“The playbook for keeping schools as safe as possible has been understood for many months. First, classrooms need to be less dense, so that students are sitting at least six feet apart at all times. Some classrooms may not be able to accommodate this, but there are often other school spaces that can be used for learning, like auditoriums and libraries. Vacant hotel ballrooms, office buildings, gyms and theaters could even be converted into temporary classrooms.”

<https://www.nytimes.com/2020/11/17/opinion/schools-closing-covid.html?fbclid=IwAR0yqV507haIAubo4FzOwrBlfUIHDIjPTNsIUJTXLnVipkid8ybwLwtCE>

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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Monday, October 12, 2020 1:26 PM
To: Leon, Roger
Subject: [EXTERNAL EMAIL] Fwd: upcoming survey: would like more nuanced questions

John M Abeigon
President
Newark Teachers Union, AFT, AFL-CIO, LOCAL 481

----- Forwarded message -----

From: **Celestine Woo** <celestwoo@gmail.com>
Date: Mon, Oct 12, 2020, 9:16 AM
Subject: upcoming survey: would like more nuanced questions
To: <jabeigon@newarkteachersunion.com>

Hi Mr. Abeigon. First, thank you for your clear & helpful updates--I appreciate them. I don't know if you have any power to give input on the survey questions (about returning to in-person teaching), and/or if it's too late, but I would like to say that in the last survey, I was surprised that when I clicked Yes, there were no other questions, and no space for comments. It just said, "Great! See you in Sep." Because for me and most of my colleagues, we would say a *conditional* Yes: it depends on a ton of things.

For some of us, including me, the paramount thing is ventilation. Whether or not I can trust that there is sufficient ventilation determines how safe I will feel, especially if students have to eat inside my classroom.

For me, the second thing is this: the schedule. There is no possible way we can keep our current cohorts & classes, and our current schedule, if we go back to in-person. Therefore, if a new schedule creates completely different sections of students, and even alters which classes they are enrolled in, mid-semester, this will make curriculum delivery a nightmare (not to mention transcripts and credits). So in my opinion, I would advise staying remote through the end of Semester 1, and thus buying more time to make sure the safety and everything else is as it should be for the spring. My two cents.

Thank you for your time.

--

Celest

Celestine Woo, Ph.D.
Asst. Prof. of English
Bard High School Early College - Newark

Black Lives Matter

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Subject: upcoming survey: would like more nuanced questions
To: <jabeigon@newarkteachersunion.com>

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Bard High School Early College - Newark

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Leon, Roger

From: John Abeigon <jabeigon@newarkteachersunion.com>
Sent: Tuesday, October 13, 2020 10:31 PM
To: Leon, Roger
Subject: [EXTERNAL EMAIL] Tomorrow 10 a.m. WebEx

Alicia Parada aparada@nps.k12.nj.us
Ann Street Annex

Catia Nacimiento cnascimento@nps.k12.nj.us
ESHS

Silvia Pereira spereira@nps.k12.nj.us
South St

John M Abeigon
President
Newark Teachers Union, AFT, AFL-CIO, LOCAL 481

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