

NEWARK TEACHERS UNION UPDATE

April 4, 2019

Contract Update—MA/PhD Survey



Dear Colleagues,

Last week, many of you were emailed a survey from the Newark Public Schools about placing staff on the correct salary guide based on their degree. We have received numerous questions about the email, so we wanted to clarify.

First, some context: upon ratification of the 2012 contract, NPS was required to set up a committee that would review all subsequent advanced degrees attained by staff to determine eligibility for a \$20,000.00 cash stipend. They failed to meet this requirement and no money was ever paid out. The NTU filed a grievance that was ultimately decided six years later agreeing with us that NPS violated the contract. This was appealed numerous times by NPS, but the decision was upheld.

John M. Abeigon

jabeigon@newarkteachersunion.com

When discussing the issue with our members over the years, the request that came up time and again was staff wanted us to return to the traditional BA, MA, and PhD guides. In November 2018, we got the district to agree, in writing, to work with us on putting the original time-tested system back in place during our next contract negotiations. Any current staff that started and finished their degree between October 2012 and the signing date of this agreement (November 14, 2018) would get the newly negotiated salaries paid retroactively to when they finished their degrees. To be eligible for the retroactive payment, you have to have been hired before October 2012 and still be in the NTU Bargaining unit.

Moving forward ALL STAFF will be placed on the proper guide.

The survey that was sent out is to address STRICTLY this portion of the settlement “*Any current employees that started and finished their degree between October 2012 and the signing date of this agreement (November 14, 2018) would get the newly negotiated salaries paid retroactively to when they finished their degrees.*”. If you fall in that category, YOU MUST FILL OUT THE SURVEY. This information is vital to ensure all eligible staff will be put on the proper guides and paid RETROACTIVELY, as agreed to in our Arbitration Settlement. Make sure you have a copy of your transcript ready to include with the submission. All staff that received the survey are encouraged to fill out the survey so that NPS will have a record of your name and current degree held.

This doesn't address any advancement for a degree achieved before or after the above dates. Those staff will be placed on the proper guides, and the final details are still being sorted out in negotiations.

If you did not get a survey or have any questions, please contact Employee Services at employeeservices@nps.k12.nj.us and cc mmaillaro@newarkteachersunion.com

In Solidarity,

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

NTU MEMBERSHIP MEETING

Got questions about observations
and evaluations? WE CAN HELP!

**WEDNESDAY
APRIL 10, 2019**



SOUTH STREET SCHOOL, 44 HERMON ST.

3:45 PM - 5:30 PM

NTU Members only! You must bring ID, Pay Stub, or Membership Card for entry!



Week of the Young Child Events



Join us to celebrate those who support young children!

Music Monday-April 8, 2019

Line Dancing with Vice Principal Alisha Lee.

Guest Speaker : Samantha Lott Velez; Acting Director Office of Early Childhood

<https://tinyurl.com/WOYC-MusicMon>

Work Together Wednesday-April 10, 2019

Join us for games and crafts.

Guest Speaker: Dr Giselle Farrell; Psychologist

<https://tinyurl.com/WOYC-Wed>

Thankful Thursday-April 11, 2019

Join us for Karaoke while you mix and mingle with your colleagues.

Guest Speaker: Jackie Lake; Motivational Speaker & Author

<http://tinyurl.com/WOYC-Thursday> Sign up for one or all three!

Refreshments, Guest Speakers and Photo Ops at all events. Please RSVP by Monday, April 1st.
Any questions or concerns please contact Donna Charles @ DCharles@nps.k12.nj.us

All events will take place from 3:30pm to 5:00pm and will be held at NTU Building, 1019 Broad St., Newark NJ 07102



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NTU Scholarship and Hall of Fame Dinner

The NTU is proud to announce our 21st Annual Albert Shanker Scholarship Award Dinner! Every year, we are able to give out several scholarships to our members' children, our paraprofessionals, and the students of Newark.

This year, the NTU will be inducting Mayor Ras Baraka into the NTU Hall of Fame and honoring Martha Nolley as our Legacy Award recipient!

[Click here for scholarship application!](#)

SAVE THE DATE

- **April 8 to April 11—Week of the Young Child, Newark Teachers Union, 1019 Broad Street**
- **Wednesday, April 10—NTU Membership Meeting: Evaluations Q+A—South Street School, 44 Hermon Street**
- **Monday, April 15, 2019—5:30 PM, Newark Public Schools Special Meeting, 765 Broad Street**
- **Tuesday, April 16, 2019, 3:45 PM—NTU Executive Board Meeting, Newark Teachers Union, 1019 Broad Street**
- **Tuesday, April 16, 2019—Classroom Management Workshop (more info to come), Newark Teachers Union, 1019 Broad Street**
- **Wednesday, April 17, 2019, 3:45 PM—NTU Building Rep Meeting, Newark Teachers Union, 1019 Broad Street**
- **April 19 to April 28—Spring Recess**
- **Tuesday, April 30, 2019, NPS Reorganization Meeting, Elliott Street School, 721 Summer Avenue**

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NTUNIVERSITY

We are looking for Workshops, Presentations, Activities to be presented by our members, for our members. Please reach out to Cristina Balboa at yesntu@newarkteachersunion.com if you are interested!

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.

- Supplemental Fringe Benefits
- Planning for Retirement
- Pension & Buy Back Issues
- ER+D Staff Development
- 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

Call 973-643-8430 or visit our website <http://newark.nj.aft.org/> or email mmaillaro@newarkteachersunion.com to address these or any other concerns you may have.

Don't forget to follow us on Facebook (<https://www.facebook.com/NewarkTeachersUnion481/>) and Instagram (https://www.instagram.com/newark_teachers_union/?hl=en)



NEWARK TEACHERS UNION

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