

# NTU/NBOE 2019 Tentative Contract Agreement

## Frequently Asked Questions (FAQ'S)

### COMPENSATION

#### **1. What is my Salary Increase?**

All NTU members will receive a raise each year of the contract (unless there is some kind of withholding for performance reasons). For staff who have not yet reached the top of their respective guide, they will get a step for each year of the contract as well. Please review the attached salary guide.

#### **2. If the contract says we are getting a 2.9% raise, why is my raise not 2.9%**

The percentage increases announced for each year are the total increased amount that the district will spend on salaries. Given the structure of salary guides, each individual's raise may end up being more than or less than the announced percentage. NTU and NBOE worked hard to ensure the distribution was fair and equitable.

#### **3. How do I read the salary progression?**

- Find your base salary on the "2018-2019" column. Your base salary does not include your longevity or additional stipends.
- Move one column to the right to determine your new base salary for 2019-2020.
- Keep moving one column over for each year of the contract.

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### **4. What does it mean to be a February Increment?**

Under New Jersey code, staff move up their increments based on their hire date.

- Staff hired on or between March 1 through October 15 receive their increment at the beginning of each school year (staff would not move up a step in September of the year they were hired).
- Staff hired on or between October 16<sup>th</sup> and the last day of February receive their increment on February 1 each school year. Staff that receive their increment in February may see a small increase in September if the value of their current step is increased (this is typically referred to as a cost of living increase).

### **5. Are their increases to longevity in this contract?**

Yes! The values for Teachers and Child Study Team members on the 20<sup>th</sup>, 25<sup>th</sup>, and 30<sup>th</sup> longevity will change to \$4000, \$4000, and \$1500 respectively.

### **6. How do Longevities work?**

- Longevity is tied to total years of service in Newark **ONLY** and doesn't have to be consecutive. It's not tied to steps.
- You would start getting your first longevity at the start of your 15th year.
- Longevity is added to salary every year and will be divided across your pay checks.
- Second longevity REPLACES first longevity when you reach your 20th year. Third and fourth longevity is ADDED TO second longevity.

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An Example (the salaries here are made up for demonstrative purposes)

Say your salary is 50,000. Once you hit 15 years, your salary becomes 52,025. From 15 to 19 years, you would always make your salary plus the 2,025. Again just making up numbers, but assuming your base salary goes up 1000 a year you would get: *Year: Total Salary (Base Salary + Longevity)*

Year 15: 52,025 (50000 + 2025)

Year 16: 53,025 (51000 + 2025)

Year 17: 54,025 (52000 + 2025)

Year 18: 55,025 (53000 + 2025)

Year 19: 56,025 (54000+ 2025)

At Year 20, your longevity switches to 4000.

Year 20: 59,000 (55000 + 4000)

Year 21: 60,000 (56000 +4000)

Year 22: 61,000 (57000 + 4000)

Year 23: 62,000 (58000 + 4000)

Year 24: 63,000 (59000 + 4000)

Starting in Year 25, you get both the 20 year longevity of 4000 AND the 25 year longevity of another 4000

Year 25: 68,000 (60000 + 4000 + 4000)

Year 26: 69,000 (61000 + 4000 + 4000)

Year 27: 70,000 (62000 + 4000+ 4000)

Year 28: 71,000 (63000 + 4000 + 4000)

Year 29: 72,000 (64000 + 4000 + 4000)

Starting Year 30, you get 20 year, 25 year, and another 1500 for 30

Year 30: 74,5000 (65000 + 4000 + 4000+1500)

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### **7. Are there still bonuses for being rated highly effective?**

No. All vestiges of corporate reform have been removed, including Renew Schools, Performance Pay, and Automatic Withholdings for Ineffective or Partially Effective Evaluations.

### **8. Are their increases to per diem rates?**

Yes!

Effective September 1, 2021, the Daily Rate for Per Diem Substitute Teachers shall increase to \$130 for teachers with 60 credits and \$150 for teachers with a BA.

Effective September 1, 2021, the hourly rate for Per Diem Aides shall increase to \$16.00.

### **9. Are their increases to the after school rate?**

|               | September 1, 2019 | July 1, 2020 | July 1, 2021 | July 1, 2022 | July 1, 2023 |
|---------------|-------------------|--------------|--------------|--------------|--------------|
| Teachers      | \$38.00           | \$39.00      | \$40.00      | \$41.00      | \$42.00      |
| CST           | \$39.00           | \$40.00      | \$41.00      | \$42.00      | \$43.00      |
| School Clerks | \$25.00           | \$26.00      | \$27.00      | \$28.00      | \$29.00      |
| Perm. Aides   | \$21.00           | \$22.00      | \$23.00      | \$24.00      | \$25.00      |

### **10. Are there changes to tuition reimbursement?**

Yes! The total allocation for the teachers for tuition reimbursement is increased to \$315,000 and \$30,000 for aides and clerks. We are also increasing the per credit reimbursement amount to \$300 per credit.

For hard to staff subject areas, tuition reimbursement will be available for up to \$900 per credit. Please review the MOA for more information.

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### **11. Are there changes to the Professional Improvement Fund?**

Yes! We are increasing the individual annual limit for each staff member from \$500 to \$700.

### **12. Are there changes to discretionary funds?**

Yes! Effective September 2020, the discretionary fund shall increase from \$90 to \$150 per teacher.

### **13. Are there changes to Extracurricular Rates?**

Yes! Extra-curriculars are now called Co-Curricular. Most of the titles are seeing increases. See the guide attached to the MOA.

We also expanded Drama to include all types of Artistic Production.

### **14. What if there is a problem with my salary?**

If a staff is having an issue with their salary, they must report it to Payroll Department. If there are retroactive payments to be paid, they will be paid back for up to four years plus the balance of the school year in which the error is discovered.

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### **MA/PhD**

**15. If I have earned an MA or PhD, how does this new contract affect me?**

- Effective July 1, 2019 the differential between the BA guide and the MA guide shall be \$1000 and the differential between the BA guide and the PhD guide shall be \$2000. Effective September 1, 2020, the differentials above the Bachelor's Guide shall increase to \$2000 and \$4000 respectively.
- Staff who began and finished their MA or PhD between October 18, 2012 and November 2018, will be eligible to get a salary increase retroactive to when they completed their degree as long as they completed the survey we sent out earlier this year.
- Staff who finished their MA or PhD before or after the Retro period, will be eligible to move to the new MA or PhD guides starting in September 2019 as long as they completed the survey we sent out earlier this year. These staff will receive no retro payment.

**16. What if I have a BA+30 credits, BA+60 credits, or MA+30 credits?**

Only staff who are currently paid for equivalency degrees will be grandfathered onto the Legacy Guides. Anyone looking to receive credit moving forward will need to have a true MA or PhD.

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### **17. What if I am currently being paid on the traditional guide?**

Staff with MA's and PhD's have the option of moving to the new guide or stay on the existing legacy guides. Staff is eligible to move in September or February of each year.

Staff with "equivalency" degrees would stay on their legacy guide, which will continue to have regular increases through the contract!

### **18. What if I get a new MA or PhD?**

Staff must submit their new MA or PhD to the district prior to July 1<sup>st</sup> of each school year for movement on September 1, or by December 1<sup>st</sup> for movement on February 1<sup>st</sup>.

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## **Work Conditions**

### **19. Are there changes to prep periods?**

Yes! All elementary teachers will be entitled to 5 prep periods a week. The language of the contract has been updated to ensure that 3 preps a week are "teacher-driven." As always, if a teacher is missing their prep period, they should notify their clerk and their Union immediately to ensure that day is made up.

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### **20. Are there changes to pick up and dismissal routines?**

Classroom teachers in the elementary schools shall be required to meet their classes at the school's designated location at the beginning of the school day and return their students to the designated exit at the end of the school day. Teachers start and end times are not affected by this change.

### **21. Are there changes to the Peer Oversight Committee?**

The Peer Oversight Committee is being replaced with a committee to develop, implement, and monitor a new evaluation system.

### **22. Are there changes to School Improvement Panels?**

There is now a requirement to have a minimum of two teaching staff members on the School Improvement Panel and all selections must be made with the consent of the NTU. We will be consulting with our Building Reps for these selections.

### **23. Are there changes to Back to School Nights/Parent Teacher Conferences?**

Yes! As part of their professional services all teaching staff members shall be required to attend Back-to-school night from 6:00 to 8:00 PM.

The dates for Back-to-school Night and the Parent Conferences shall be given to the employees not later than the first teacher work day of the school year. Teachers will only be required to attend one (1) Back-to-school night in accordance with their grade assignment or as determined by the building principal.

All teaching staff members shall be required to remain in the school following the conclusion of the student day for the purpose of conducting parent conferences two (2) times per school year. The parent conference days shall be scheduled on minimum length student days, one (1) conference day will

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be scheduled in the fall semester and one (1) will be scheduled in the spring semester.

The parent conference time shall begin fifteen (15) minutes after the students depart and shall end not later than 7:00 PM. Food service shall be available for the teaching staff members in the school. A one (1) hour meal break shall be scheduled **for each teacher** to begin in the vicinity of 4:00 PM.

The parent conferences shall be scheduled through collaboration among the teacher, the administrator and the parent.

### **24. Are there changes to sick/personal days?**

The number of days remains the same, but for the *first time*, staff will be able to buy back personal days! Any staff member who uses no more than a total of five sick and/or personal days during a school year may either cash in their unused personal days at the rate of \$200 per day or carry over the unused personal days to the next school year as accumulated sick days. As per state law, no employee shall be allowed to increase his or her accumulated leave by more than 15 days in any one year.