

NEWARK TEACHERS UNION UPDATE

September 20, 2019

Contracts in Perspective



Colleagues,

There was an article on NJ.COM last week that helps put our new contract in perspective:

Parsippany - “members could no longer justify using “personal time without compensation” for events such as the Memorial Day parade.”

In Newark, we not only kept all our personal days (FIVE THAT CAN BE USED WITHOUT PENALTY OR RESTRICTIONS) with compensation, staff now has the ability to sell back those days if they don’t use them.

John M. Abeigon

jabeigon@newarkteachersunion.com

- Jersey City - In April, the school board in Jersey City [approved a 4-year contract with teachers](#) that largely providing no raises in the first year,

- In Newark, we took no freezes in this contract and even made strides in shortening our guides to help staff who were impacted by past freezes.

- Overall in New Jersey, while teachers are receiving, on average, 3% raises this year, they are also generally paying more for health benefits and recently-settled contracts have incorporated increased work time.

-In Newark, our average over the life of this contract is 3.11% with no increases for health benefits costs and no increased work time.

We removed the last vestiges of corporate reform, had no real givebacks, had raises higher than the state average, restored the MA and PhD guides, and not only increased salary for all full time and per diem staff, saw huge increases to extracurricular rates, discretionary funds, summer/afterschool rates, tuition reimbursement, etc. All in all, we consider this a huge success!

In Solidarity,

A handwritten signature in black ink that reads "John".

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

Know Your Rights! School Schedule

Teacher Schedule (Elementary Schools):

- Teachers Arrive 8:20 AM
- Teachers Report to Assigned stations 8:25 AM
- Formal instruction Begins 8:35 AM
- Lunch period equal to that of students
- Classes End 2:50 PM
- Students Dismissed 2:55 PM
- Teachers Depart 3:05 PM



Note that our contract does allow for some flexibility in terms of when the school day starts and ends. BUT, an Elementary Teacher's day runs 6 hours 45 minutes.

Teacher Schedule (Secondary school):

- Teachers Arrive 8:10 AM
- Teachers Report to Assigned stations 8:15 AM
- Homeroom/Period 1 Starts 8:20 AM
- Lunch period equal to that of students
- Classes End 2:40 PM
- Teachers Depart 2:50 PM

Note that our contract does allow for some flexibility in terms of when the school day starts and ends. BUT, a Secondary Teacher's day runs 6 hours 40 minutes.

Clerk Schedule (including Clerk 3)

The workday for School Clerks is seven hours starting 1/2 hour prior to the time pupils behind their official day and ending after seven hours of work, not to include the lunch period the clerk which shall be no less than the lunch period of pupils in the school. Clerks shall receive two ten minute breaks each day, one in the morning, one in the afternoon.

Aide Schedule (Including Community Aides)

The school day for six-hour aides shall be six hours and thirty minutes including a thirty minute duty free lunch. The starting time for six-hour aides may be subject to variations as required by the needs of the school, but in no instance shall aides work in excess of or less than six hours. All six hour aides shall be entitled to one ten minute break in each workday.

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Upcoming Workshops

NTU NEW MATH CURRICULUM WORKSHOP + Q+A
PRESENTED BY NBOE MATH DEPT (NTU MEMBERS ONLY)

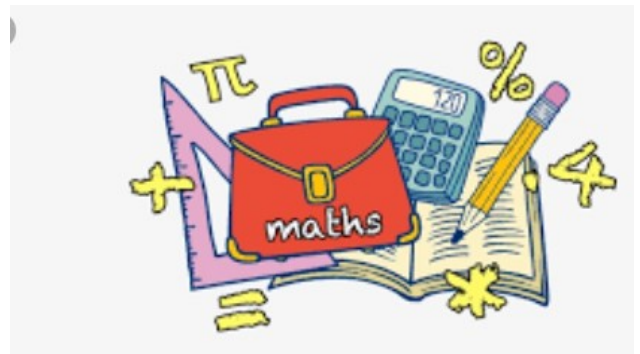
Monday, Sept 23 2019

1019 Broad Street
3:45 –5 p.m.

Secured parking on-site

Light refreshments

Professional Credits Available



NTU NEW FOCUS ELA WORKSHOP + Q+A
PRESENTED BY TIFFANY WICKS, ELA SUPERVISOR (NTU MEMBERS ONLY)

Tuesday, Sept 24 2019

1019 Broad Street

3:45 –5 p.m.

Secured parking on-site

Light refreshments

Professional Credits Available

Please note this ELA workshop will be separated into three cohorts Grades K-5, 6-8, and 9-12. When you RSVP, make sure you tell us what your grade level is.

RSVP IN ADVANCE TO [SSCREVEN@NEWARKTEACHERSUNION.COM](mailto:sscreven@newarkteachersunion.com)

NEWARK TEACHERS UNION UPDATE

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NTU Website Update

Our website is still located at <http://newark.nj.aft.org>. Google seems to be having some issues finding the site, but it is still there. We have been in communication with Google on this issue and hope to have it resolved as soon as possible. You can still access the website through the above link, through other search engines, and through the link on our Facebook page. Sorry for any inconvenience this may cause.

SAVE THE DATE

- **Monday, September 23, 3:45 PM— NTU Math Workshop, NTU Office, 1019 Broad Street**
- **Tuesday, September 24, 3:45 PM—NTU ELA Workshop, NTU Office, 1019 Broad Street**
- **Tuesday, September 24, 6:00 PM — Newark Board of Education Meeting, Malcolm X Shabazz High School, 80 Johnson Ave**
- **Thursday, September 26, 3:45 PM — NTU Building Rep Meeting, NTU Office, 1019 Broad Street**



NEWARK TEACHERS UNION UPDATE

September 13, 2019

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 mmail-laro@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

NTU Staff

Editor/Director of Research
and Communication

Mike Maillaro

mmaillaro@newarkteachersunion.com

Assistant to Secretary/Treasurer

Subrina Screven

sscreven@newarkteachersunion.com

General Counsel

Eugene Liss

Education Resource Department

Johanna Rios

Marivelle Ocasio

Part-Time Staff Reps

Robert Palumbo

John Alvino

Security/Maintenance

James Santiago

Newark Teachers Union

Local 481, AFT, AFL-CIO

1019 Broad Street

Newark, NJ 07102

Phone: 973-643-8430

Fax: 973-643-8435

Fax: 973-242-5880

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

Executive Board

John M. Abeigon, President/Director of Organization

Michael Iovino, Secretary/Treasurer

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Anthony Moreno

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Kathleen Murphy-Butler

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