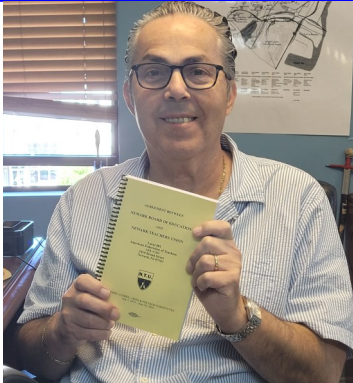


NEWARK TEACHERS UNION UPDATE

Contract Special Edition



Colleagues,

We decided it was important to take a step back this week and put out an entire issue devoted to the NTU/NBOE contract. So many of the calls and questions we get at the NTU come down to “have your read your contract?” I can guarantee you that teachers in Florida, Georgia, and Texas wish they had this contract.

John M. Abeigon

jabeigon@newarkteachersunion.com

Our contract has been shaped through years of negotiations, struggle, sacrifices, and legal victories. Every word in that contract book was hard fought for. Men and women like Joseph Del Grosso, Pietro Petino, Carole Graves, and Clara Dasher went to jail for that contract. That is why we take the work of this Union so seriously. We cannot get complacent, and we will never allow those sacrifices to have been in vain.

We also celebrate our current contract. Even haters have admitted to us that this last contract was a huge step in the right direction. Could you imagine having to negotiate a new contract now in a COVID world? We have a strong, solid contract in place until 2024, and our member-led negotiations team is already working on plans to exercise our reopening clauses to achieve more of our goals.

Thank you to the dozens of members who sent us the pictures featured in this issue. Remember, this contract gives you power and protection! Never take that lightly! Stay safe, wear that mask, get vaccinated, get tested!

In Solidarity,

John M. Abeigon

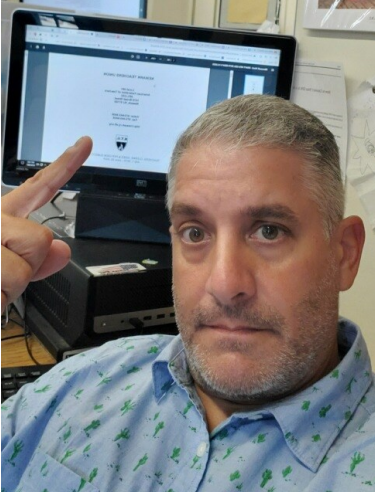
President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

NEWARK TEACHERS UNION UPDATE

Contract Special Edition

Where can I find my contract?



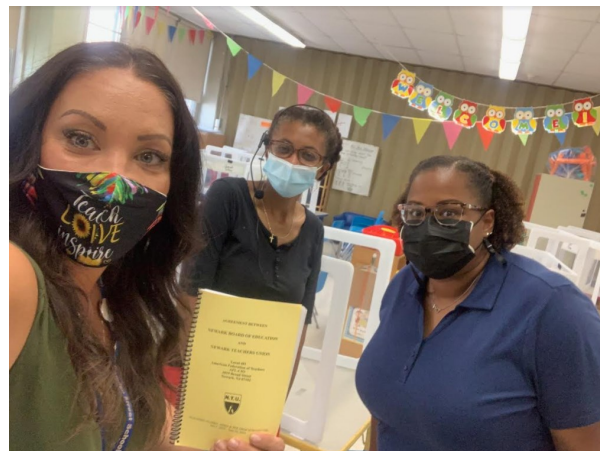
Mike Iovino
NTU Secretary-
Treasurer

A searchable copy of your contract with salary progressions, FAQ's and more is available right on our website!

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

We also have scanned copies of our contracts going back to 1982 on the website.

NTU members were also mailed the new contract book with their 2021-2022 membership packet. If you did not receive your membership packet, reach out to Subrina Screven at sscreven@newarkteachersunion.com.

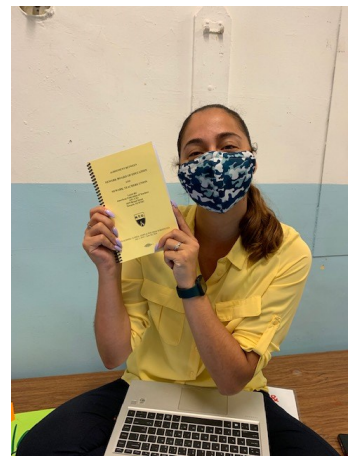
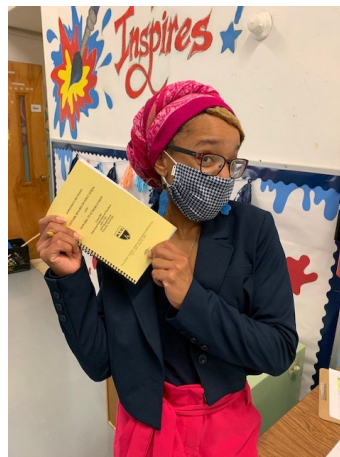
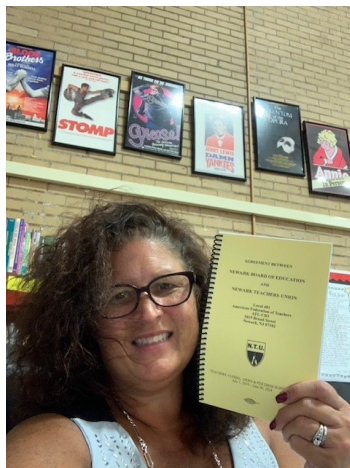
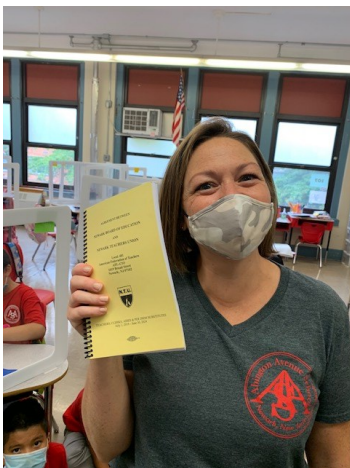
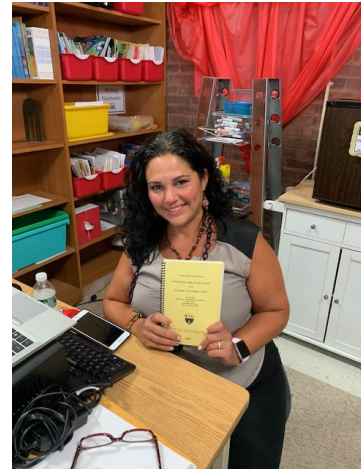
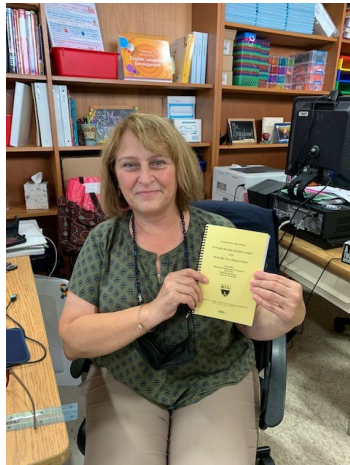
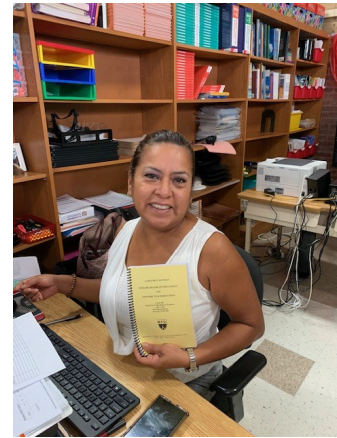
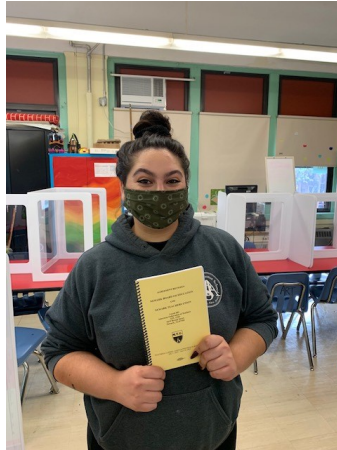


Camden Street School

NEWARK TEACHERS UNION UPDATE

Contract Special Edition

Abington Street School



NEWARK TEACHERS UNION UPDATE

Contract Special Edition

Prep Periods

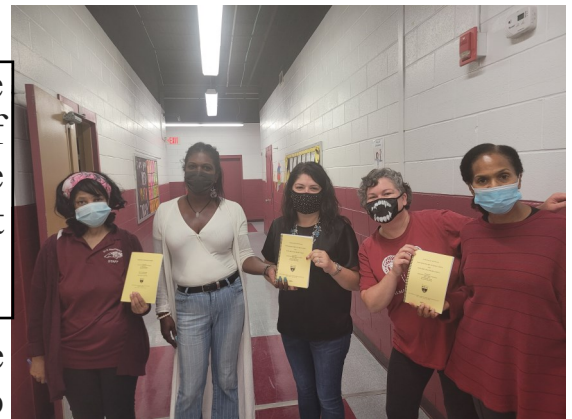


Teachers shall received a minimum of 5 preparation periods a week. 3 of those 5 prep periods shall be SELF-DIRECTED BY THE TEACHER. The other 2 shall be directed by the admin for grade level meeting and common planning.

E Alma Flagg

If you miss a prep, you need to fill out the Missing Prep Period form on the NTU Website. If that prep is not made up in a reasonable timeframe, notify us immediately! Preps do not have a monetary value but MUST be made up.

Staff member that loses a prep period to provide coverage for another class will receive 1/5 the sub rate.



E Alma Flagg



13th Avenue

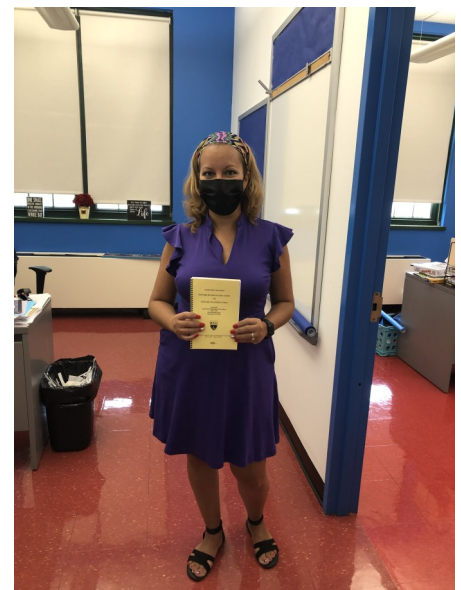
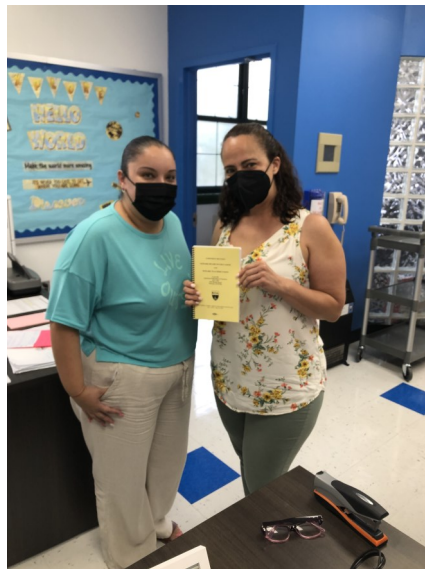
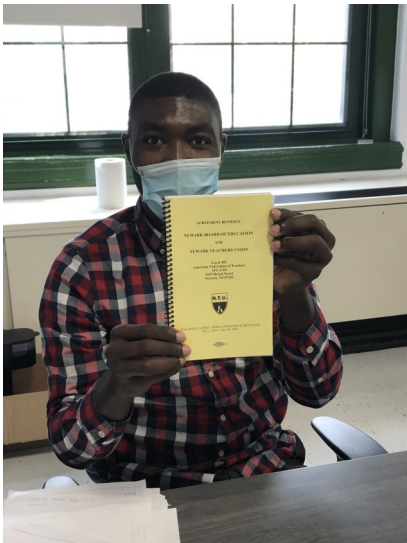
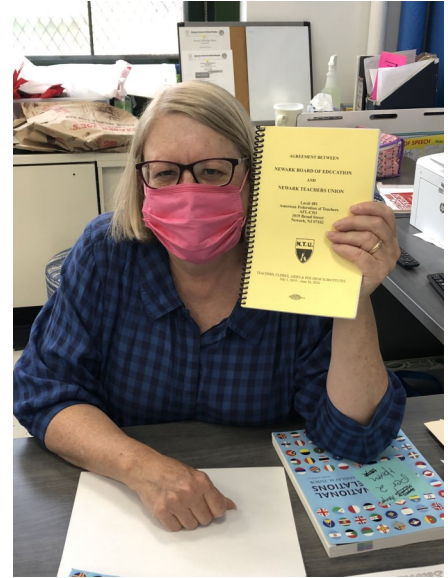
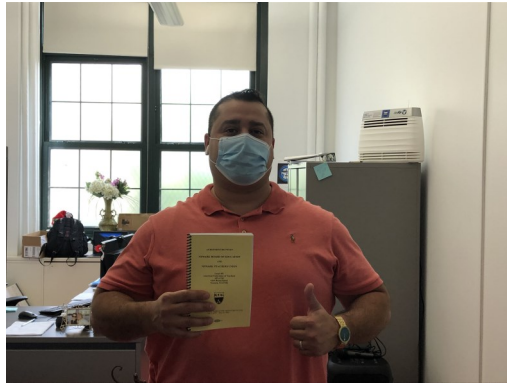
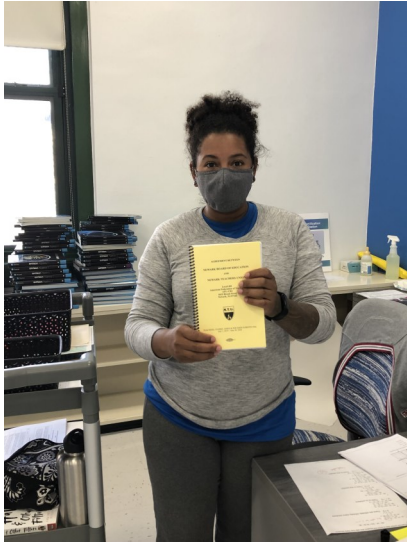


Oliver Street

NEWARK TEACHERS UNION UPDATE

Contract Special Edition

Newark School of Global Studies



NEWARK TEACHERS UNION UPDATE

Contract Special Edition

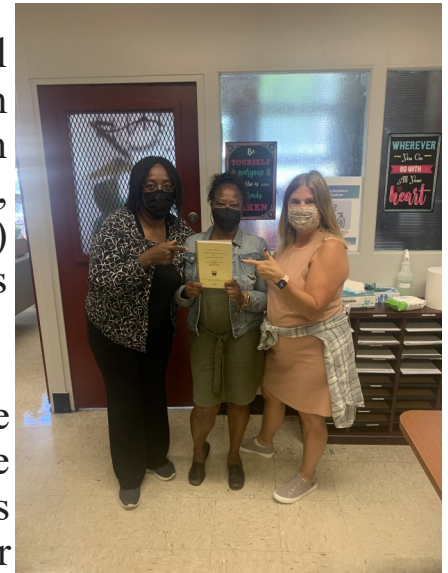
High School Scheduling



University High School

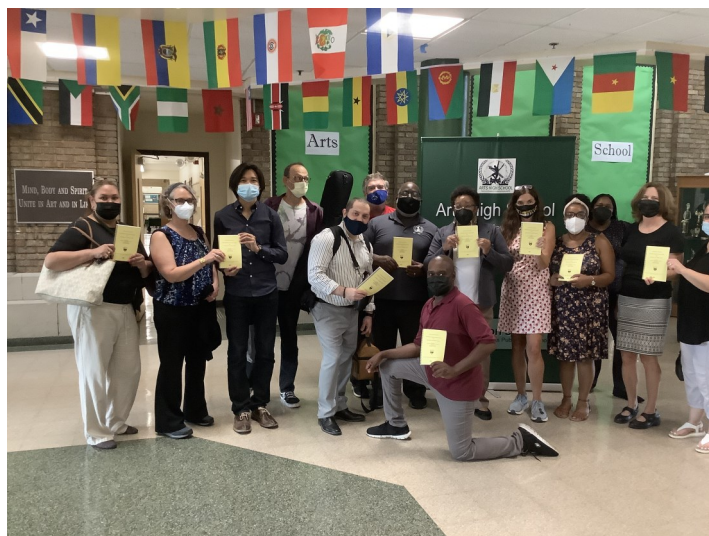
- The secondary school work day shall include five (5) teaching periods, one (1) service period, one (1) preparation period, one (1) lunch period and one (1) homeroom

- No secondary teacher, shall generally be required to teach more than two (2) subjects. If an additional subject is scheduled, the teacher shall be given two (2) additional preparation periods weekly.



University High School

- No teacher in a departmental arrangement shall be assigned to more than three (3) consecutive assignments except when emergency circumstances necessitate it or upon the written request of the teacher to the principal of the school. Lunch periods and preparation periods shall not be considered assignments.



Arts High School

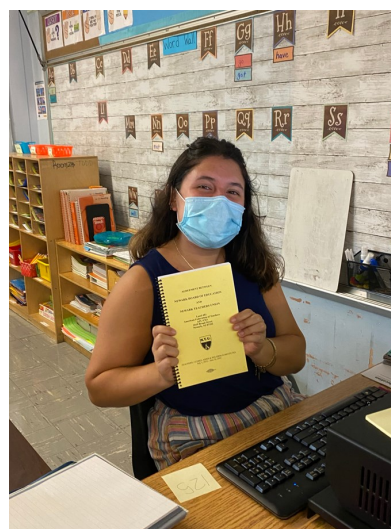
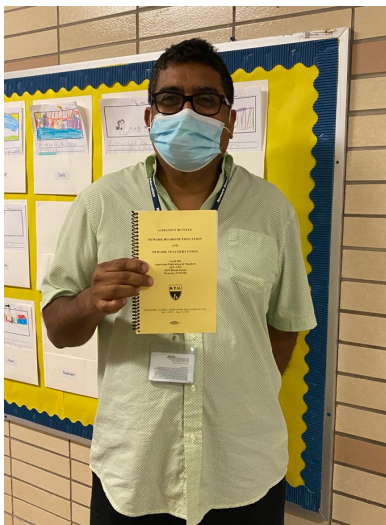
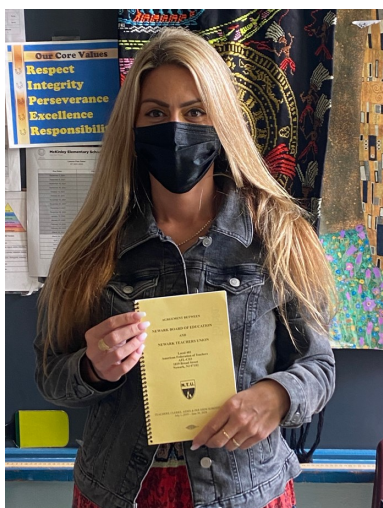
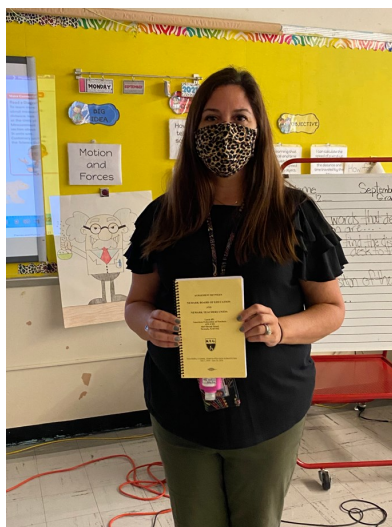
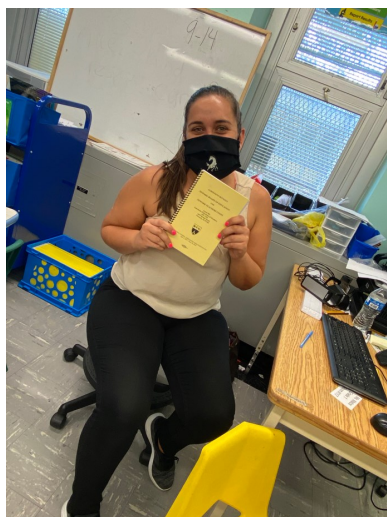
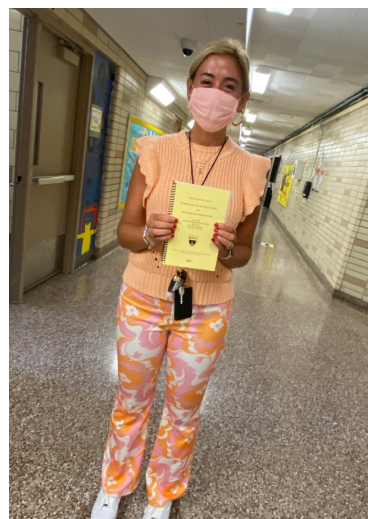
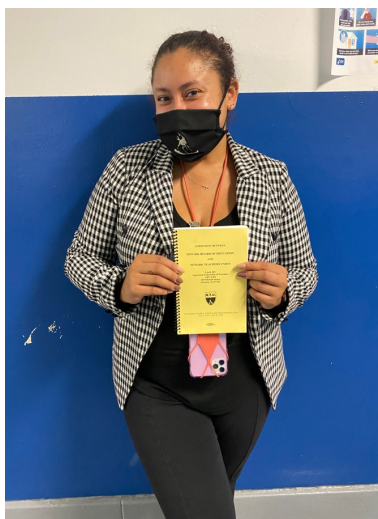
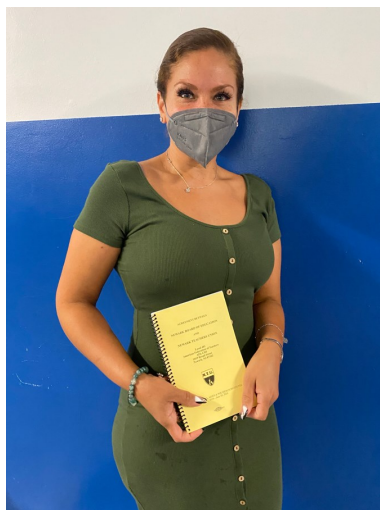
- In high schools, no teacher shall be assigned to more than five (5) teaching classes per day unless there is an equal reduction of teaching classes on other days. Staff that work a sixth period must agree in writing and shall be compensated \$6,000.

- Secondary teachers assigned to block schedules will be assigned two (2) teaching blocks in the fall semester and three (3) teaching blocks in the spring semester or vice-versa.

NEWARK TEACHERS UNION UPDATE

Contract Special Edition

McKinley School



NEWARK TEACHERS UNION UPDATE

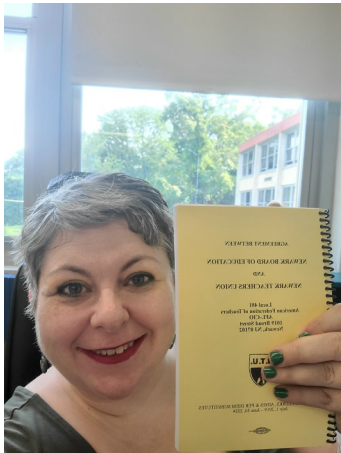
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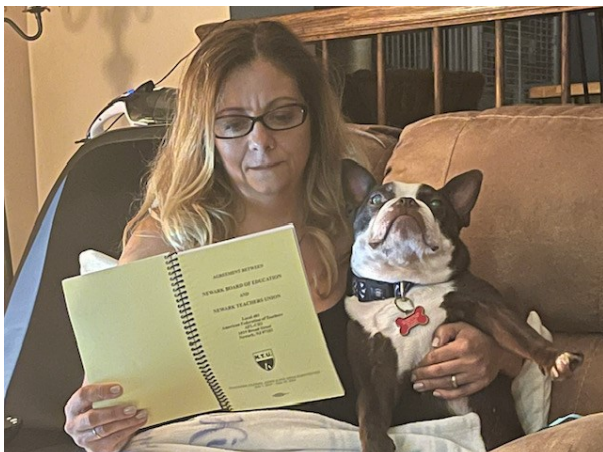
Franklin

Sick and Personal Days

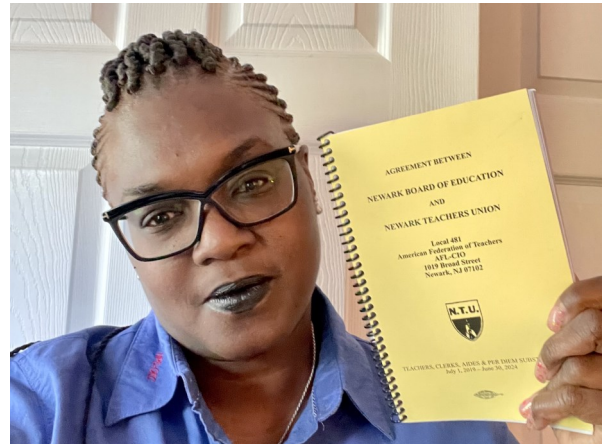
- Full time NTU staff members receive 12 sick days and 5 personal days each year.
- Per Diem staff receive 1 hour of sick time for every 30 hours worked up to 40 earned hours per year.
- Under NJ law, staff cannot roll over more than 15 new sick days a year. Unused sick and up to three personal days roll over as sick days each year.
- Staff that use less than 5 sick AND personal days total are eligible to sell back their personal days. FMLA time is counted towards that 5 day cap.
- In order to be paid for a holiday, if staff is absent the day before or after a holiday, they must use a Personal Day unless under short or long term medical care. Documentation would need to be provided to Admin Services within 3 working days of your return to work.
- When possible, staff should give administrators 48 hours notice when they plan to use a personal day. The important part of that is WHEN POSSIBLE and that you are giving notice, not asking for permission. Personal days can be used for any reason at any time. Personal days also cannot be used against a staff member for disciplinary or evaluative purposes.
- Staff member must put in for a sick or personal day no later than an hour before their work day starts.
- 12 month employees are eligible for vacation days according to their number of years worked and as per district policy.



Judy Hall
Barringer



Carla Duarte
Park Elementary

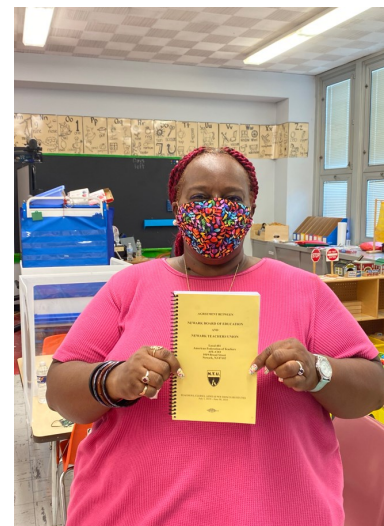
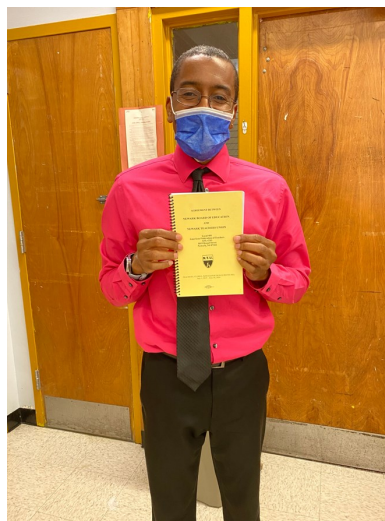
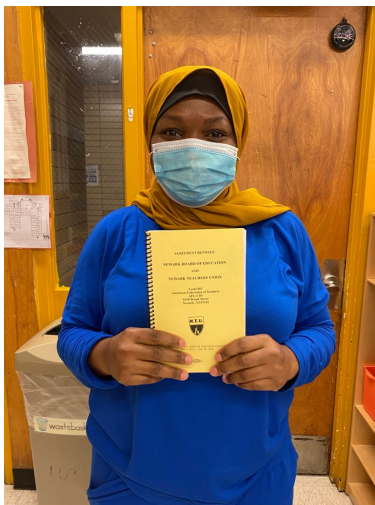
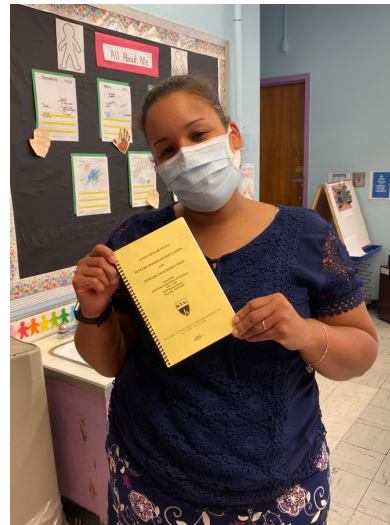
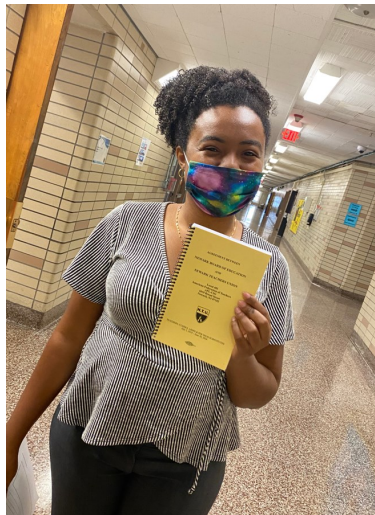
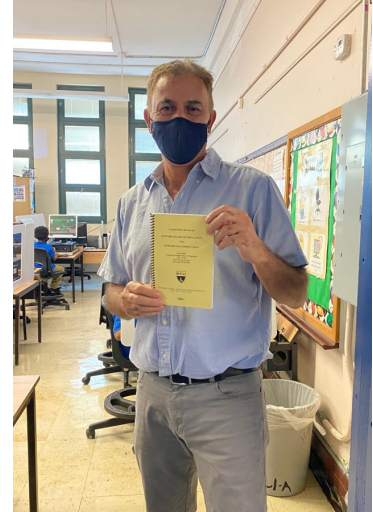
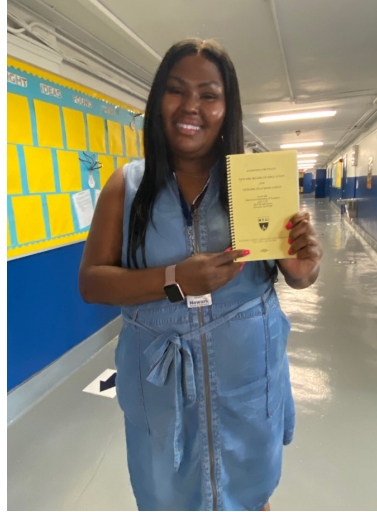
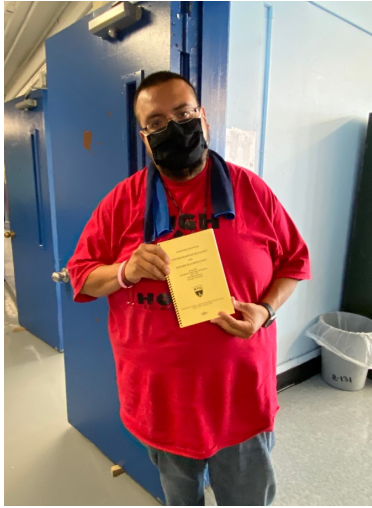


Dina Tyson
Early Childhood

NEWARK TEACHERS UNION UPDATE

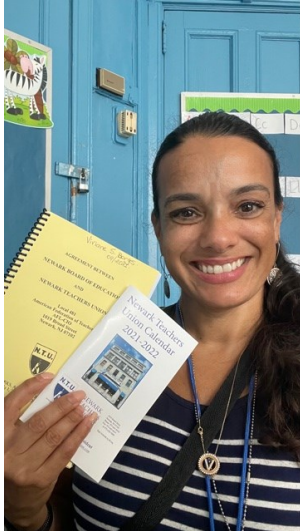
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McKinley School

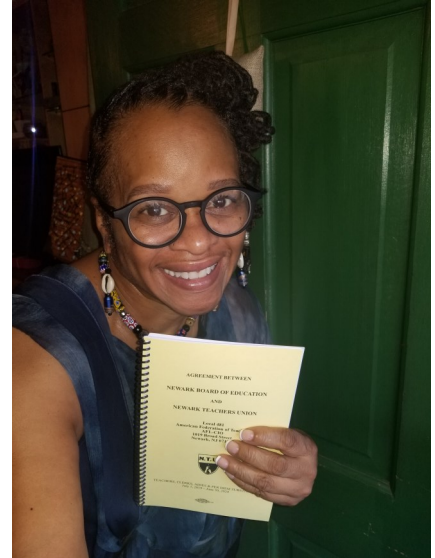


NEWARK TEACHERS UNION UPDATE

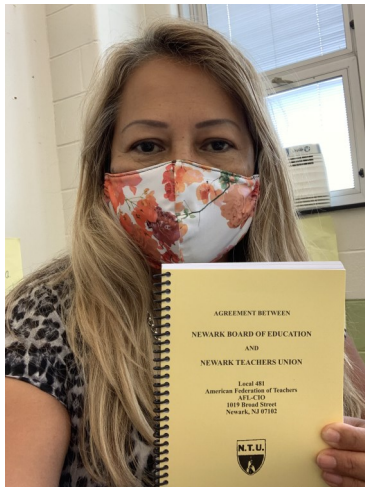
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Vivian Borges
East Ward



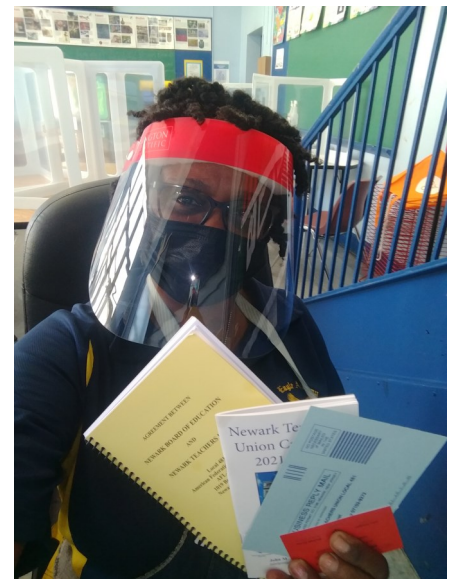
Freda Barrow
GW Carver



Shirley Mourin
Central High

Work Schedules

- Elementary Teachers work 6 hours, 45 minutes (usually from 8:20-3:05) including a duty-free lunch equal to that of the students.
- Secondary Teachers work 6 hours, 40 minutes (usually from 8:10—2:50) including a duty-free lunch equal to that of the students.
- Clerks work 7 hours starting 1/2 hour prior to the time pupils begin their official student days. This 7 hours does not include the clerk's lunch period which is no less than the lunch period of pupils. Clerks get two 10 minute breaks, one in the morning and one in the afternoon.
- Aides work 6 hours and 30 minutes, including a thirty minute duty free lunch. Aides are entitled to one ten minute break each work day.
- Substitutes and Per Diems work day and schedule should match the schedule of the position they are called in to cover.



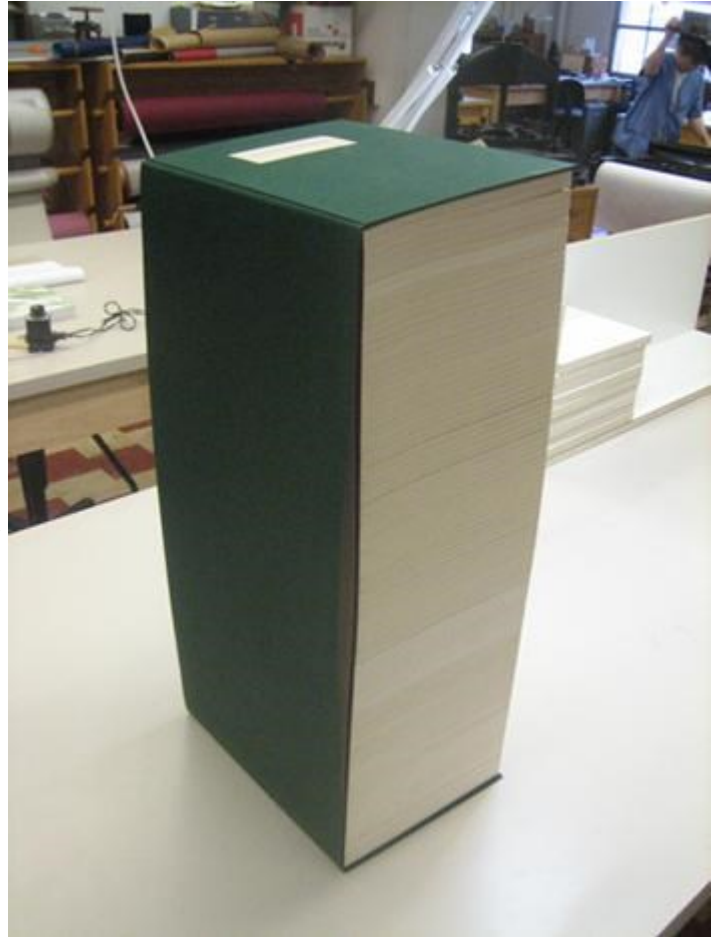
Mahaley Stewart Bowles
Eagle Academy

NEWARK TEACHERS UNION UPDATE

Contract Special Edition

We know that the contract book can seem daunting at times, but it is vital for you to read and understand it.

We tried to cover as many of the commonly asked questions as possible in this issue, but there is only so much we can fit in one issue.



We will continue to do regular contract updates in future issues, and we are glad to answer any contract questions you may have. Talk to your building rep or email mmaillaro@newarkteachersunion.com.

NEWARK TEACHERS UNION

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