

NEWARK TEACHERS UNION UPDATE

September 23, 2022



President John M. Abeigon

jabeigon@newarkteachersunion.com

President's Report

Colleagues,

One of the most important things we need to do this work year is find ways to mobilize members and restore unity. We were just starting to come back after 25 years of state takeover, 2 successive hateful superintendents and 8 years of Chris Christie's war on teachers, when COVID hit. As we said in the first Update of the year, we are all striving to get back to some sense of normal.

There has also been tremendous disunity caused by spending almost two full years working in isolation, and then coming back and trying to work and act like it's business as usual as administrators pile it on. To go from eating lunch at home away from your colleagues, to eating in your classroom alone sure isn't going to help matters.

So, while the NTU Executive Board and the NTU Building Reps will be developing a short and long term strategy to unify and mobilize, I need all of you to take the first step. Get together and start eating together in those CONTRACTUALLY-ESTABLISHED TEACHERS' LOUNGES. Nothing builds unity better than the absence of an administrator and jawing with your colleagues that you haven't seen for the longest time.

And if you have a "challenging administrator?" NOTHING sends a message that they better think twice about the next initiative than knowing their staff is having protected gatherings and unloading their stress to each other. They don't let you talk at PLC's, they don't let you talk at Grade Level Meetings, they don't let you talk at Faculty Meetings...well...THERE ARE NO PARKING LOTS IN THE TEACHERS' LOUNGES!

WE ARE NEVER ALONE!! Talk to your colleagues, talk to your Reps and NTU Vice Presidents in your school, and of course, you can always call, email, or come down to the NTU Office!

In Solidarity,

John M. Abeigon

President/Director of Organization

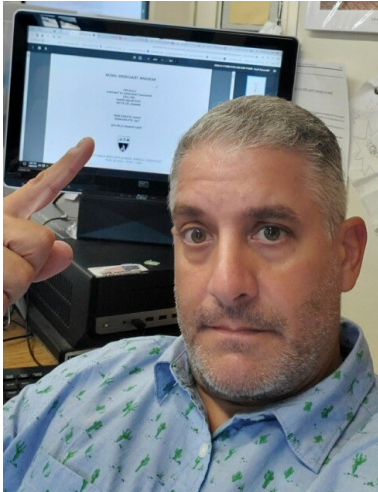
Newark Teachers Union Local 481, AFT, AFL-CIO

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From the Desk of the Secretary Treasurer



Michael R. Iovino

miovino@newarkteachersunion.com

What's on your plate that wasn't there last year? At the beginning of the month, I sent out a survey to our NTU Building Reps and NTU VPs and as the results came in we can see that there are a lot of NEW things that have been added to our plates this year.

Here are the things YOU need to remember...and DO!

If they take your prep, you lose time, and you MUST get paid or get that prep back. KEEP TRACK OF TIME AND MONEY and submit [THIS](#).

If they drop something on your plate, late, then you drop the [RSVP TO MANDATES](#) back on theirs.

If they give you something to do, and you can't get it done in school, then YOU GET PAID TO WORK AT HOME...remind them with [THIS](#).

There are more on RSVP to mandates in the next two pages of this update.

We have to hold our administrators accountable, like they hold us accountable.

RSVP TO MANDATES FORM

[Click here for the Online Form](#)

DELETE THE BELOW SECTION BEFORE GIVING TO YOUR ADMIN

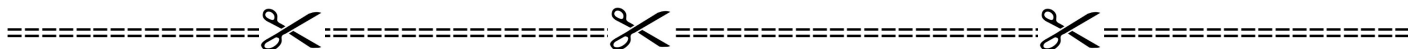
Back in 2011-2012 the Newark Teachers Union filed complaints with the NBOE in an effort to address concerns over the abuse by certain administrators of insisting “district mandates” being due in an unreasonable amount of time.

At the time, then Superintendent Anderson, dismissed this legitimate issue & refused to discuss it. Our response was to produce and distribute the “RSVP to Mandates Memo” effectively absolving you of having to work beyond the workday. The NTU grieved the district’s actions regarding the issue of paying its staff when directed by an administrator to work beyond the workday and [won the attached arbitration award](#).

Too many staff are facing tremendous work overload, this would include being reassigned away from duties, preps, PLC's, etc., due to staff shortages! This form is an important step in getting these situations resolved.

Before submitting this memo to your administrator, please discuss it with your Building Representative or NTU staff member.

DELETE THE ABOVE SECTION BEFORE GIVING TO YOUR ADMIN



Dear Administrator,

I am in receipt of your directive to complete _____

(insert directive, lesson plans, Power School, etc)

by _____.

(insert date)

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Arbitration Award

As full and final resolution of grievance #4713 the NTU and the NPS agree as follows.

When an employee represented by the NTU is (1) directed by the building administrator to work beyond the prescribed work day; (2) submits a timely request for extra compensation to the location time keeper and building administrator; and (3) the request has been denied by either the location time keeper or the building administrator the arbitrator will determine the validity of the employee's claim.

For the 2011-12 school year, when the NTU provides a list of employees who meet these criteria, the NPS will verify the accuracy of the claims. When the claim is verified, the NPS will pay the employees additional compensation based on the current summer school rate. When the claim cannot be verified or is disputed by the NPS, the matter will be presented to the arbitrator on a case by case basis.

It is the intent of the NPS and the NTU that these criteria will be applied to future claims for extra compensation for extra time worked.

Dated: August 1, 2012
Sea Girt, New Jersey


James W. Mastriani

The important part of this Arbitration Award is that it continues to be in effect. As we said on the first page, it is binding on both sides, so we need to use this process when it comes to dealing with any workload issues. This is why it is so important for staff to take advantage of this right that we won. When staff ask what is the recourse when they are being asked to work outside of their normal workload and work day, THIS IS THE FIRST STEP OF THAT RECOURSE!!

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Understanding your Contract: How do Longevities Work?

- Longevity is tied to total years of service in Newark only and those years do not have to be consecutive.
- Longevity is 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 divided across your paychecks.
- Second longevity REPLACES first longevity when you reach your 20th year.
- Third and fourth longevity (25 years and 30 years respectively) are ADDED TO second longevity.
- **Note:** Staff hired after May 15, 2017 would be not eligible for 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. Under this example, we are assuming your base salary goes up 1,000.

Total salary = Base Salary + longevity)

Year 15: 52,025 (50,000+2,025)
Year 16: 53,025 (51,000+2,025)
Year 17: 54,025 (52,000+2,025)
Year 18: 55,025 (53,000+2,025)
Year 19: 56,025 (54,000+2,025)

At Year 20, your longevity switches to \$4,000

Year 20: 59,000 (55,000+4000)
Year 21: 60,000 (56,000+4000)
Year 22: 61,000 (57,000+4000)
Year 23: 62,000 (58,000+4000)
Year 24: 63,000 (59,000+4000)

Starting in Year 25, you get both the 20 year longevity of 4,000 AND the 25 year longevity of another \$4,000

Year 25: 68,000 (60,000+4000+4000)
Year 26: 69,000 (61,000+4000+4000)
Year 27: 70,000 (62,000+4000+4000)
Year 28: 71,000 (63,000+4000+4000)
Year 29: 72,000 (64,000+4000+4000)

Starting Year 30, you get 20 year, 25 year, and another \$1,500 for 30

Year 30: 74,500 (65,000+4000+4000+1500)

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Teachers Matter.



Join the thousands of NJ educators and school staff members who've already made the switch to Teachers' Insurance Plan of NJ!

Features and benefits:

- At School Zero Deductibles
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Joining the NTU

On a regular basis, the NTU sends out membership reminders to those in our bargaining unit that are not dues-paying members. If you are a member, and you believe you are getting these emails incorrectly, send an email to sscreven@newarkteachersunion.

If you are not a member, you can print a [dues authorization card](#) from our website, or get one from any [NTU Vice President](#) or [Building Rep.](#)

Remember: only dues-paying members are eligible to hold office, vote for NTU Leadership positions and vote for our contract which expires next school year!

mark  your **Calendar**

- Tuesday, September 27—NTU Executive Board Meeting
- Tuesday, September 27—Newark Board of Ed Business Meeting
- Wednesday, September 28—NTU Building Rep Meeting
- Thursday, September 29—Newark Board of Ed Meeting
- Friday, September 30—Pay Day (10 days)

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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.

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

Under the current situation, it is vital to stay informed! If you have changed your address, phone number, or location, please let us know by emailing sscreven@newarkteachersunion.com

Also, if you don't get our weekly updates, make sure you are on our mailing list by reaching out to mmaillaro@newarkteachersunion.com

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

[If you are not a NTU member, make sure you fill out a membership application on our website!](#)

NEWARK TEACHERS UNION

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