

NEWARK TEACHERS UNION UPDATE

September 13, 2019

Compensation Updates



Colleagues,

Some updates on information we sent out last week:

- **Evaluation Improvement Stipend**—In our 2015 contract, staff who had their step withheld because of a partially effective evaluation in 2017-2018 are entitled to receiving half of the value of the step they lost if they get an effective or highly effective in their next annual evaluation for 2018-2019. According to NBOE, this payment will be going out on September 20.

John M. Abeigon

jabeigon@newarkteachersunion.com

- **Incorrect Pay**—Staff that believes their pay is incorrect need to fill out and submit an Employee Inquiry Form with the Newark Board of Education. Be as detailed as possible and when possible include screenshots of your Compensation History and Pay Stubs. Too often, we are being copied on forms that say “My pay is wrong” with no other explanation.

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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.

In Solidarity,

A handwritten signature in black ink, appearing to read "John", with a stylized flourish at the end.

John M. Abeigon

President/Director of Organization

Newark Teachers Union Local 481, AFT, AFL-CIO

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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

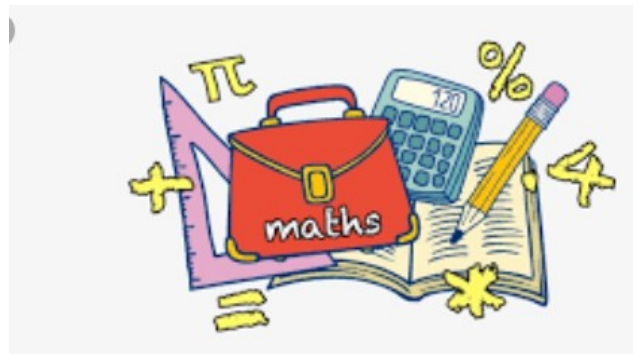
1019 Broad Street

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)

Know Your rights! Grievances



The grievance process is one of the most important elements of our contract, and often one of the most misunderstood as well. We strongly encourage members to try and resolve issues amicably through an NTU Rep or directly with their administrator and remember “you can catch more flies with honey than you can with vinegar.”

What is a grievance?

As per our contract “A grievance is a complaint by an employee that (1) s/he has been treated unfairly or inequitably by reason of any act or condition, including those relative to employee health and safety, which is contrary to established and prevailing policy or practice governing or affecting employees, or (2) there has been as to him/her a violation, misinterpretation or misapplication of the provisions of this Agreement or any of the existing rule, regulations or orders of the Newark Public Schools or the New Jersey State Department of Education having the force and effect of law, with the exception of any items specified in the contract as being non-grievable. “

How does the grievance procedure work?

Step 1: - Informal Conference: A grievance at its simplest level is just a conversation between you (and if you so choose, your Building Rep) and your immediate supervisor. There is some kind of violation of the contract and/or law, and let your immediate supervisor know. If they fix it, then the grievance is resolved then and there.

You probably don't even realize it, but the members and the Building Reps resolve literally 100's of grievances at this level.

Step 2—Principal— If the grievance is not satisfactorily adjusted within five (5) school days after the last discussion, the employee may, with the assistance of a Union representative, submit it in writing to such superior in any event within thirty (30) school days following his/her becoming aware or thirty (30) days from when s/he should have been aware of the act or

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circumstance given rise to the grievance. The said immediate superior shall schedule a meeting to discuss the grievance with the employee and a Union representative prior to making his/her decision, but in any event s/he shall give his/her decision in writing with his/her reasons therefore to the employee, the Union, and the District Superintendent within five (5) school days after the written grievance has been submitted to him/her by the employee.

Step 3 District Superintendent—The employee may appeal to the District Superintendent from the last mentioned decision of his/her immediate superior within five (5) school days after the decision has been given to the employee and the Union pursuant to the above provisions under the caption "Step 2" by giving to the District Superintendent and to the employee's immediate superior, written notice of such appeal setting forth specifically the basis of the grievance.

Step 3 grievances are typically done at the NTU office and resolved between the NTU and NBOE Labor Relations office.

Step 4 Arbitration— In the event a grievance shall not have been settled under the above procedure, the employee may have the grievance submitted to binding arbitration by giving, within ten (10) school days after the decision of the District Superintendent has been given to the employee and the Union pursuant to the above provisions under the caption "Step 3", to the District Superintendent, and the Newark Public Schools, the employee's written request for binding arbitration.

In general, the NTU will only take a case to arbitration that we believe we have a strong chance of winning. Arbitration cases are expensive and often take years to resolve. It is always better when possible to settle the grievance in the first three steps.

Can I file a grievance against another NTU Member?

In general, the answer is no. A grievance is a specific violation of the law and/or contract. In a dispute between members, the NTU can't really "pick a side." We are happy to serve as mediators where possible, but it would not normally fall under the grievance policy.

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SAVE THE DATE

- **Tuesday, September 17, 3:45 PM — NTU Executive Board Meeting, NTU Office, 1019 Broad Street**
- **Tuesday, September 17, 6:00 PM — Newark Board Business Meeting, Newark Board of Education, 765 Broad Street**
- **Thursday, September 19, 3:45 PM — NTU Building Rep Meeting, NTU Office, 1019 Broad Street**
- **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**



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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.

- 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

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Marisa Rodriguez

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