

NEWARK TEACHERS UNION UPDATE

CONTRACT REOPENER SPECIAL EDITION



President John M. Abeigon

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President's Report

Nearly every day for the past several years, I have been receiving the letters of resignation from NTU Members leaving the district. Some numbers are to be expected; it's a challenging profession in an even-more-challenging district. However, the numbers of teachers resigning climbed steadily over the last two years, as school districts have reported nationwide. To say this was disheartening is an understatement.

As teachers left, it impacted nearly EVERY facet of daily instruction and school-based management. Class coverage became a crisis as every title were pulled in to cover. Classes were merged, teachers lost preps, lunches, and motivation as other staff members lost the time to complete their regular duties. Fortunately, the negotiations team had previously included a provision in the contract that allowed the NBOE and the NTU to attempt to do something about this.

The NBOE approached me with a plan for a limited and focused contract reopener focused solely on Teacher Recruitment and Retention. Their mistake, at first, was to focus solely on new hires and the early steps. The NTU negotiations team fought based on the ideology that the best recruitment is retaining as many veterans as possible. Additionally, the NTU Negotiations Team fought to get money for ALL titles. However, the district was adamant that this was a limited, stopgap measure to address the teacher crisis as district numbers demonstrated that more teachers were leaving than other titles and this was having a broader impact that had to be addressed. So, finally, after much debate, an agreement was reached.

It is not perfect; no contract ever is. However, this is an incredible win for us, a win for the district, a win for this profession, and it's a win for teachers' unions across the state and nation. This moves the needle for some in terms of salary, but it moves the needle for all in terms of impact. More teachers mean less coverage, and then our hard-working CSTs, counselors, coaches, interventionists, aides, clerks, substitutes, and more, all get to focus on the jobs that they love and were hired to do. This also means more money has been added to the salary guide which will be used in the upcoming negotiations in addition to whatever our amazing negotiations team can get on top of it. These monies will go to all titles as they always do.

It is my sincere belief that none of you are paid what you are worth to this district, and the fact that you are still here proves that every day. That is the fight of this union. It's probably never-ending, but I have never been much of a quitter.

In Solidarity,

John M. Abeigon

President/Director of Organization

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FAQ's Page 1

Why are we getting a new contract now?

This is not a new collective bargaining agreement!! This was an addendum to the current agreement that came about from a limited contract reopener requested by NBOE to address our local Teacher shortage problem.

What is a contract reopener?

A reopener is like a bookmark. In our 2019 contract, we had agreed to a Limited Reopener that allows either side to open discussions for making specific negotiated changes to the collective bargaining agreement before the expiration of the contract.

What was the intention of this reopener?

The entire country is going through a massive teacher shortage. In Newark, we have had 250+ teachers resign/retire this year alone with more to come. The district also added record numbers of students in the 2022-2023 school year and is in the process of expanding new schools which is going to require additional hiring. In March, the district approached us to ask for a Limited Contract Reopener to address teacher recruitment and retention.

What was the process?

The Newark Board of Education Negotiations Team presented the district's proposal to raise the minimum teacher salary to \$62,000. The NTU Negotiations Team argued that ALL staff should receive increases. NBOE insisted on keeping it a limited reopener. We negotiated from March until the end of May and were able to hammer out a deal that was agreeable to both sides.

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FAQ's Page 2

Who approved this agreement?

This addendum to our current contract was negotiated and approved by the NTU and NBOE Negotiations teams respectively and subsequently submitted to President Abeigon who in turn sought and secured approval by the NTU Executive Board in a Special Session on May 30, 2022. The vote was 26 in favor, 2 opposed.

Why weren't CST's/Aides/Clerks, etc. included?

The NTU Negotiations Team fought to try and get everyone included, but the NBOE insisted on a Limited Reopener that specifically addressed teacher recruitment and retention. This wasn't a full contract negotiation where the entire contract is on the table for changes.

What are the benefits of this Reopener for NTU Members?

- Higher starting salary for Recruitment and Retention.
- Higher salaries for Teachers on Steps 1-8.
- Teachers currently on the guides Step 9+ receive an additional \$1500 over the next two years above what was already negotiated in this contract.
- Much higher across the board salaries in place to begin negotiations for our next contract.
- NO GIVEBACKS! NO CHANGE OF WORKING CONDITIONS!

What about workload and other retention issues?

This continues to be a major concern for the NTU. As part of the conversation, our Framework Committee continues to work with NBOE on identifying retention issues that can be addressed in the upcoming school year.

When does the current contract end?

June 30, 2024. We will begin those negotiations in the next school year.

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CONTRACT REOPENER SPECIAL EDITION

Updated Salary Guides Page 1

The below Salary Progression should be read from left to right. First column is your current step. The next two columns are comparisons of the current guides and the new guides for 2022-2023, and the two columns after that are comparisons for 2023-2024.

| BACHELORS | | | | | | | | | |
|-----------|----------|---------|-----------|------------|-----------|---------|-----------|------------|-----------|
| Current | | Current | | New Guides | | Current | | New Guides | |
| 2021-2022 | | 2022-23 | | 2022-23 | | 2023-24 | | 2023-24 | |
| STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY |
| 1 | \$55,000 | 2 | \$56,500 | 2 | \$62,000 | 3 | \$57,500 | 3 | \$62,000 |
| 2 | \$56,000 | 3 | \$57,500 | 3 | \$62,000 | 4 | \$58,500 | 4 | \$62,000 |
| 3-4 | \$56,850 | 4-5 | \$58,500 | 4-5 | \$62,000 | 5-6 | \$60,100 | 5-6 | \$62,000 |
| 5 | \$57,550 | 6 | \$59,500 | 6 | \$62,000 | 7 | \$61,100 | 7 | \$62,000 |
| 6 | \$58,050 | 7 | \$60,800 | 7 | \$62,000 | 8 | \$62,400 | 8 | \$63,400 |
| 7 | \$59,884 | 8 | \$61,400 | 8 | \$62,000 | 9 | \$63,000 | 9 | \$64,000 |
| 8 | \$61,310 | 9 | \$63,500 | 9 | \$64,000 | 10 | \$65,100 | 10 | \$66,100 |
| 9 | \$62,988 | 10 | \$64,600 | 10 | \$65,100 | 11 | \$66,200 | 11 | \$67,200 |
| 10-11 | \$64,087 | 11-12 | \$66,250 | 11-12 | \$66,750 | 12-13 | \$70,100 | 12-13 | \$71,100 |
| 12-13 | \$69,154 | 13-14 | \$73,283 | 13-14 | \$73,783 | 14-15 | \$77,000 | 14-15 | \$78,000 |
| 14 | \$73,283 | 15 | \$77,000 | 15 | \$77,500 | 16 | \$82,000 | 16 | \$83,000 |
| 15 | \$77,000 | 16 | \$82,000 | 16 | \$82,500 | 17 | \$87,000 | 17 | \$88,000 |
| 16 | \$82,000 | 17 | \$87,000 | 17 | \$87,500 | 18 | \$94,505 | 18 | \$95,505 |
| 17 | \$87,000 | 18 | \$93,775 | 18 | \$94,275 | 19 | \$102,010 | 19 | \$102,010 |
| 18 | \$93,046 | 19 | \$100,550 | 19 | \$101,050 | 19 | \$102,010 | 20 | \$103,010 |
| 19 | \$99,091 | 19 | \$100,550 | 19 | \$101,050 | 19 | \$102,010 | 20 | \$103,010 |

| EARNED MASTERS | | | | | | | | | |
|----------------|-----------|---------|-----------|------------|-----------|---------|-----------|------------|-----------|
| Current | | Current | | New Guides | | Current | | New Guides | |
| 2021-2022 | | 2022-23 | | 2022-23 | | 2023-24 | | 2023-24 | |
| 1 | \$57,000 | 2 | \$58,500 | 2 | \$64,000 | 3 | \$59,500 | 3 | \$64,000 |
| 2 | \$58,000 | 3 | \$59,500 | 3 | \$64,000 | 4 | \$60,500 | 4 | \$64,000 |
| 3-4 | \$58,850 | 4-5 | \$60,500 | 4-5 | \$64,000 | 5-6 | \$62,100 | 5-6 | \$64,000 |
| 5 | \$59,550 | 6 | \$61,500 | 6 | \$64,000 | 7 | \$63,100 | 7 | \$64,000 |
| 6 | \$60,050 | 7 | \$62,800 | 7 | \$64,000 | 8 | \$64,400 | 8 | \$65,400 |
| 7 | \$61,884 | 8 | \$63,400 | 8 | \$64,000 | 9 | \$65,000 | 9 | \$66,000 |
| 8 | \$63,310 | 9 | \$65,500 | 9 | \$66,000 | 10 | \$67,100 | 10 | \$68,100 |
| 9 | \$64,988 | 10 | \$66,600 | 10 | \$67,100 | 11 | \$68,200 | 11 | \$69,200 |
| 10-11 | \$66,087 | 11-12 | \$68,250 | 11-12 | \$68,750 | 12-13 | \$72,100 | 12-13 | \$73,100 |
| 12-13 | \$71,154 | 13-14 | \$75,283 | 13-14 | \$75,783 | 14-15 | \$79,000 | 14-15 | \$80,000 |
| 14 | \$75,283 | 15 | \$79,000 | 15 | \$79,500 | 16 | \$84,000 | 16 | \$85,000 |
| 15 | \$79,000 | 16 | \$84,000 | 16 | \$84,500 | 17 | \$89,000 | 17 | \$90,000 |
| 16 | \$84,000 | 17 | \$89,000 | 17 | \$89,500 | 18 | \$96,505 | 18 | \$97,505 |
| 17 | \$89,000 | 18 | \$95,775 | 18 | \$96,275 | 19 | \$104,010 | 19 | \$104,010 |
| 18 | \$95,046 | 19 | \$102,550 | 19 | \$103,050 | 19 | \$104,010 | 20 | \$105,010 |
| 19 | \$101,091 | 19 | \$102,550 | 19 | \$103,050 | 19 | \$104,010 | 20 | \$105,010 |

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Updated Salary Guides Page 2

The below Salary Progression should be read from left to right. First column is your current step. The next two columns are comparisons of the current guides and the new guides for 2022-2023, and the two columns after that are comparisons for 2023-2024.

| EARNED DOCTORATE | | | | | | | | | |
|------------------|-----------|---------|-----------|------------|-----------|---------|-----------|------------|-----------|
| Current | | Current | | New Guides | | Current | | New Guides | |
| 2021-2022 | | 2022-23 | | 2022-23 | | 2023-24 | | 2023-24 | |
| 1 | \$59,000 | 2 | \$60,500 | 2 | \$66,000 | 3 | \$61,500 | 3 | \$66,000 |
| 2 | \$60,000 | 3 | \$61,500 | 3 | \$66,000 | 4 | \$62,500 | 4 | \$66,000 |
| 3-4 | \$60,850 | 4-5 | \$62,500 | 4-5 | \$66,000 | 5-6 | \$64,100 | 5-6 | \$66,000 |
| 5 | \$61,550 | 6 | \$63,500 | 6 | \$66,000 | 7 | \$65,100 | 7 | \$66,000 |
| 6 | \$62,050 | 7 | \$64,800 | 7 | \$66,000 | 8 | \$66,400 | 8 | \$67,400 |
| 7 | \$63,884 | 8 | \$65,400 | 8 | \$66,000 | 9 | \$67,000 | 9 | \$68,000 |
| 8 | \$65,310 | 9 | \$67,500 | 9 | \$68,000 | 10 | \$69,100 | 10 | \$70,100 |
| 9 | \$66,988 | 10 | \$68,600 | 10-11 | \$69,100 | 11 | \$70,200 | 11 | \$71,200 |
| 10-11 | \$68,087 | 11-12 | \$70,250 | 12-13 | \$70,750 | 12-13 | \$74,100 | 12-13 | \$75,100 |
| 12-13 | \$73,154 | 13-14 | \$77,283 | 14 | \$77,783 | 14-15 | \$81,000 | 14-15 | \$82,000 |
| 14 | \$77,283 | 15 | \$81,000 | 15 | \$81,500 | 16 | \$86,000 | 16 | \$87,000 |
| 15 | \$81,000 | 16 | \$86,000 | 16 | \$86,500 | 17 | \$91,000 | 17 | \$92,000 |
| 16 | \$86,000 | 17 | \$91,000 | 17 | \$91,500 | 18 | \$98,505 | 18 | \$99,505 |
| 17 | \$91,000 | 18 | \$97,775 | 18 | \$98,275 | 19 | \$106,010 | 19 | \$106,010 |
| 18 | \$97,046 | 19 | \$104,550 | 19 | \$105,050 | 19 | \$106,010 | 20 | \$107,010 |
| 19 | \$103,091 | 19 | \$104,550 | 19 | \$105,050 | 19 | \$106,010 | 20 | \$107,010 |

| LEGACY MASTERS | | | | | | | | | |
|----------------|----------|---------|-----------|------------|-----------|---------|-----------|------------|-----------|
| Current | | Current | | New Guides | | Current | | New Guides | |
| 2021-2022 | | 2022-23 | | 2022-23 | | 2023-24 | | 2023-24 | |
| 9-11 | \$61,383 | 10-12 | \$65,700 | 10-12 | \$66,200 | 11-13 | \$72,200 | 11-13 | \$73,200 |
| 12 | \$65,618 | 13 | \$72,200 | 13 | \$72,700 | 14 | \$79,300 | 14 | \$80,300 |
| 13 | \$71,889 | 14 | \$79,300 | 14 | \$79,800 | 15 | \$84,800 | 15 | \$85,800 |
| 14 | \$79,156 | 15 | \$84,800 | 15 | \$85,300 | 16 | \$93,265 | 16 | \$94,265 |
| 15 | \$84,638 | 16 | \$92,535 | 16 | \$93,035 | 17 | \$102,300 | 17 | \$102,300 |
| 16 | \$91,726 | 17 | \$100,270 | 17 | \$100,770 | 17 | \$102,300 | 18 | \$103,300 |
| 17 | \$98,814 | 17 | \$100,270 | 17 | \$100,770 | 17 | \$102,300 | 18 | \$103,300 |
| | | | | | | | | | |
| | | | | | | | | | |

| LEGACY PhD | | | | | | | | | |
|------------|-----------|---------|-----------|------------|-----------|---------|-----------|------------|-----------|
| Current | | Current | | New Guides | | Current | | New Guides | |
| 2021-2022 | | 2022-23 | | 2022-23 | | 2023-24 | | 2023-24 | |
| 10-11 | \$64,000 | 11-12 | \$68,500 | 11-12 | \$69,000 | 12-13 | \$73,600 | 12-13 | \$74,600 |
| 12 | \$68,315 | 13 | \$73,600 | 13 | \$74,100 | 14 | \$80,600 | 14 | \$81,600 |
| 13 | \$73,379 | 14 | \$80,600 | 14 | \$81,100 | 15 | \$86,600 | 15 | \$87,600 |
| 14 | \$80,345 | 15 | \$86,600 | 15 | \$87,100 | 16 | \$95,460 | 16 | \$96,460 |
| 15 | \$86,412 | 16 | \$94,730 | 16 | \$95,230 | 17 | \$104,743 | 17 | \$104,743 |
| 16 | \$93,905 | 17 | \$102,860 | 17 | \$103,360 | 17 | \$104,743 | 18 | \$105,743 |
| 17 | \$101,399 | 17 | \$102,860 | 17 | \$103,360 | 17 | \$104,743 | 18 | \$105,743 |
| | | | | | | | | | |
| | | | | | | | | | |



Using American Rescue Plan Funds and Other Federal Resources to Address Teacher Shortages

The pandemic exacerbated existing teacher shortages and created new ones with many teachers leaving the profession due to burnout, stress, and low pay. But the federal, state, and local governments have stepped up, leveraging funding and implementing evidence-based strategies and innovative approaches.

The Challenges

According to a recent survey conducted by the National Association of Secondary School Principals, 68 percent of principals surveyed are concerned about teacher shortages and report it has been more difficult to hire qualified teachers since COVID-19. Also, the EdWeek Research Center survey released in October shows that nearly half of principals and district administrators said they are struggling to hire enough full time teachers.

Shortages have been most pronounced in special education, bilingual education, and STEM areas and in schools that predominantly serve students from low-income backgrounds. In essence, the students who need the most support may have even less access to the specialized instruction they need. Shortages can lead to larger class sizes, school closures, unnecessary shifts to virtual instruction, hiring unqualified teachers, and teachers covering classes during their allotted planning and development time.

Three Seattle area school districts canceled classes one recent Friday due to substitute and staff shortages. Those districts are not unique. Los Angeles Unified, California's largest district with 600,000 students, had more than 500 teacher vacancies, leaving 500 classrooms without a permanent teacher. One smaller district north of Detroit had 43 vacancies—one quarter of its teaching staff.

Evidence-Based Strategies to Ease the Shortage

A three-pronged approach may help alleviate the educator shortage in the short term, and it should be paired with long-term strategies that will lead to a more robust educator pipeline.

Short-Term Strategies to Ease the Shortage



1. Provide targeted incentives

Provide retention bonuses, loan forgiveness, and service scholarships.



2. Build and maintain a cadre of high-quality substitute teachers

Provide increased daily pay or stipends, establish a resident substitute program so the same substitute teachers serve the same schools, and remove barriers for retired teachers to substitute.



3. Improve working conditions

Support teacher well-being and mental health, create leader-to-educator and peer-to-peer supports systems, provide additional support staff and planning time, communicate resources available to teachers. Hire AmeriCorps members to serve as tutors and assist with administrative responsibilities (federal funds can be used to meet AmeriCorps matching requirements to support these efforts).

Long-Term Strategies to Ease the Shortage



1. Increase wages

A recent IES study found that 18 percent of all public school teachers have a second job outside the school system during the school year.



2. Invest in the educator pipeline

Loan forgiveness and service scholarship programs can support access to comprehensive pathways into the profession. These programs also encourage newly certified teachers to teach in high-need areas and commit to serving a certain number of years. High-quality teacher residency programs have also been shown to increase teacher retention and effectiveness.



Use of American Rescue Plan (ARP) Dollars

The American Rescue Plan includes funding for the Elementary and Secondary School Emergency Relief Fund (ARP ESSER) and the Coronavirus State and Local Fiscal Recovery Funds (SLFRF) program, both of which can be leveraged by states to address the teacher shortage.

Below are a few ways that SLFRF can be used to help schools address shortages:

1. **Rehiring public sector workers up to pre-pandemic levels:** SLFRF may be used for payroll, covered benefits, and other costs associated with rehiring public sector staff to pre-pandemic levels.
2. **Providing assistance to disproportionately impacted schools:** Recipients can use the funding for populations disproportionately affected by the pandemic. The services may include providing services to districts with high rates of poverty; evidence-based educational services; practices that address the social, emotional, and academic needs of students; and new, enhanced, or expanded early learning services.

Key Examples of States with Creative Approaches to Solving the Teacher Shortage

- The Indiana DOE will launch a program to provide more than \$2.5 million using ARP ESSER and Individuals with Disabilities Education Act (IDEA) Part B funds, to help teachers earn teaching licenses.

- California's West Contra Costa County Unified School District offers \$6,000 signing bonuses for teachers. A third of the bonus is paid after a teacher's first month in the classroom; the remainder at the beginning of year three.
- Indianapolis Public Schools has reached an agreement with its teachers' union for a 3 percent pay raise this year and an additional 3 percent in 2022-23.
- North Carolina offers a \$33,000 scholarship for STEM/special education teachers, with an 8-year service commitment or 4-year commitment if at a low-performing school.
- The San Diego Unified School District signed an agreement with the union to create a "Resident Visiting Teacher" position at every school. This means a teacher is always on standby in case of unexpected circumstances. The district raised the pay to \$285/day (compared to the regular substitute teacher rate of \$170/day).
- The Colorado Substitute Stipend program encourages qualified individuals to apply for a substitute teaching certificate. It offers a \$300 bonus for obtaining a license, undergoing training, and working a minimum of one day.
- Nevada's Carson City Schools allows rehiring retired teachers to fill special education vacancies.
- Kentucky passed legislation to temporarily allow retired teachers to be rehired and keep their pensions to help with teacher shortages, and increased tenfold the percentage of retired teachers who can be rehired by a district.



For more information on SLFRF, visit the Treasury's state and local website at www.treasury.gov/SLFRF. For more information on coronavirus-related relief for retirement plans, visit the Internal Revenue Service website at www.irs.gov/newsroom/coronavirus-related-relief-for-retirement-plans-and-iras-questions-and-answers. For more information on the use of Americorps funds, please see americorps.gov/sites/default/files/document/Leveraging-National-Service-in-Your-Schools.pdf.

NEWARK TEACHERS UNION

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