



NEWARK TEACHERS UNION AND NEWARK PUBLIC SCHOOLS TENTATIVE AGREEMENT HIGHLIGHTS

April 25, 2017

Newark Public Schools (NPS) and the Newark Teachers' Union (NTU) are excited to announce that we have negotiated the terms for a **new four-year contract** spanning the 2015-16 to 2018-19 school years. This contract allows NTU members to experience stability, knowing that they have the benefit of an excellent contract with raises for several years.

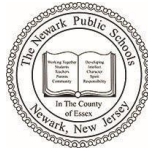
This agreement will keep the core elements of the 2012 contract, including the progressive elements around effectiveness-based pay as well as improved feedback and support mechanisms, while increasing compensation for all NTU members and providing you with more time to hone your practice as professionals. This agreement cements Newark's educators and education workers as national role models and innovators, but more importantly continues to honor the important work that you do in service of our students. Here are the highlights:

MORE MONEY, NOW AND IN THE FUTURE

The new contract will, simply put, pay NTU members more money. The negotiated salary increases are extremely competitive with other districts across the state.

- **Salary Increases** → As these numbers are averages across the salary scales, please review the individual salary guide that has been published to determine what your specific raise will be in any given year. Overall, current members will receive an annual average salary increase of 2.43% from 2015 through 2019. Year-by-year, this means that NTU members will get:
 - 2015-16: 1% increase, inclusive of increment¹
 - 2016-17: 2.8% increase, inclusive of increment
 - 2017-18: 2.95% increase, inclusive of increment
 - 2018-19: 2.95% increase, inclusive of increment, with the possibility of a greater increase up to 3.25%.
- **Retroactive, Pensionable Pay** → Current NTU members who are on the District's payroll as of the signing of the Memorandum of Agreement between the District and NTU will receive retroactive pay to account for salary increases for the 2015-16 and 2016-17 academic years. This payment will be pensionable, which means it is added to your base salary. (NTU members who retired during the 2015-16 school year will receive a retroactive payment, excluding longevity, prorated for the amount they worked that year.)
- **Per Diem Teacher Aides Will Receive a Raise** → Our hard-working per diem teacher aides will earn \$15.00 by the 2018-19 school year. That is a full \$1.00 per hour raise, increasing their hourly rate from \$14.00 to \$14.50 starting September 1, 2017 and from \$14.50 to \$15.00 beginning on September 1, 2018.
- **No Impact on Longevity for Current Members** → Any current member who has earned

¹ *Inclusive of increment" means that the annual percentage will include any increase for steps in a given year, resulting in new salary guides*



longevity will continue to earn it. Any current NTU member who is set to earn longevity in the future will continue to earn it. Longevity has been eliminated for any NTU member hired after May 1, 2017, but this will not impact anyone for the next fifteen years.

- **Child Study Team (CST) Pay Will Be Offered to More Employees:** In recognition of the work and efforts that Speech Language Specialists and Audiologists do for our students, these individuals will move over to the Child Study Team salary guide starting in September 2017.
- **Extra-Curricular Activity Stipends Will Increase** → Stipends for all extra-curricular activities will increase by 2% across the board beginning September 2017.

ENSURING QUALITY TIME AT WORK AND TIME OFF

NTU and NPS have agreed on several provisions to improve the quality of time our employees spend with our students.

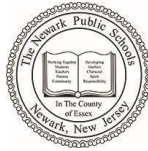
- **Shorter School Year** → Teachers will work fewer days for the raises they will earn. The District fundamentally believes that increasing teacher/student quality time is mutually beneficial, which is why under this agreement, the District will maintain more school days than required by the State. The school year will decrease from 191 days for teachers to 188 and from 185 for students to 182.
- **More Flexible Scheduling Provisions** → Under this agreement, teachers will have more flexibility for time off, when it is needed:
 - Teachers will have more personal days in exchange for fewer sick days every year. Specifically, teachers will now have five personal days (instead of three) that they can use at their discretion. If a teacher does not use all personal days, s/he can roll over three of these personal days to sick days the following year.
 - In exchange, the number of sick days has decreased from 15 to 12, meaning teachers have a total of 17 days available to them each year.
 - Teachers will also have the option to take, for the first time, a half-day for a personal day. We know that “life happens” and, for example, you may need to take a half-day to take your child to an appointment. With advanced notice of at least two days and principal approval, you will now have that option.

MORE TIME FOR PROFESSIONAL DEVELOPMENT AND COLLABORATION

This agreement provides educators with more time to plan and more opportunities for professional development and collaboration across content areas, grade levels, and schools.

- **More Prep Time for K-8 Teachers** → Teachers in elementary schools will now have at least 4 prep periods per week, up from 3 prep periods per week in prior contracts, providing many more hours of planning and professional development time.
- **More Professional Development Time Each Month** → The District will provide the

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opportunity for an early dismissal once a month for students, enabling teachers to have more time to collaborate and participate in professional development opportunities. If implementation is effective, the District will continue this practice.

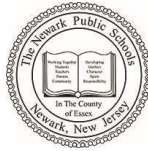
- **More Time to Prepare for the School Year** → At the start of the school year, the school calendar will now have four days before students return to give educators more time to prepare and participate in various professional development opportunities. Three of these days will be shared professional development time and one day will be reserved for teachers to set up their classrooms.
- **Allowing Greater Access to Tuition Reimbursement and Professional Improvement Dollars** → We know that every dollar counts when it comes to resources for your own professional growth. Teachers will now be able to attend more and varied continuing education courses. Specifically:
 - Teachers will now be able to access up to \$500 dollars for multiple professional growth opportunities—up from \$400 for only one occasion—from the Professional Improvement Fund (PIF).
 - Teachers will now be able to access tuition reimbursement for non-credit professional programs, expanding the types of activities for which one can receive reimbursement.
 - Use of the “discretionary funds” has been expanded for purchases of paper and ink/toner, allowing you more flexibility in how you spend your discretionary dollars. New delivery options are available as well.

HEALTH AND BENEFITS CHANGES FOR SAVINGS

Both NTU and NPS remain committed to ensuring that you have access to high-quality health care at an affordable cost. A portion of the contract creates substantial savings for both educators and the District, while retaining the quality of care consistent with previous agreements.

- **Healthcare Savings** → Teachers’ health care plans will remain with our current provider, Aetna. Those members who have Aetna Direct 10, 15, and 15/25 plans will be moved to the 20/20 plan (i.e., \$20 co-pay for both general and specialty doctors). This means that you will have access to your same network of providers, but at a lower monthly contribution, saving NTU members money in each paycheck. Co-pays per visit and out-of-pocket maximums will increase, but for many members the overall cost you pay for medical expenses may decrease.
- **Prescription Benefit Savings** → This contract will save money for the vast majority of NTU members on co-pays for prescription benefits. Currently, all members pay \$5 for generic and \$5 for brand prescription benefits. The new proposal will charge a \$0 co-pay for generic drugs and a \$20 co-pay for brand name. Over three-quarters of NTU members currently utilize generic drugs, which means the vast majority of members will see a decrease in their cost for prescription every time they go to the pharmacy. In addition, starting last year, you already have the option to enroll in mail-order prescriptions that can save you even more money!

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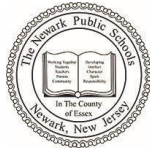
- **Increase the Amount of Pre-Tax Dollars You Can Set Aside for Medical Expenses** → The District has agreed to increase the overall amount of money that you can set aside into a Flexible Spending Account (FSA) as well as add a Dependent Care FSA. During Open Enrollment in the fall, you will now be able to set aside up to \$2,500 in pre-tax dollars in an FSA account that you can draw down for eligible medical expenses, such as costs associated with doctor/dental visits, prescriptions, eyeglasses and other relevant medical expenses. In addition, during Open Enrollment, you will now be able to set aside up to \$2,500 in pre-tax dollars for a Dependent Care account for eligible childcare expenses for one or more of your dependents (as defined by the IRS).
- **Access to a True “Sick Bank”** → While NTU members currently have access to “donor days,” NPS and NTU will be streamlining the process for accessing sick days from a “sick day bank.”

BUILDS ON KEY, EFFECTIVE ELEMENTS OF THE 2012 CONTRACT

An independent study on the implementation of our current contract found that the vast majority of educators responded positively to key elements of the 2012 contract. This new agreement sustains all key elements of the 2012 contract that were met with positive feedback from educators.

- **Performance Bonuses** → Despite the fiscal challenges we have faced over the past several years, we believe rewarding teachers with performance bonuses is important. Teachers who are paid on the Universal Salary Scale and receive a Highly Effective rating in the 2016-17 school year on the Annual Summative Evaluation will receive a \$5,000 bonus. The District wants to continue bonuses for the length of the contract if money continues to be available. (There is no longer the opportunity to earn more than \$5,000 for hard-to-staff subjects or low-performing school placements, but this still allows us to pay hard-earned bonuses to our highest rated teachers.) In addition, teachers who improve from below Effective in one year to Effective or above in the next will continue to earn a one-time bonus, as it was in the previous contract.
- **Pay-for-Performance** → The current structure remains for earning raises, wherein educators gain a step on their salary scale (and/or a salary adjustment) only when they are effective or highly effective. (Note: Partially Effective teachers are eligible to earn but not guaranteed a raise, as has been the practice.)
- **Teacher Evaluation, Feedback and Support** → The District will continue to support educators evaluated by the Framework for Effective Teaching using the Peer Oversight Committee and School Improvement Panel.
- **Extended Learning Time** → Under this new contract, schools that currently have extended learning time will keep it. This contract also retains the provision to allow additional schools to extend their day either by having a majority of teachers vote to extend the day or be labeled as a turnaround school. In schools that extend instructional time, educators will continue to be eligible for an additional stipend.

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This document includes some of the major highlights, but there are many more details in the actual agreement. For example, the District and the Union have agreed to create a pool of per diem employees to perform direct services for our students with disabilities (e.g., counseling, speech therapy, and physical therapy) that will allow us to reduce our reliance on outside providers. These employees will also be members of NTU and will allow the District to continue to improve the quality of services provided to our students, while at the same time saving the District resources that can be better deployed.

We encourage you to review the Frequently Asked Question (FAQs) document as well as the actual Memorandum of Agreement (MOA) language to see all of the proposed changes to the contract.

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