



Newark Teachers Association

Member Update

What is NTA doing for you?



CTA Conferences - A Note From Your State Council Rep

by Juleus Chapman on December 14

One of the best things about CTA is its conferences. I had the opportunity to go to the LGBTQ conference in Palm Springs over Halloween weekend. During my breakout sessions, I learned a large amount about LGBT and bullying laws at school. For example, did you know that you can be held personally liable for not stopping bullying? The school has to be a safe place for all students. We were made aware of startling statistics, including that one out of five LGBTQ + students has seriously thought about committing suicide. The numbers are upsetting, but we can do our part to help prevent tragedy. We can ask about and use student's preferred pronouns. We can make classrooms and hallways a safe space and ask students how they want to be referred to when speaking to their parents. I learned this in just one breakout session.

Unable to attend a conference live? CTA allows us to go back and watch sessions we may have missed. Any CTA member can watch replays of breakout sessions. You will need to log in to CTA.org. To register you will need your CTA membership number. This can be found in two ways - it is on the back of "The Educator" magazine that is sent by CTA, or you can email me at juleuschapman@gmail.com. Once you are registered and signed in, go to "Events and Training," then "Conferences." On the next page, you will see a picture of people on the right side. Look for quick links and click on "Virtual Pass." After this, you are free to explore all the conferences that had recorded sessions. Please reach out if you need any help exploring CTA's conference offerings!

THIS MONTH'S TOP STORIES



by Katie Holder on December 17

In-house Subbing MOU

NTA and NUSD have signed an MOU on in-house subbing. This MOU increases the compensation rate for in-house subbing from \$40 per prep period to \$55 per prep period for this school year only. The hourly rate for all other work remains \$40 per hour. The MOU also clarifies that all teachers, including RSP and ELD/Intervention teachers should be part of the in-house subbing rotations. Your administrator should also be posting a rotation schedule to help ensure everyone is doing their fair share. You may see both pay rates for in-house subbing on the November pay stub, but you should see only the \$55 rate starting in December.

Technology Agreement

Several NTA members have chosen not to sign the district's technology agreement due to concerns around district access to personal devices. I spoke with Cathreene in Human Resources about this and would like to share the following notes from our conversation to help our members make informed decisions.

1. The only foreseeable circumstance where the district would seek access to employee personal devices would be in the case of a subpoena or other legal action.
2. This is a standard agreement across school districts.
3. We should not expect any changes to be made to the technology agreement we are asked to sign.
4. Signing the technology agreement is a condition of employment. This means that members may face disciplinary action - potentially including official disciplinary letters and confiscation of district technology - if they choose not to sign.

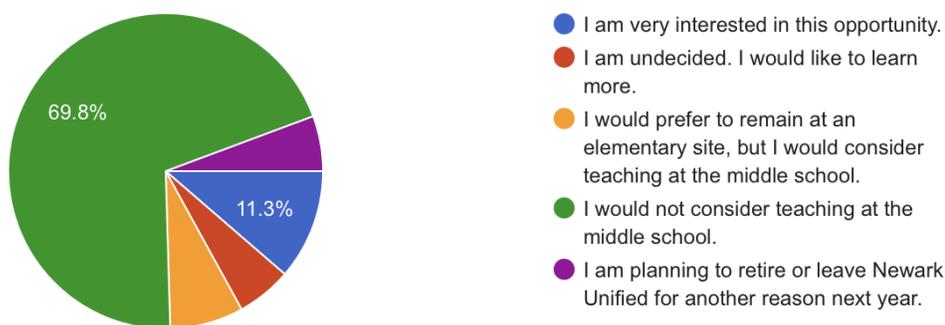
Middle School Transition

The district has formed a committee to help plan the transition of sixth grade to a middle school model for the upcoming 2022-23 school year. Many NTA Members have expressed concerns about this process. In particular, many members are concerned about the lack of sufficient planning and the process for assigning members to these sixth grade positions.

NTA is working to collect data and create a set of recommendations for this transition. Thank you to the 53 members who responded to our survey. This survey indicated that NUSD is likely to have difficulty finding enough existing NTA members who are willing to staff the sixth grade.

Would you be interested in teaching sixth grade at the middle school in the 2022-2023 school year?

53 responses



If you currently teach sixth grade, or are particularly interested in teaching sixth grade next year, I would like to speak with you about your concerns and preferences. Please email me at holderkt@gmail.com and let me know when you are available to chat!

Contract Language Committee

Next school year, NTA will go into negotiations for our new contract. Traditionally, the bargaining team has taken on all of the preparation associated with this process. This time, we want to do things differently!

We are looking for NTA members who have strong feelings about what should be included in our contract who would be willing to help draft language for our contract proposal. You could help with just one article that you are passionate about or take on more. Ideally, we would like to have 2-3 members from each site involved in this drafting process. This is an exciting opportunity to make sure your needs and priorities are reflected at the bargaining table.

Helping with this drafting process will be done outside of the school day and DOES NOT require missing any time with your students. You can set your own schedule for this work with a small team outside of school hours. The negotiations team (which WILL need to meet during the school day) will be chosen separately. If you are interested in this committee, please email your site rep to let them know.

Keep in Touch

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