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NEWARK TEACHERS UNION

American Federation of Teachers

Local 481 / AFL-CIO

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August 10, 2009

Dear NTU Members:

We are pleased to announce that we have reached a tentative agreement on a 1-year contract (July 1, 2009 - June 30, 2010) with the Newark Public Schools, which we will be submitting to you for a ratification vote. I want to clearly explain the past and future sequence of events:

1. The NTU and the NPS began negotiations in May 2009.
 - a. The Superintendent expressed a strong desire to extend the 2009-2010 school year.
 - b. The NTU made it clear that there would have to be corresponding compensation.
 - c. Both the NTU and the NPS recognized that there wouldn't be enough time to negotiate a 3-year contract; therefore, we would focus on a 1-year contract that just addressed a longer school year and an increase in compensation.
2. On June 22, 2009, the negotiating teams from the NTU and the NPS reached a tentative contract agreement that provided for:
 - a. A 4.92% increase to NTU's overall bargaining unit.
 - b. No health benefits give-backs.
 - c. An additional 4 PAID work days (191 work days).
 - d. All other provisions of the July 1, 2006 – June 30, 2009 NTU/NPS contract remain in effect.
3. From June 22 to mid July, the NTU and NPS worked with scatter-grams (spreadsheets that capture the numbers of members at each step on the salary guides and how much an increase would cost the district) and developed new salary guides. The 4.92% increase in NTU's bargaining unit led to a total increase of \$17,769,483, or a salary distribution of \$378,787,320, for the 2009-10 school year.
4. July 15, 2009 NTU's Executive Board unanimously approved bringing the contract and the corresponding salary guides before the members for a ratification vote.
5. On Friday, August 7th 2009, the NTU/NPS received Trenton's approval for the tentatively negotiated contract.
6. On Monday, August 10, 2009, the NTU called an emergency general membership meeting for Tuesday, August 18th – 10AM – at Barringer High School. Barringer is located at 90 Parker St, Newark, New Jersey. There is a parking lot and parking is available on the street, and Barringer is easily accessed by public transportation.

This meeting is open to voting members only. Bring your membership cards. At this meeting:

- a. The contract will be discussed.
 - b. The salary guides distributed and discussed.
 - c. A ratification vote will be taken.
7. If you can't attend the meeting on August 18th, please note that:
- a. A bulletin featuring tentative contract provisions will be mailed out to members. This bulletin can also be viewed on NTU's web page or picked up at the NTU.
 - b. Remember! If you don't make the August 18th meeting, NTU members can vote at the NTU from 9 A.M. to 2 P.M. on August 19th, August 20th or August 21st.
8. On August 21st, all ballots will be counted and any voting members who want to attend can do so. Results will be reported on the NTU website and in subsequent communications.

School Calendars

A number of NTU members have expressed concerns over the new district calendar. Let us clarify a few points regarding school calendars around the state:

- The school calendar is a non-negotiable item - management sets the calendar.
- A review of posted school calendars in Essex County reveals that 12 out of 13 districts begin before Labor Day this year. Newark, like districts throughout the state, is attempting to provide more instructional days before the state's spring assessments.

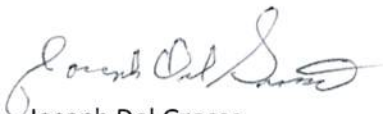
Other Contracts

If ratified, NTU's new contract would be among the highest percentage and dollar increases of contracts settled in 2009-2010.

New Jersey State workers settled for twelve unpaid furlough days and have to pay 1.5% of their salary towards their health benefits. The NTU's new contract has four additional PAID work days, and do not pay anything for their health benefits.

We encourage our members to attend the meeting and ratify this competitive contract.

In Solidarity,



Joseph Del Grosso
President



Pietro M. Petino
Chief Negotiator/
Secretary-Treasurer/Executive Director