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Teacher Contract Information

Teacher Contract Compensation Details

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Teacher Compensation FAQs for the 2016-17 School Year

1. When are stipends for NTU instructional staff paid?

A. Instructional staff will be paid stipends – including stipends for extended learning time, for Child Study Team members, and those teachers with **Master's** and PhDs who remained on the traditional salary scale — twice per year. The first payment is made in January and the second in June at the end of the year.

2. When are stipends for NTU non-instructional staff paid?

A. Stipends for non-instructional staff members affiliated with NTU are paid within each pay period, with the exception of the extended learning time payment.

3. I am on the existing salary scale, but I did not receive an annual stipend check. Why not?

A. Some steps on the existing scales have an annual stipend value of \$0. For instance, if you are on the MA or PHD existing teacher scales, and are on a step between 12 and 15, you will not receive a check because there is no stipend at those step levels. Please refer to the salary guide link at the top of this page for salary scale details.

4. Who is eligible for the medical insurance waiver payment?

A. All NTU members who waived medical and prescription benefits during the fall open enrollment period are eligible to receive a cash waiver incentive, provided that:

- they are covered as a dependent under a spouse's or civil union partner's employer-provided health benefits coverage and
- their spouse's/civil union partner's health benefit coverage is **not** also through the State Health Benefits Program.

The employee must provide proof of coverage through alternate providers to receive the waiver payment.

5. How is the amount of the health waiver payment determined?

A. An eligible employee who waived medical coverage for 2016 will be reimbursed up to 25% of the amount saved by the District or \$5,000, whichever amount is less. If the employee did not waive prescription coverage, the employee's payment will be calculated based on their medical coverage only. If the employee waived benefits effective January 1, 2016 but was ineligible for benefits during a period of time either due to leaves or separation from the district, the cash incentive payment will be prorated according to the number of eligible months the employee worked.

6. Who receives a Highly Effective bonus?

A. To ensure that we retain our best and recognize their performance, teachers who are rated Highly Effective are eligible to receive from \$5,000 to \$12,500 in a one-time bonus for their hard work and dedication to the students of Newark. Specifically, teachers rated Highly Effective on the Framework for Effective Teaching and who are on the Universal salary scale receive a Highly Effective bonus.

7. If I am eligible when do I receive my Highly Effective bonus?

A. Eligible teachers should receive their payment in August.

8. What is the amount of the bonus?

A. All Highly Effective teachers on the Universal Salary Scale get a bonus amount of \$5,000. These teachers can earn an additional \$5,000 if they work in the lowest (25%) performing schools and another \$2,500 if they work in a hard-to-staff subject area. Specifically, teachers on the Universal scale can earn the following amounts:

- \$5,000 if they are rated Highly Effective
- \$7,500 if they are rated Highly Effective and teach in a hard-to-staff subject (*see list of subjects below*)
- \$10,000 if they are rated Highly Effective and work in one of our 25% lowest-performing schools (*see list of subjects below*); or
- \$12,500 if they are rated Highly Effective, teach in a hard-to-staff subject, and work in one of the 25% lowest-performing schools.

9. What subjects are considered hard-to-staff for the purpose of this bonus?

A. Teachers in the following titles are eligible to receive an additional \$2,500. While the subjects can vary from year to year, for the 2015-16 school year, the hard to staff subjects were:

- Teacher Bilingual
- Teacher Biology
- Teacher Chemistry
- Teacher Chinese
- Teacher Latin
- Teacher Mathematics (grades 6-12)
- Teacher Portuguese
- Teacher Physics
- Teacher Science (grades 6-12)

10. What schools are considered the lowest (25%) performing for the purpose of this bonus?

- B.R.I.C.K. Avon Academy
- Barringer Academy of Arts and Humanities
- Barringer Academy of STEAM
- Belmont Runyon
- Bruce Street School for the Deaf
- Camden Street
- Cleveland
- Dr. E. Alma Flagg
- Early College High School
- Fourteenth Avenue
- George Washington Carver
- Hawthorne Avenue
- Louise A. Spencer
- Luis Munoz Marin
- Malcolm X Shabazz
- Newark Vocational
- Thirteenth Avenue
- Weequahic High School
- West Side Campus

11. My question was not addressed on this page. Who do I contact with my salary question?

A. Please contact the NPS Contact Center at 973-733-7175.

12. Who is eligible for Performance Improvement Stipend?

A. Educators who receive a Partially Effective annual summative evaluation rating and are rated Effective or Highly effective the following year's annual summative evaluation rating shall be entitled to a one-time stipend worth 50% of the difference between their new step and their old step as an incentive for improvement.

District Approved Program Details

We know that great teachers across the district work hard every day to reflect on their practice, renew their passion daily for the work, and raise the bar for teaching in the district. To support our teachers in this work, our schools and our central office offer opportunities for continuous learning and improvement for all of our teachers including implementing strong teacher teams to develop job-embedded learning led by teachers and offering school-specific professional development that is aligned to the priorities of the building and the needs of the staff. We are excited to announce another opportunity for our teachers to deepen their skills and practice.

One provision in the Newark Public Schools/Newark Teachers Union Memorandum of Agreement (MOA) focuses on rewarding teacher for participation in programs that improve their practice and deepen their understanding of the Common Core State Standards (CCSS). Specifically, teachers completing a district-approved program aligned

to district priorities and Common Core State Standards are entitled to payment of up to \$20,000; \$10,000 to be received upon completion of the program and \$10,000 to be received upon completing an additional three years of service to NPS (Memorandum of Agreement Section IIB. 2d).

After holding an open-bid selection process and reviewing the proposals with a selection committee, the district selected Relay Graduate School of Education (GSE) as a district-approved program as defined in the MOA for the 2016-17 school year. As part of this selection, Relay GSE will offer [four programs](#) specifically aligned to the district's priorities and our Framework for Effective Teaching:

1. **Relay GSE Program for Effective Instruction for NPS** [1 Academic Year; 18 credits] More information about this program can be [found here](#).
2. **Masters of Arts in Teaching (M.A.T.) for NPS** [2 Academic Years; 36 credits] More information about this program can be [found here](#).
3. **Graduate Alternate Route for NPS** [1 Academic Year; 18 credits] This program is designed for provision teachers who are coming through an alternate route program. More information about this program will be provided in the spring by Relay for interested teachers.
4. **Advanced Program in Special Education for NPS** [1 Academic Year, 21 credits]
 - o [Advanced Certificate in Special Education](#)

If you are interested in participating in this program, you must apply directly with Relay GSE. An [overview of their programs for NPS is located here](#) and the [direct link to their applications for NPS programs is found here](#).

For questions you might have about the process in general, we have provided a list of Frequently Asked Questions below. If these do not address your question, please reach out to the Talent Office by sending an email to chieftalentofficer@nps.k12.nj.us for additional clarifications.

Program FAQ's

Who can apply for the district-approved program?

- A. Any current NPS teacher is eligible to apply to this program.

Where can I apply for these programs?

- A. More information about the programs as well as links to the application can be [found here](#).

What is required for the application?

- A. Relay GSE provides detail on the process through the admissions section of their website [located here](#) but for a quick overview, all applicants will need to submit as part of their application:

Applicant information, including education and employment information

- A resume
- Two essays
- Contact information for at least one recommender, who Relay will contact
- Sealed, hard copy, official transcripts from all colleges and universities attended
- \$50 non-refundable, application fee (paid online via the online application system)

Am I guaranteed acceptance to Relay GSE?

- A. No, NPS teachers are not guaranteed admittance. Relay GSE has an application process, selection criteria, and a capacity for how many teachers can participate in their program.

When is the application deadline?

- A. The application deadline is June 10th for the Program for Effective Instruction and the M.A.T. Admission is on a rolling basis, so applicants are encouraged to complete their application prior to the deadline.

When do I receive the \$10,000 for completing the program?

- A. Those who are accepted into the program will be given \$5,000 upon acceptance to the program, with the condition that they complete the program. If a teacher accepts the \$5,000 at the start of the program but does not complete the program, they must return the full amount of the stipend to NPS. The teacher will then receive the remaining \$5,000 when they successfully complete the program.

Will other organizations become "district-approved programs" in the future?

- A. We plan to issue a second round of requests for proposals for interested programs and institutions for higher education to become a district-approved program. We encourage other programs to apply in the future who feel that they meet the selection criteria aligned to our district priorities, can demonstrate effectiveness through student outcomes, Common Core Standards, and the Framework for Effective Teaching.

I previously completed or am in the process of completing a degree with another graduate school or program. Am I eligible for this payment?

A. No. As outlined in the NPS/NTU Memorandum of Agreement, only those programs designated as "district-approved programs" are eligible for the \$10,000 payment. Relay GSE is the first program to receive this designation for their new program aligned to the priorities of NPS, starting with the 2016-17 school year.

How did Relay GSE get selected?

A. To ensure that the programs that would be selected truly represented high-quality programs that would improve instruction for our students, the district worked with a stakeholder group that represented teachers, school administrators, district administrators, and representatives from the higher education community to develop and revise a set of criteria on which all programs would be reviewed and scored. Based on the stakeholder group input, to be selected, programs needed to demonstrate the following:

- A proven track record of producing educators that improve student learning;
- Coursework that supports the skills articulated in the Newark Public Schools Framework for Effective Teaching, with a heavy focus on practice and application;
- Coursework that focuses on the skills and content knowledge necessary to teach Common Core State Standards (CCSS);
- Programs that prioritize pedagogy that takes into consideration the needs of diverse learner; and
- Programs that have a proven track record of producing effective educators in the fields of Special Education and/or working with English Language Learners and students in secure settings.

To ensure a transparent and open process, NPS issued a call for proposals that including posting a public notice requesting proposals, posting the request on the NPS website, and sending out to the request for proposals to local universities. Three organizations submitted proposals by the deadline to be considered. A district committee comprised of a teacher and district administrators met to review the proposals, scoring them on the criteria outlined and agreed upon by the stakeholder group. Based on the review of proposals, Relay GSE demonstrated their ability to meet the criteria and offer our teachers a strong program to improve their practice and focus on the CCSS.

Labor & Employee Relations

Unions

Union Contracts

Teacher Contract Information



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[PowerTeacher](#)
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Important Parent Links

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[PowerSchool Parent Portal](#)
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Mobile Apps