

THE NEW ARK COMMUNITY COALITION

February 17, 1970

The first important area of consideration is that the Union and the Community must first negotiate on each item outlined in the proposal.

The community will sit as observer (s) after the Union and Community have mutually agreed to each item in the proposal - As a precondition to any consideration of the community demands, it is a feeling of the New Ark Community Coalition that the Community be entitled to have one or more than one persons at the bargaining sessions in the capacity of silent observer (s).

While we regard all members of the Newark Teachers Union negotiating team as honorable persons, in matters of such importance as the educational lives of our children, we feel it is imperative that there be no breach of integrity on the part of the persons who are negotiating in the interest of the Community.

Union - Ten members of the bargaining unit shall be granted leaves of absence to work for the local, state union or the American Federation of Teachers.

Community - The community is opposed to the Board of Education paying the salaries of the ten members on leave. This is an unnecessary expense to the taxpayers and a form of subsidy to the union. They should not be paid nor advanced on the step of the salary guide that they would have had if they had not been granted leave.

Union - Part of faculty meetings should be allotted for union business.

Community - Union matters should be discussed at union meetings, not school meetings.

Union - Union building representatives shall be released from school at noon every day to perform union business.

Community - Teacher's primary responsibility is to instruct. It is the union's responsibility to hire its own staff.

Union - The Board of Education should pay for the distribution of union literature.

Community - It is the union's responsibility to pay for the distribution of their literature.

Union - The Board of Education should pay the wages of 5 union district representatives.

Community - The community does not object to the union having 5 district officials as long as the union pays their salary.

Union - The union should determine which holidays will be celebrated by the closing of school.

Community - The community must participate in planning holidays.

Union - No teacher shall be involuntarily transferred.

Community - The situation may arise that will necessitate an involuntary transfer. This will then involve the Board of Education, the union, and the community.

Union - Positions shall be filled on the basis of seniority.

Community - The community objects to all areas of seniority because it limits personnel and it should not be responsible for hindering energetic, competent personnel. The community recognizes that seniority has been directly responsible for preventing the advancement of Black and Puerto Rican people.

Union - The hiring procedure for administrative and supervisory positions shall consist of the following: One person for the Office of Superintendent; one person agreed to by the union and the Board who currently fills a position at the same level as the vacancy; one Newark resident agreed to by the union and the Board who is outside the school community; 2 people designated by the union; the Board will continue to compensate at their regular rates all school Board employees who serve on this committee.

Community - The committee shall be composed of five members- One person from the Office of Superintendent; one person who currently fills a position at the same level as the vacancy; two people designated by the community; one person designated by the union from the bargaining unit.

Union - The Board will contribute to the Newark Teachers Union Welfare Fund at the rate of \$400 per year on behalf of each member of the bargaining unit for the purpose of making further welfare benefits available to our members.

Community - The community should not be taxed with the responsibility of maintaining a Welfare Fund for the Newark Teachers Union.

Union - The full cost of prescription drug items shall be fully paid for by the Board.

Community - This kind of expense should be borne by individuals and not by tax payers.

Union - Details relative to the appointment of teachers to the substitute pool are to be worked out in a committee of five which shall include at least three appointed by the union.

Community - The community would recommend equal community representation on such a committee.

Union - More effective schools shall be jointly administered by the Board and the union.

Community - all schools must include the direct involvement of the community.

Union - Teachers are to receive two weeks off with pay when married.

Community - The community finds the "two week honeymoon" absurd, ridiculous, and quite whimsical.

For further information call Reverend Henry Cade 243-0499.