



NYSUT-ENDORSED CANDIDATES DOMINATE

BY DARRELL KUHN

Due to the November of 2018 Election results, there is reason to feel some cautious optimism about public education in New York State. New York State United Teachers, the statewide union for public school educators, endorsed 13 political candidates to represent the Hudson Valley area on the state and federal levels combined. Of those 13 candidates, 10 were victorious.

Newburgh Teacher Association President Stacy Moran had a positive response to the recent midterm election results. She stated that State Senator-Elect James Skoufis, who will represent the 39th Senate District, has demonstrated support for public education during his time as a State Assemblyman.

"James Skoufis has always supported issues that are important to this region and to the working people of our state," Moran explained. "I believe he will continue to advocate for public education, as well as be an opponent to the unfair evaluation system that has been imposed on (New York State public school educators) for years now."

NTA Vice President Matthew Scully praised NTA members who participated in its phone banks to support Skoufis in the days leading up to the election. Scully stated that there were more than 30 people who participated in these phone banks at the NTA headquarters at 52 Pierces Road in Newburgh.

"The NTA truly does an amazing job at phone banking," Scully said. "We get many, many calls done throughout the nights. Phone banking is our chance to make a difference. It doesn't matter if you make 10 calls, 20 calls, or

more. It can be a moving experience and really helps the worthy cause."

The other NYSUT-endorsed State Senate candidate from the Hudson Valley who won on November 6, 2018 is Democrat Jennifer Metzger of the 42nd District.

For the State Assembly, NYSUT-endorsed Republican Karl Brabeneck won his race for the 98th Assembly District, Democrat Aileen Gunther won in the 100th Assembly District, Democrat Kevin Cahill won in the 103rd Assembly District, Democrat Jonathan Jacobson won in the 104th Assembly District, and Democrat Didi Barrett won in the 106th Assembly District.

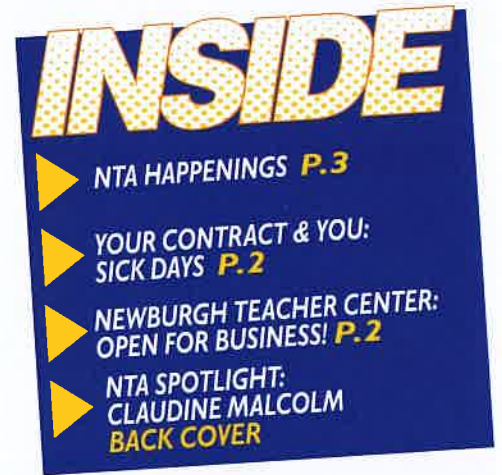
For statewide offices, NYSUT endorsed Leticia James for State Attorney General and Thomas DiNapoli for State Comptroller. Both of those candidates won their races.

For the federal offices, Democratic U.S. Senator Kirsten Gillibrand was re-elected. Democrat Sean Patrick Maloney of the 18th Congressional District and Democrat Antonio Delgado of the 19th Congressional District both won their seats in the U.S. House of Representatives. NYSUT endorsed all three of them.

Moran hopes that when these politicians begin their new terms on January 1, 2019, they will reintroduce the Annual Professional Performance Review bill that passed the New York State Assembly and was blocked from coming to the New York State Senate by current Republican Senate Majority Leader John Flanagan.

"I would also hope that it includes provisions to get rid of receivership and the new rules that go around tenure and allow tenured edu-

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FROM COVER

cators to be dismissed without due process. I would then hope that it passes both (the State Senate and the State Assembly) and is signed by Governor Andrew Cuomo before they recess for the summer."

As far as Democratic Governor Andrew Cuomo getting re-elected to a third term goes, Moran feels he might be softening his stance on public education despite his negative actions against it in the not-so-distant past.

"I believe since the backlash he received after the April 2015 State Budget where he said that it was baloney that more teachers were not being fired and when he took 50% of the teachers' scores and made it non-negotiable, he has been more supportive of organized labor in general," Moran said. "We will have to wait and see if he signs legislation that does completely repeal the current APPR if it is passed by the State Assembly and State Senate."

The fight to preserve and protect public education in New York State is certainly not over.

YOUR CONTRACT AND YOU: SICK DAYS



BY CAMILLE ALAIMO

Article XVI of the current Newburgh Teacher Association contract with the Newburgh Enlarged City School District outlines provisions for a variety of extended work leave of absences. These include sabbatical, family leave, and military duty, which must be applied for through the district's human resources department. Additionally, the Sick Leave Bank, hard-won in 1973, provides for NTA members who have depleted their sick days as a result of having suffered a catastrophe. This has been invaluable to many members, especially when it relates to long-term illnesses. Most members contribute one sick day throughout the life of their careers to keep the sick bank viable.

Our current contract also provides procedures for payment of unused sick days for NTA members who qualify. A redacted version of the contract states, "Any member having twenty or more years of credited service in the New York State Teachers' Retirement System shall receive payment in the form of employer direct contribution to her or his 403b at the rate of \$41 a day for up to 278 days, so long as during their last two years of employment, he or she uses no more than an average of eight sick days." Exceptions apply for Family and Medical Leave. The NTA member must also have accumulated 125 sick days to qualify. Any days over 278 shall be paid in the form of additional compensation.

Also be aware that while the contract provides for 15 annual sick days, the district has a right to ask for a doctor's note after eight days.

PDPE PROMOTES IMPROVING EDUCATION

BY DARRELL KUHN

A cornerstone of the Newburgh Teacher Center has been resurrected and it has a new name. **Once called ER&D**, it is now The AFT Professional Development Program for Educators (PDPE). It is designed to be an educator-to-educator, non-threatening, and non-judgmental initiative that offers Newburgh Teacher Association members an opportunity to study current research on education, according to a brochure developed by NTA President Stacy Moran. The brochure states that the PDPE program gives NTA members the chance to enhance their professional knowledge and to access that information to use in their classrooms.

NTC Coordinator Nick Karnavezos is overseeing the PDPE Program for NTA members.

"The American Federation of Teachers (AFT) created the program and supports the program by providing national training to local teacher unions," Karnavezos said.

According to the PDPE Program's brochure, the AFT has been involved in a systematic process to translate, codify, and disseminate relevant educational research findings to educators. Realizing that a core knowledge base is essential to the professionalization of teaching, the AFT created a process for disseminating educational research to educators. This process, the brochure explains, also involves educators in assessing the work of that research.

Karnavezos and Moran will be involved in getting NTA members who want to participate trained to deliver high-quality learning to their colleagues.

"I have asked all NTA head delegates to rec-

ommend members they believe would be excellent Professional Learning Providers for the PDPE program," Moran said.


The Professional Learning Providers will give support and professional development to NTA members through the NTC.

"The NTA will choose five members to send to training this summer to become Professional Learning Providers," Moran said. "The NTA and the AFT will pay for it."

According to John Eitel, a retired NTA member and former NTC coordinator and ER&D Local Site Coordinator, the NTA's PDPE program is a key component of the new educator orientation. The orientation, facilitated by the NTC, is a collaborative effort between the NTA's PDPE program, NTC, and the Newburgh Enlarged City School District.

"PDPE cannot work without NTA support," said Eitel. "Professional development is union work." According to the brochure, the PDPE Program will offer NTA members professional development for several educational components, including classroom management and behavior, effectively working with English as a New Language students, making data and classroom assessments, reading comprehension instruction, working with special needs students, and many more.

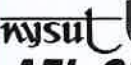

For more information about PDPE, contact Nick Karnavezos at (845) 568-6719 or Stacy Moran at (845) 562-8120.



NEWBURGH TEACHERS' ASSOCIATION

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NTA HAPPENINGS



WHAT: NTA BOARD OF DIRECTORS MEETING.

WHERE: NTA OFFICE, 52 PIERCES ROAD, NEWBURGH, NY

WHEN: WED. 1/9, 2019 @ 4:30 P.M.

WHAT: NTA DELEGATE ASSEMBLY.

WHERE: NTA OFFICE, 52 PIERCES ROAD, NEWBURGH, NY

WHEN: WED. 1/16, 2019 @ 4:30 P.M.

WHAT: NTA HEAD DELEGATE ASSEMBLY

WHERE: NTA OFFICE, 52 PIERCES ROAD, NEWBURGH, NY

WHEN: WED. 1/23, 2019 @ 4:30 P.M.

WHAT: NTA BOARD OF DIRECTORS MEETING.

WHERE: NTA OFFICE, 52 PIERCES ROAD, NEWBURGH, NY

WHEN: WED. 2/6 2019 @ 4:30 P.M.



THE NEWBURGH TEACHER CENTER IS OPEN FOR BUSINESS!

BY DARRELL KUHN

One of the first things NTA President Stacy Moran did when she was elected president in 2015 was to negotiate a contract that secured and restored funding for the Newburgh Teacher Center (NTC).

The newly funded NTC was officially resurrected when it held its first policy board meeting in February of 2016. "My first goal when I became NTA President was to bring the NTC back," Moran said. "I truly believe in educators training other educators. The NTC provides the freedom for educators to propose courses that they feel will benefit their colleagues." The Newburgh Teacher Association's professional development arm is up and running.

John Eitel, a retired Newburgh Free Academy Math teacher who also served as NTC Coordinator for eight years, said, "The last time the NTC had a full-time coordinator before February of 2016 was 2011." He also explained that the NTC has technically been in existence in the Newburgh Enlarged City School District since 1990, when it was first negotiated into the NTA contract.

NTC Coordinator Nick Karnavezos said the NTC is a valuable resource for NTA educators. The NTC at 20 Chestnut Street in the City of Newburgh is now open with new hours to more effectively accommodate teachers from different buildings. Its mission statement explains that it is committed to improving student achievement by supporting professional development in collaboration with the NECSD and the NTA. It provides NTA members with in-service courses and registration, Continuing Teacher and Leader Education hours and course offerings, new educator support resources, and a mentoring program. It also provides the New Teacher and Teaching Assistant orientation and support for the National Board for Professional Teaching Standards cohort.

"These are great quality professional development courses," Karnavezos said. "Our own educators can present course proposals



NTC COORDINATOR NICK KARNAVEZOS

to the NTC Policy Board. The NTC Policy Board then votes to approve these courses." NTA members teach these courses. Once a course gets approved, it is then open to NTA educators to take if it applies to their subject area(s).

"We've had 11 courses run in the fall (of 2018)," said Karnavezos. "We approved eight more for the winter/spring (of 2019)."

Moran said that the NTC courses count for educators' salary advancements and CTLE advancements. These courses are free for NTA members.

The NTC location also has equipment available for NTA educators to use to enhance their instruction, such as poster makers, laminators, printers, and other resources.

Newburgh Teacher Center

NICK KARNAVEZOS
Coordinator
CHESTNUT STREET SCHOOL
ntc@newburghtc.com
845.568.6719

HOURS:

MON 10:45am - 6pm
TUES 8am - 3:15pm
WED 7am - 2:15pm
THURS 10:45am - 6pm
FRI 7am-2:15pm

NTA SPOTLIGHT



BY CAMILLE ALAIMO

MEET CLAUDINE MALCOLM

For the past 18 years, Claudine has served the Newburgh Enlarged City School District as a reading teacher for grades K-5. Her commitment to teaching led her to further expand into the role of Newburgh Teacher Association Head Delegate at the Gidney Avenue Magnet School. In addition, Claudine is on our NTA Board of Directors for elementary school educators and represents Newburgh for the American Federation of Teachers, the nationwide union for public school educators.

As head delegate, Claudine advocates for the interests of all NTA members. Claudine believes that some of the many challenges we face as a united body include frequent changes in building administration and how to deal effectively with new personalities and management styles. Claudine became a delegate because she sought to make this job more meaningful. "How can I do this? I knew I needed to get involved with the union. Every teacher gets overwhelmed and frustrated at some point in [his or her] career," said Claudine.

*"IT'S NOT UNTIL YOU
STEP OUT OF THIS FIELD
THAT YOU REALIZE
HOW IMPORTANT
THE UNION IS."*

— CLAUDINE MALCOLM

"It's not until you step out of this field that you realize how important the union is," added Claudine. Most other professions in our area and across the nation do not have a union. Claudine gives the example of nurses in our area who are mandated to work long shifts with little time for sleep in between. Non-compliance to these rigid schedules can result in being fired. A further irony, she points out, is that in most cases, nurses do not have quality health insurance.

Active participation in the union provides a refreshing and intentional focus on our roles with students and staff members. "We are more in touch with the real concern of colleagues," said

Claudine. "We see things on another level. We are less worried just by knowing the union is there. Without the union, there is no job that is going to allow you to have the benefits, the pay, and the security."

One of the most pleasant surprises for Claudine was the realization of how positively the union affected her attitude toward teaching. Educators are passionate about making a difference in the lives of their students. To do this, it is important to take care of common issues that interfere with our responsibilities, such as downed copiers, irrelevant curriculum mandates, outdated lesson plan modules, overdone high-stakes testing, and scheduling mishaps. "Issues have been getting in our way," said Claudine. "We have been dealing with frustrations over classroom observations, appeals, the Annual Professional Performance Reviews, Teacher Improvement Plans, and StaffTrac."

Claudine urges all NTA members to know the basics of the contract, especially regarding attendance issues, because one of the biggest frustrations of the job is telling a member educator, "Sometimes we can see things coming down the pike and I can't do anything about it if it's not in the contract." Unfortunately, it's not always possible to pre-empt a situation. Sometimes an incident needs to conclude before the union steps in.

Claudine urges all NTA members to become familiar with the language used in our contract. Read it and know the basics. She also urges members to attend NTA events and get to know the delegates.



The Newburgh Teachers' Association (NTA) recently hosted the third annual Family Movie Day at Showtime Cinemas in Newburgh. An audience of almost 200 people, comprised of NTA members and their families, attended a showing of Disney's newest film, *Ralph Breaks the Internet*. As with previous years, admission price was an unwrapped toy, which was donated to Toys for Tots based at the Newburgh Armory.

"Family Movie Day really puts us all into the holiday spirit," said Matthew Scully, NTA Vice President. "Thanks to our members, Newburgh children in need will receive some nice gifts this Christmas."

Family Movie Day began in 2016 for the union professionals of the NTA to expand community outreach and coalition building. Since then, under NTA President Stacy Moran's leadership, the NTA has strengthened relationships with community allies and educated them on the importance of unions.

"I always look forward to this event," said Megan McCann, an NTA member and volunteer at the Family Movie Day. "Everyone here is supporting a great cause."

Over the past few years, the NTA has spearheaded, participated or volunteered in many events. In October, they hosted the 3rd Annual Book Give Away in collaboration with the Newburgh Armory Unit Center. This past spring, they were one of many local sponsors for the Lap4Life Run. They are planning to have another Book Give Away in the spring.

"The NTA is very proud to be supporting our local organizations and allies," said Mr. Scully. "Over the years, our members have been great about attending and volunteering at our events. Now, more than ever, our union needs the support of all of our constituencies. We are union strong, and we intend to keep it that way."

