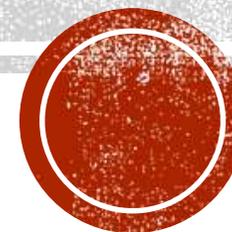


**WELCOME TO WASHINGTON
TOWNSHIP SCHOOL DISTRICT**



KNOW YOUR CONTRACT

Article IV, Leaves of Absence

A. Personal Business Leaves: 3 days for certified staff, 4 days for ESP's

Do not need to provide a reason unless it is before/after a holiday/vacation and there are certain conditions that apply, see page 4 of contract.

You can carry them over to sick days.

ESPs can only carry over three of the four days

B. Sick Leave

10 days for certified staff, 12 for ESPs

Can carry over any unused days

Do not need to provide a reason for your absence but if before/after a holiday or vacation the District can call you and ask you provide a doctors note if you are not reachable.

Sick days are ONLY FOR YOU. Cannot be used for a family member.

C. Death In Family

Immediate family three (3) days and may ask for two (2) more. See contract page 5 for immediate family members.

Close relative not living with you up to three (3) days. See contract page 6 for close relative members.

Distant relative one (1) day.



KNOW YOUR CONTRACT

Article V, Insurance Coverage

All new employees are in the Educators Health Plan (EHP)

You pay a percentage of your salary towards the coverage.

Dental Insurance: either the Delta Dental Premier Plan or Delta Dental Flagship Plan

Vision Plan: VSP Signature Plan with all premiums being paid by employee (you).



KNOW YOUR CONTRACT

Article X, Teacher Course Credits and Professional Growth and Development

A. Teacher Graduate Course Credits and Horizontal Moves

\$3,475 per year

See pages 22-24 of contract for more information

B. Horizontal Placement of Guide

Must notify the district, in writing, prior to December 1st for an anticipated move.

D. Professional Growth and Development (PGD Day)

One (1) per year

May request additional days

May be used during the Summer and on weekends

Total amount \$270



KNOW YOUR CONTRACT

Article XII

All teachers may be called upon by administration to attend after-school meetings up to 18 hours with restrictions.

See page 26 of contract for these restrictions

Article XIII, Teacher Employment

185 days of which 5 are in-service/PD days.

Must complete five (5) hours of State mandated training online rest the district needs to provide time to complete.

Teacher work day: LVMS seven (7) hour work day

BAC, FKS, OFRS six hour fifty minute work day (6 hours 50 minutes)



KNOW YOUR WEINGARTEN RIGHTS

The term “Weingarten rights” before, but do you know where that name comes from and what those rights are? The term refers to a case the Supreme Court of the United States decided back in 1975, National Labor Relations Board v. Weingarten.

What are Weingarten rights?

Weingarten rights empower a worker to request a union representative’s presence and assistance at an investigatory interview that the employee has a reasonable belief may result in discipline. If the worker invokes these rights, the employer has the following options: to allow representation at the interview, to discontinue the interview, or to offer the employee the choice of continuing the interview unrepresented or having no interview.

You will notice that the worker must request the assistance of a union representative. The employer has no obligation to automatically include the representative in the interview if a request is not made, which is why education around Weingarten rights is so important. The right must be invoked by the union member.

Weingarten rights apply only when the worker has an objectively reasonable belief the interview may lead to discipline. They do not apply to meetings where a disciplinary decision that has already been made is being communicated, or to other non-investigatory conversations with a supervisor, such as giving feedback, instructions, or training. This is not to say that union members are without rights in these scenarios, of course, but that Weingarten rights are not involved.



WHAT SHOULD I DO IF THE REQUEST IS NOT HONORED?

- Members should not refuse to attend a meeting called by an administrator, as that would make one vulnerable to accusations of insubordination. Instead, you should attend the meeting and make your request for a Weingarten representative clear. You can ask for clarification on the purpose of the meeting to confirm that it is an investigatory interview and your belief in possible disciplinary action is reasonable.
- You should insist on your Weingarten rights until the employer allows for your representative to attend the interview, the interview is discontinued, or you are offered the choice between an unrepresented interview or no interview.
- You should not answer any questions without your representative present. Note that you cannot insist on a particular union representative of your choice be present, though you can certainly state your preference. Which representative attends the meeting may depend upon availability.



WHAT IS THE WEINGARTEN REPRESENTATIVE'S ROLE?

The Weingarten representative is there to be the member's witness and advocate during the meeting. However, the representative cannot obstruct the investigation or turn it into an adversarial proceeding. The employer, on the other hand, cannot compel the representative to remain silent.

The representative is there to assist the employee. They are entitled to information about the interview that will give them the ability to perform their duties as a union representative. They can ask that the employer's questions be clarified, object to intimidation tactics, and inform the employer of additional information that supports the member's position. The representative can also ask to privately caucus with the member and advise them on how to answer the questions, although they cannot answer instead of the member.

In short, the Weingarten representative is there to support the member, protect their rights, guard against overstepping by the employer, and help the member clearly set forth their position.

Kaitlyn Dunphy is an associate director of NJEA Legal Services and Member Rights in the NJEA Executive Office. She can be reached at kdunphy@njea.org.



WHAT IS TENURE?

- In 1909, New Jersey became the first state to pass tenure legislation when it granted fair-dismissal rights to educators. Tenure is vital to the protection of public education. It provides you with due process procedures that protect you from arbitrary discipline or political interference.
- Ultimately, tenure gives your students the stability and consistency they need to reach their full potential.



WHAT'S SO SPECIAL ABOUT *MAY 15?*

- *By May 15, all non-tenured teachers must be notified of re-employment.*
- If the school board fails to notify the non-tenured teacher, he or she is entitled to continued employment for the next year. In addition, many locally negotiated contracts include similar requirements for educational support professionals (ESPs).
- If a non-tenured teacher wishes to accept employment, he or she must notify the board in writing on or before June 1. ESP staff members should consult their collective bargaining agreements to determine if they have similar response requirements.
- Members who have been notified of their nonrenewal should contact their local president.



WELCOME TO THE **NEW JERSEY EDUCATION ASSOCIATION**

- The New Jersey Education Association is an organization of over 200,000 members whose mission is to advance and protect the rights, benefits, and interests of members, and promote a quality system of a public education for all students. Members range from preK-12 to postsecondary categories. They include the broad spectrum of teaching staff members, including school librarians, school nurses, school counselors, and other certified staff ; college faculty; and educational support professionals, including secretaries, clerks, paraprofessionals, bus drivers, food service workers, maintenance and custodial personnel, and other public school employees.
- NJEA is a democratic organization in which members vote and have a voice in determining the organization's priorities in an ever-changing environment. For over 150 years, NJEA members have driven the state education reform agenda in order to keep New Jersey's public schools among the best in the nation.
- As the state's largest and most experienced representative of educational employees, NJEA successfully advocates for better working conditions and benefits for all of its members. NJEA not only provides its members with the power to be heard locally and at the state and federal levels of government, but also gives its members unequalled legal protection and representation.
- Along with our parent organization, the National Education Association (NEA), NJEA offers members an impressive array of services and benefits.



HOW NJEA WORKS WITH YOU:

- Look at your workday and consider the role your local association has had—and continues to have—in protecting and maintaining your working conditions. NJEA and its members advocated for many of the rights you enjoy by statute. NJEA provides you with other benefits—including negotiating with you for a fair, high-quality contract.
- Your association is here when you're feeling overwhelmed and to help you achieve your professional goals.



WHY SHOULD I GET INVOLVED?

- NJEA members just starting their careers often feel overwhelmed. This feeling is amplified by a well-funded corporate “reform” movement that seeks to weaken unions and make money from public education by privatizing school services. Stress is a weapon of choice from these protesters, and members can feel exhausted from fighting this battle.
- NJEA wants to empower you to advocate for yourself and your students. Since the percentage of teachers and education support professionals who leave their jobs within the first five years continues to climb, it is important that you feel good about what you do. NJEA wants you to be successful, not a statistic.
- A support system of family, friends, and colleagues is particularly vital for early-career members who deal with both the stress of a new job and the stress of attacks upon the profession they are devoting their lives to. It is important that NJEA members carve out time to come together across departments, job categories, districts, and counties to celebrate the profession.



THE NJEA EARLY CAREER *MEMBER NETWORK*

- **Early career members –**
- **NJEA knows that you are important.**
- All members—even non-tenured members—have a full membership in the NJEA. You are as much a member of this association as a local association building rep or even a local association president. You are important.
- Speaking of your local association and NJEA, you may not know much about them yet. This publication was written with that in mind. Your local association, your county association, and NJEA work best when members step up and get involved. **When NJEA members become involved, they report increased job satisfaction, too.**
- **Get involved.**
- There are many ways to get involved in your local association. You don't have to be the person out front who speaks at board of education meetings, takes the microphone at rallies, or collaborates directly with the superintendent. Generally speaking, those are the jobs of a local association president.



AS A MEMBER OF NJEA YOU'RE ENTITLED TO:

- **LEGAL SERVICES:**

A network of attorneys who provide free direct representation to NJEA members for approved employment-related issues. Members also receive two free legal consultations annually and a 30 percent discount on qualifying personal legal services.

- **PROFESSIONAL DEVELOPMENT:**

Learning experiences to further your professional growth through local and county workshops—many of them free! And free admission for you and your family to the NJEA Convention, the world's largest professional development event.

- **RESEARCH & ECONOMIC SERVICES**

Analysis of key economic and education policy issues, along with support for your local association in bargaining a strong, competitive contract.

ADVOCACY REPRESENTATION and LEADERSHIP TRAINING:

Access to services provided by NJEA UniServ – experienced specialists who handle member concerns, negotiate contracts, process grievances, and provide a link to all NJEA and NEA services.



AS A MEMBER OF NJEA YOU'RE ENTITLED TO CONTINUED:

- **LEGISLATION AND GOVERNMENT RELATIONS:**

Continual analysis, insight and advocacy concerning legislation and regulations that affect your job, school and students.

- **COMMUNICATIONS and PUBLIC RELATIONS:**

Valuable information on every aspect of your career and your union through NJEA's website, magazine, TV show and social media outlets.

- **GOVERNANCE**

Your voice in our democratic, member-driven union. Consider running for office to have a louder voice on the issues that matter most to you.

- **HIPP FOUNDATION GRANTS**

NJEA-supported grants for innovative educational initiatives not funded by your school budget.



AS A MEMBER OF NJEA YOU'RE ENTITLED TO CONTINUED:

- **MEMBER BENEFITS**

Valuable products and services at members-only prices. From cars, insurance and large appliances to special deals on hundreds of everyday items, you'll save big because of your NJEA membership.

- **EARLY CAREER MEMBER RESOURCES AND NETWORKING OPPORTUNITIES:**

Connect with colleagues who are also starting out in the profession to get your career off to a great start and form valuable professional relationships.



AS AN NJEA MEMBER, YOU CONTINUED:

- Are eligible for **legal services** for tenure claims, certification issues, retirement issues, wage and hour claims, and workers compensation claims.
- Are eligible for **legal services** for discrimination claims arising out of your employment (*including, but not limited to race, color, sex, religion, national origin, age, disability, height, weight, marital status, or union activity*).
- Are eligible for **legal services** stemming from investigations by Criminal and Child Protective Services emanating from your employment.
- Are eligible for any of the free professional development or leadership **training** that is available to members.
- Can attend **trainings** sponsored by your local association, your county association, NJEA, or NEA on topics such as special education, employment law, bargaining, legal issues, evaluation, leadership development, and much more.
- Are eligible for **advice** on employment-related statutory rights.
- Are eligible for free **retirement consultation services** or certification consultation services.
- Are eligible for free admission to the annual **NJEA Convention**.
- Can **participate in your local** association meetings, elections and social events.



LOCAL: WASHINGTON TOWNSHIP EDUCATION ASSOCIATION (WTEA)

President: Patti Ressler-OFRS

1st VP: Kathleen Erb-BAC

2nd VP: Mitch Schlesinger-LVMS

Treasurer: Kat Stramaglia-LVMS

Recording/Correspondence Secretary: Joyce DeMercurio-LVMS

ESP Head Rep: Billy Glennon-LVMS

LVMS Head Building Rep: Cory Condron

LVMS Reps: Patrick Ferrante, Michelle Janus, Alicia Semeraro

BAC Head Building Rep: Kathleen Erb

BAC Reps: Jay Manzella

Flocktown Head Building Rep: Louise Quinn

Flocktown Reps: Open positions

Kossman Head Building Rep: Open position

Kossman Reps: Melissa Benbrook

OFRS Head Building Rep: Sue Ort

OFRS Building Reps: Fran Sweeney, Open positions



CONTACT YOUR OFFICERS

Website: www.washingtontwpea.org

President: moxieizzymama14@gmail.com

1st VP: sweetpea_0730@yahoo.com

2nd VP: schlesingerm@yahoo.com

Treasurer: salvemini.kat@gmail.com

Secretary: joyceedemercurio@gmail.com

LVMS Head Rep: [cory in spain@yahoo.com](mailto:cory_in_spain@yahoo.com)

BAC Head Rep: sweetpea_0730@yahoo.com

Flocktown Head Rep: lmq07871@yahoo.com

Kossmann Head Rep: melissabenbrook@gmail.com

OFRS Head Rep: smort17@hotmail.com



WHO TO CONTACT

You should always contact your building representative first.

You should always contact your rep through personal email, on personal time.

Do not use work email for anything BUT work things.

Do not use district time or servers for anything but district business.



WTEA EVENTS

- Fall Social @ Ort Farms for members, their spouse, and children.
- Winter Social TBA
- Spring Social TBA

- Looking to do more events but need a Social Chair to help with this.



COUNTY PROFESSIONAL DEVELOPMENT AND MORE*

- October 12 @ 4:30-6:30: Pizza and Paychecks at Black River Barn
- October 18 @ 4:30-6:30: CBC Workshop (regarding negotiations tech., etc.)
- October 19 @ 4:30-6:30: Workshop and Wellness at The Meadow Wood Manor
- October 25 @ 4:30-6:30: XYZs Pension Wkshp at The Meadow Wood Manor **
- October 26 @ 4:30-6:30: Member Benefits Fair at The Meadow Wood Manor
- October 27 @ 4:30-6:30: Equity Alliance Workshop at The Meadow Wood Manor

▪ Registration for all these events is through Eventbrite at www.mccea.com

* Most MCCEA events are free and at The Meadow Wood Manor unless stated.

** Minimal cost



COUNTY: MORRIS COUNTY COUNCIL OF EDUCATION ASSOCIATION (MCCEA)

Plaza 447 Suite 12- Route 10 East

Randolph, NJ 07869

973-366-0202

President: Laurie Schorno

VP: Kerri Lee Farrell

Treasurer: Lisa Lamendola

Secretary: Lee Ann Brensinger

Administrative Assistant: Linda Harvey

Executive Director: Ginny Osborne



UNION MEMBERSHIP PAYS OFF

AS AN NJEA MEMBER, YOU:

- Receive \$1 million employment **liability insurance**. If you are sued for events in the workplace, you will **not** be responsible for your own legal defense and payment of any judgment.
- Can **vote** on contract ratification, election of officers, or any other Association matters.
- Can serve on your local bargaining team or **provide input** into negotiations of your local association contract.
- Are eligible for **legal services** if you are unlawfully laid off or your employer unlawfully fails to recall you (*for members with recall rights*).
- Are eligible for **criminal defense representation** of employment related criminal charges brought against you.
- Are eligible to receive up to \$35,000 reimbursement for legal fees/costs from the **Educators Employment Liability** insurance program for the defense of criminal proceedings arising out of your employment for allegations of corporal punishment or other employment related criminal allegations if exonerated.



BENEFITS FOR MEMBERS

AND THEIR FAMILIES

- **AID-NJEA**—If you or a family member ever needs someone to talk about any kind of issue, there is a 24/7 resource. Simply call 866-AID-NJEA. A trained and dedicated professional is always available.
- **Life and Health-Related Insurance**—NEA Member Benefits offers members and their families a comprehensive assortment of insurance programs. Visit *neamb.com* and go to the *Insurance* menu.
- **NEA Financial Services**—NEA Member Benefits offers nationally-sponsored savings programs, credit cards, home financing, personal loans, and a variety of insurance products. Visit *neamb.com* or call the member service center at 800-637-4636.
- **Auto and Home Insurance**—Be sure that you are getting the best pricing for auto and/or home insurance. Contact California Casualty (NEA Auto and Home Insurance) at 866-680-5142. Find out all about the free, additional perks that you get as an NEA member.
- **Totally No-Fee Banking**—BankMobile offers totally mobile banking through your smartphone or tablet without fees. BankMobile also offers high-yield savings with no minimum balance. Simply visit *bankmobile.com/njea* for instructions.
- **Travel**—Visit the Entertainment and Travel menus at *njea.org/memberbenefits* to and many sources of fun places that offer special discounts to our members. Be sure to check out:
 - Access Discounts
 - Buyer's Edge Inc. Travel • NEA Travel Services



BENEFITS CONTINUED:

- **Vision Services**—Optical Academy offers the lowest pricing on vision services and eyewear. Visit optical-academy.com or call 800-530-2730. In addition to stores in New York City and Clifton, N.J., Optical Academy schedules visits to schools around the state. Eyeglasses start at \$29 for single vision frames and lenses.
- **Home Financing**—Wells Fargo Home Mortgage has a special relationship with NJEA Member Benefits that provides a \$500 gift card after closing on home mortgages. Call 866-699-3557 or visit neamb.com/nance.
- **Personal Legal Services**—Get two free 30-minute free consultations annually, and/or a 30% discount on qualifying personal legal needs through the NEA/NJEA network of attorneys. Call your local NJEA office for details.
- **ACCESS Discounts**—Card-carrying NJEA members save up to 50% at popular restaurants, retailers, and travel providers throughout New Jersey and across America. Simply log in at njea.org/memberbenefits for a searchable listing of more than 300,000 member-only discounts. Questions? Call 866-245-5292. Mention group #9138.
- **My Deals App**—Be sure to download the My Deals app from Access to connect with discounts using your smartphone. It is extremely valuable.
- **Member Benefits Directory**—Hundreds more special offers are listed in the NJEA Member Benefits Directory. You can search online or print a copy of the directory.



BUYER'S EDGE INC.

- **NJEA Member Discount Program***
 - *NJEA offers thousands of savings offers.*
Visit njea.org to and the complete listing of locations where you can save!
 - • **Go to njea.org/memberbenefits.**
 - Sign in with your PIN (or email address) and password (last four digits of your Social Security number, unless you changed it).
 - Appliances/TVs: 800-377-3700 Audio equipment: 800-543-0911 Cars (new and used): 800-543-8381 Jewelry: 800-635-9136
Exercise equipment: 800-541-9905 Furniture/Mattresses: 800-631-0286
 - Kitchen cabinets/countertops: 800-327-3599 Luggage: 800-543-8237
Moving service: 800-356-7771
Real estate (buy/sell): 800-232-6766
 - Solar Energy: 800-588-1920 Travel (full service): 800-634-8538
1. Shop around and find what you want.
 2. Know the manufacturer and model number.
 3. Call the phone number above to get the lowest price.
 4. Give the representative NJEA's number. Find it on *memberbenefits.njea.org*
 5. Save money! It's that simple!



GRANTS

- **Hipp Grants**

- *the NJEA Frederick L. Hipp Foundation for Excellence in Education provides grants from \$500 to \$10,000 for innovative educational initiatives.*
- Established in 1993, the NJEA Frederick L. Hipp Foundation for Excellence in Education was created to provide opportunities for school employees to expand their visions of excellence in our classrooms and schools. The Foundation honors the memory of Dr. Hipp, a former NJEA executive director. NJEA members can apply for grants ranging from \$500 to \$10,000 for innovative educational initiatives that wouldn't normally be funded by your school budget. The Foundation accepts applications postmarked up through March 1 of each year. Applications are reviewed once annually. Applicants are notified of their application status by the end of May.
- *If you are interested in applying for a Hipp grant, check out njea.org/grants/hipp-foundation.*



REGION 17 UNISERV FIELD OFFICE

Field Rep: John Williams

973-515-0101

Office Staff: Heather Marsh and Chanae Phifer

Other Field Reps:

Vikkie Walsh

Kim Cowing

Henry John Klein



WHAT IS *UNISERV*?

- The cornerstone of NJEA's service to members is its UniServ program—a statewide network that provides extensive field services to members and local and county affiliates throughout the state, working out of 21 regional offices to supply doorstep service to members. Find these offices on *njea.org* under *About*.
- Through each UniServ office, trained NJEA field representatives offer local associations and members personal on-site service in bargaining and contract enforcement as well as advice on grievances, explanation of legal rights, political action, communications assistance, representation before administrators and boards of education, direct assistance at the bargaining table, leadership development skills, organizational management and membership promotion strategies, and guidance related to professional development issues.
- The UniServ staff is assisted by staff in other divisions who work out of NJEA Headquarters in Trenton and part-time UniServ, pension, professional development, communications, and organizational development consultants.



STOP! SEEK HELP BEFORE ANSWERING INVESTIGATORY QUESTIONS.

- If you have been accused of inappropriate conduct with a student, child abuse, or job-related criminal behavior, call your regional UniServ office immediately—before speaking with an investigator or administrator regarding an accusation. If an administrator or investigator asks to meet with you regarding an accusation, you may exercise your constitutional rights and not make any statements without NJEA legal representation.
- If you are a witness to child abuse, you must report it following your district's procedures. Failure to report suspected child abuse could result in criminal prosecution or a lawsuit if it is discovered that you had knowledge and did not report it. In addition to reporting the
- suspected child abuse, speak to your building representative, local president, or NJEA UniServ field representative.



WHEN AND WHOM SHOULD I CALL?

- Often it is hard to know whom to call or reach out to when you know something just isn't right at work. Please reach out to your local building representative or local president and ask for help. They may be able to help you resolve the issue right away.
- However, if you need immediate assistance and can't reach a local representative and if your problem is job related—affecting your employment, your contract with a public school district, or some other aspect of your continued employment—call your regional UniServ office immediately.

- John Williams

973-515-0101

jwilliams@njea.org



NJEA'S POLITICAL ACTION COMMITTEE

NJEA'S POLITICAL ACTION COMMITTEE (PAC) IS ONE OF NJEA'S 50 COMMITTEES. NJEA'S DELEGATE ASSEMBLY, EXECUTIVE COMMITTEE, AND ALL OF NJEA'S COMMITTEES ARE MADE UP OF MEMBERS JUST LIKE YOU.

- The PAC is bigger than most NJEA committees. It includes NJEA officers; members of the Executive, Government Relations, and Congressional Contact Committees; county association presidents; and representatives of educational support professionals, NJEA Preservice, and the New Jersey Retirees' Education Association (NJREA).
- The purpose of the PAC is to screen and endorse candidates who support public education, students, and schools as well as college staff ; raise funds; and develop support for endorsed candidates.
- **Why does NJEA need PAC?**
- Our association needs NJEA PAC to elect supporters of public education. NJEA PAC also provides us with an opportunity to bring the issues to the candidates and help them understand the concerns of public school employees. Our ability to support proven or potential friends of public education has helped us to build the relationships we need to advance public education.



PAC CONTINUED:

How does NJEA PAC choose which candidates it will support?

Candidates, individual NJEA or NJREA members, county or local associations, or political parties may submit a written request for endorsement to NJEA PAC. These requests for endorsement are processed by screening committees composed of NJEA and NJREA members. These screening committees make recommendations to the NJEA PAC. The NJEA PAC considers these recommendations and chooses which candidates to support.

Candidates are selected on a strictly nonpartisan basis. Candidates are asked to complete questionnaires or submit information regarding their positions on issues of importance to public education. This information is forwarded to screening committees that conduct interviews of interested candidates to further explore their ideas about public education and to assess their electability.

For more information, visit [**actioncenter.njea.org**](http://actioncenter.njea.org).

You have a voice!

You have direct input in selecting candidates through your local and county association leaders and your representatives serving on NJEA PAC. In fact, they count on you for information about local issues, the political climate in your area, and your assessment of local attitudes.

How is NJEA PAC funded?

NJEA PAC funds come solely from voluntary contributions of NJEA and NJREA members. NJEA does not use dues money for campaign contributions. NJEA PAC is your voluntary voice. To donate, see your local president or building representation.



WHAT IF A LOCAL GOES BELOW 50% MEMBERSHIP?

DECERTIFIED

- There will be **no contract** and no union
- for at least one full year. If a local reforms, all contractual
- provisions will have to be renegotiated from scratch.
- • **Salaries** and **health benefits** will be at the will of the board
- of education.
- • **Personal days** will be at the will of the board of education if they offer any at all.
- • **Vacation days** for twelve month employees will be at the will of the board of education if
- they offer any paid time off at all.
- • There will be **no just cause language** for discipline and termination will be at the will of the board of
- education for non-tenured staff.



DECERTIFIED CONTINUED:

- There will be **no grievances** to enforce terms and conditions of employment that the union can assist with.
- • There will be **no past practices** with the loss of a union.
• **Uniform allowances** will be at the will of the board of education.
- • There will be no seniority language or Reduction-in-force (RIF) language for ESP members. The board will be able to **terminate or RIF whomever they wish** with no recourse.
• There will be no one to assist with **privatization** rights.
- • There will be no **longevity** unless the board of education decides to grant it.
- • There will be no **holidays** or extra pay.
- • Coaching and extra-curricular **salaries** will be entirely up to the board of education.
• There will be **no shift differentials** unless the board of education decides to grant them.
- • All **stipends** for extra work (committees, home instruction, black seal licenses, pesticide licenses will be at the will of the board of education.
- • The board of education will determine how **overtime** is distributed.
- **Work hours and the work year** will be determined solely by the board of education with no recourse for added time or days to the work year.
- **Bereavement** leave will be entirely up to the board of education.
- **Tuition** reimbursement will be entirely up to the board of education.



HOW TO JOIN

- It is simple to join. Simply go to www.njea.org/join



MEMBERSHIP

When you join the Association, you are joining over 200,000 members in New Jersey alone. Your membership is not only with our local Association-WTEA but also with the county-MCCEA, State-NJEA and National-NEA

Dues:

Local: Full time: \$110

Part time: \$55

County: Full time: \$60

Part time: \$30

State: Full time: \$999

Part time: \$499.50

National: Full time: \$202

Part time: \$112.50

Total: Full time: \$1371

Part time: \$697



