

*the* **Pendulum**  
The official in-house publication of the  
Newburgh Teachers' Association  
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## Contract Ratified - Positions Reinstated

**On September 7, 2011, the general membership of the NTA overwhelmingly voted to ratify the MOA for a one-year agreement. The Board ratified the MOA on September 8th. One week later, all other employment issues were voted on by the BOE.**

Following the Board meeting, NTA President Patricia Van Duser thanked the membership for its solidarity. She expressed it was a team effort by many. Van Duser stated that thanks goes out to the negotiators James Nee, David Brown and Carol Johnson-Cromer for their continued dedication to teachers, active and retired. Van Duser also thanked the election committee, led by Karen Roberts, and all the retiree poll watchers, who worked diligently to ensure that the process works. She also thanked Superintendent Ralph Pizzo, the Board's negotiating team and the Board of Education for their support in a difficult economic climate.

### *The Ongoing Revision of APPR*

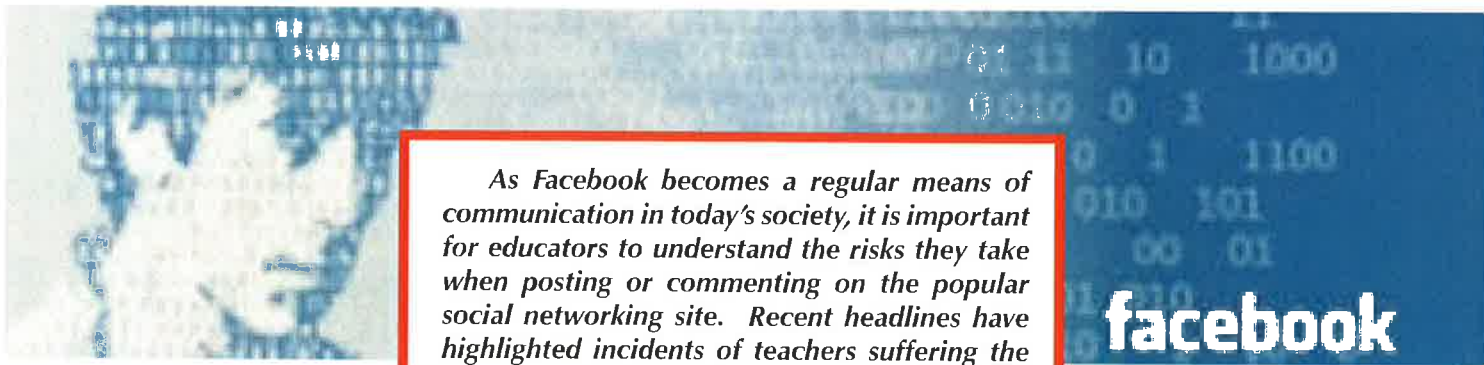
After the recent decision to limit the use of student test scores in teacher evaluations, unions across the state commenced the process of readying themselves for New York State's new APPR regulations, which will be phased in this fall. Each school district can choose to use one of the five approved rubrics approved by the State Education Department, or choose to design their own to be submitted for approval. The Newburgh Teachers' Association is continuing to work closely with the Newburgh Enlarged City School District to develop and plan the rubrics for and the timeline of the new Annual Professional Performance Review. **The new APPR is set to be implemented in grades 4-8, during the 2011-2012 school year. The NTA is looking for volunteers to help with the development and fine tuning of the rubrics. Any teacher in grades 4 through 8 who is interested in helping can email the NTA: [nta@newburghta.com](mailto:nta@newburghta.com).**

### **The Details:**

- 1.) The District will recall at least ten (10) unit members who have been laid off.
  - 2.) On January 1, unit members advance step; unit members on top step shall have an increase of \$600 and be awarded a \$600 longevity. The top step increase shall be permanent, the longevity shall be permanent for all members on top step.
  - 3.) There will be no change for health insurance contribution for current unit members.
  - 4.) There will be no change for health insurance contribution for retirees.
  - 5.) Ongoing negotiations regarding the provisions of Section 3012-C of NYS Education Law which refers to teacher evaluations.
- \*All other economic and other provisions remain unchanged.*



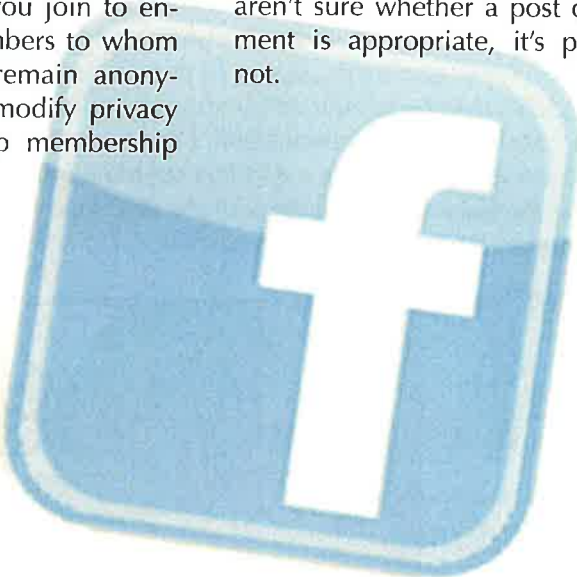
# Facebook: How Educators Should Protect Themselves



*As Facebook becomes a regular means of communication in today's society, it is important for educators to understand the risks they take when posting or commenting on the popular social networking site. Recent headlines have highlighted incidents of teachers suffering the consequences of what may, to some, be inappropriate posts, comments, pictures, or videos. We have composed the following list of tips to help you ensure that your Facebook is appropriately protected.*

## Some Guidelines:

- Keep in mind that the manner in which you interact with students, parents, and colleagues online should reflect your role as a teacher.
- Make sure your privacy settings are adjusted to allow "Only Friends" to view your profile, pictures, and other information.
- Investigate Facebook's advanced privacy settings to make your profile unsearchable.
- Make sure to keep all pictures with any questionable qualities private. Remove or hide pictures that include anything you would not want students or administrators to see.
- Do not accept friend requests from students or parents and use other means to communicate with them.
- Be mindful of the applications or games you play on Facebook. Although they may be seemingly harmless, others may view them differently. You can also change the privacy settings on your account to ensure that no one can see the applications you are using on Facebook.
- Monitor the groups you join to ensure there are no members to whom you would prefer to remain anonymous. You can also modify privacy settings to keep group membership private.
- Do not discuss students or colleagues, and do not publicly criticize school policies or personnel.
- Facebook can be a great way to keep in touch with colleagues, but make sure to keep any conversations regarding any aspect of your profession private.
- Remember: Anything you put in writing on the internet can be printed, copied, or forwarded. If you aren't sure whether a post or comment is appropriate, it's probably not.



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**Disaster Relief Fund**

The devastation and loss resulting from Hurricane Irene reminds us of one of the tenets of organized labor: We must look out for one another. The NTA made a donation this summer to NYSUT Disaster Relief Fund and participated in various fundraising activities at the TRO Summer Conference. With many areas throughout New York State have been especially hard hit, the NTA has been collecting perishables needed for our neighboring locals, like Washingtonville Teachers' Association.

**How You Can Help**

You may make a check payable to "NYSUT Disaster Relief Fund" and send it to NYSUT Headquarters, Attn: Jeff Lockwood, Accounting Department, 800 Troy-Schenectady Road, Latham, New York 12110. Thank you for your generosity.



**Friday, September 23  
Nu-Cavu, Walkkill**

Donations go the Hudson Valley Food Bank. Stop by and catch up with teachers and teaching assistants from around the Newburgh Schools! For fifteen dollars at the door, enjoy the last summer bbq and an beverage while taking in the scenery of the Shawangunks.



**In Memory of  
Danielle Clarino-Cotton  
Sunday, October 16, 2011  
Woodbury  
Commons Outlet and  
Dutchess Stadium**

Making Strides Against Breast Cancer is more than just the name of a walk; it describes the progress being made to save lives and end breast cancer. Countless Americans who have never had breast cancer, and the 2.5 million others who have, will celebrate a birthday this year, thanks in part to the dollars raised for the American Cancer Society.

The Newburgh Teachers' Association is dedicating this year's walk to Danielle Clarino-Cotton. Please mark your calendar and plan to join the NTA Team. Make a donation online at [newburghta.com](http://newburghta.com).

**Delegates Work  
over the Summer**



Sherri Hall, Matt Scully, David Brown, Josh Conn, and Beverly Browne-Fazio



Matt Scully, Sherri Hall, G. Pinheiro and B. Browne-Fazio

Delegates attended Tarrytown Regional Office Leadership Conference this summer for three days in Princeton, NJ. Delegates learned more about social network responsibilities, basic and advanced grievance, new member initiatives and much more. President Van Duser stated, "We are fortunate to have dedicated delegates who will give up time in their summer to learn more about the union process."

# Getting Our Voters to the Polls

Our members' involvement in local and statewide elections is essential to help ensure that individuals elected to office support our agenda and will stand with us to protect the rights and

benefits of our members that are now under attack. Elections have consequences.

As the 2012 legislative session in Albany approaches, our members will once again be faced with attacks on their pensions and seniority rights. We will undoubtedly have

**There is no question that we draw our political strength to affect public policy in this state from our ability to influence the outcome of elections in every election district across this state.**

to fight for adequate funding for our schools, universities and health care institutions and fight against giving millionaires an underserved tax break.

We need to elect lawmakers who will support a progressive tax structure in New York where all citizens pay their fair share; we need to elect advocates

who believe the state has a responsibility to fund public education from pre-k through post graduate. We need champions of labor who understand that strong unions are essential for preserving and growing the middle class.

We must have an impact in the 2011 and 2012 elections. There is no question that we draw our political strength to affect public policy in this state from our ability to influence the outcome of elections in every election district across this state. We lose that strength if our members do not participate in the electoral process. The first step in getting our members involved in this process is to get them registered to vote.

To that end, the NTA is kicking off a voter registration drive as part of a broader voter mobilization program for 2011-12. Our membership records show that there are 299 NTA members who appear not to be registered to vote. We will have a voter registration drive

among our membership the week of October 3-7, 2011. I know you are all extremely busy, but running this drive is very important to our union.

Increasing the voters registered in our area has never been more important. It is an essential first step in taking back our state and federal governments from those who are, quite frankly, very happy to see the power of unions wane. We are fighting back!



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