

The Chapter

Membership

The NTA and our affiliates work hard to pass state and federal laws which are good for education, and we work hard to fight against bad legislation. This is all possible through VOTE/COPE contributions. The Substitute Teachers' Chapter is part of this important process.

A per diem substitute must complete and sign the NYSUT enrollment form to become a member and to receive NYSUT member benefits. Perhaps more importantly, the NTA maintains the Substitute Teachers' Chapter's member list through the enrollment form. The NTA is separate from the District, and the form enables the NTA to contact and inform substitutes.

Enrolled per diem substitutes will receive the NTA's newsletter, *The Pendulum*, as well as publications from NYSUT and AFT. Members are automatically insured in the event of death or dismemberment due to accidental injuries for \$1,500. In addition, there are other discounted member programs such as Term Life Insurance, Automobile, Homeowner and Tenant Insurance, Car Rental Discounts, and many other programs available for members. For more information, please visit www.memberbenefits.nysut.org.

The Substitute Teachers' Chapter operates under its own Bylaws and has its own elected **Executive Committee** consisting of Chair, Vice Chair, and two Members at Large. The Chapter Chair is also a delegate and voting member in the NTA Delegate Assembly.

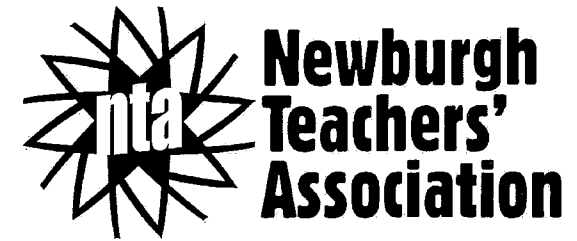
There are two meetings scheduled per year, and the Executive Committee meets as needed and as necessary. All per diem substitutes are welcomed and encouraged to attend the meetings and to participate in the organizational decision making of the chapter. The meetings are held at the Newburgh Teachers' Association at 4:15pm.

2008-2009 Meeting Dates

- Wednesday, October 29, 2008
- Wednesday, May 27, 2009

NTA OFFICERS

NTA President – *Phil Cordella*
NTA Vice President – *Vicky Pittman*
NTA Secretary – *Karen Roberts*
NTA Treasurer – *Angela Sartori*



A Union of Professionals

Substitute Teachers' Chapter

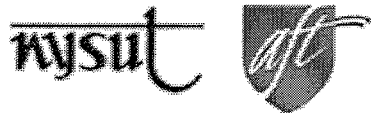
52 Pierces Road
Newburgh, NY 12550
(845) 562-8120
Fax: (845) 565-7905
email: nta@hvc.rr.com
www.newburghta.org

NYSUT • AFT • NEA • AFL-CIO
Local #2867

The Substitute Teachers' Chapter of the Newburgh Teachers' Association is the legal bargaining representative for all per diem substitutes in the Newburgh Enlarged City School District.

The Substitute Teachers' Chapter is an organization that is affiliated with the Newburgh Teachers' Association (NTA). Through the union, per diem substitutes are also members of New York State United Teachers (NYSUT), the National Education Association (NEA), and the American Federation of Teachers (AFT). Through the AFT we are a member of the AFL-CIO.

The NTA is also an active member of the Hudson Catskill Central Labor Council (CLC) and the Hudson Valley Area Labor Federation (HVALF).



History

In 1967, New York State granted collective bargaining rights to all public employees. However in 1973, the Public Employment Relations Board ruled that substitutes were not covered by the Taylor Law. As a result, substitute salaries were drastically cut by school districts across the state. Districts could do this because the law gave them the sole power to determine substitute wages.

To remedy the problem, the union fought to get collective bargaining rights for substitutes, and in 1982 the State amended the law giving collective bargaining rights to substitutes as public employees.

In 1984, after much hard work by a few dedicated subs, the NTA became legally recognized as the union for substitutes.

The Substitute Teachers' Chapter of the NTA won the first contract when regular teachers picketed in support. Since then, contracts have been successfully negotiated through the NTA's Labor Management Committee. The most recent contract expires June 30, 2010.

Since the first per diem Substitute Teachers' Chapter contract in 1984, pay increases have occurred every year. Before, per diem substitute pay was very low. The hard work that was done by the NTA caused per diem substitutes' pay to increase in the entire area.

Yearly raises will continue under the current contract. In addition, certified substitutes who work more than 30 days a year will continue to receive extra and increased per diem pay for each day over 30. Most recently, the NTA negotiated for per diem substitutes to receive a half-day pay for every two extra periods worked.

Through the bargaining process a substitute now has the right to correct any errors in his or her personnel file. Also per diem substitutes who went to school in Newburgh or who live in the district have a contract provision which gives hiring preferences for regular teaching positions and for per diem jobs. The NTA makes sure that your contractual rights are protected. Under the Substitute Teachers' Chapter of the NTA contract, there is a grievance procedure to handle complaints and contract violations.

In an effort to better prepare substitutes, the NTA co-sponsors with the District an annual staff development program which has been expanded to include a yearly session on Code of Conduct information and S.A.V.E. Legislation.