

September 2023

Dear NTU members;

For some background, back in 2011-2012 the Newark Teachers Union filed complaints with the NBOE in an effort to address concerns over the abuse by certain administrators of insisting “district mandates” being due in an unreasonable amount of time.

At the time, then Superintendent Anderson, dismissed this legitimate issue & refused to discuss it. Our response was to produce and distribute the “RSVP to Mandates Memo” effectively absolving you of having to work beyond the workday. The NTU grieved the district’s actions regarding the issue of paying its staff when directed by an administrator to work beyond the workday and [won the attached arbitration award](#).

Before submitting this memo to your administrator, please discuss it with your Building Representative or NTU staff member.

In Solidarity,

John M Abeigon

President

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Dear Administrator,

I am in receipt of your directive to complete \_\_\_\_\_  
(insert directive, lesson plans, Power School, etc)

by \_\_\_\_\_.  
(insert date)

I am not refusing to comply with this directive. However, please identify and provide time during my workday to complete the task, or arrange to pay me as per Arbitration Award # 4713.

Sincerely, \_\_\_\_\_ Date\_\_\_\_\_