

From: Office of the Superintendent <SuptOffice@NPS.K12.NJ.US>

Date: September 27, 2016 at 3:39:29 PM EDT

To: Chief Talent Officer <chieftalentofficer@NPS.K12.NJ.US>

Subject: Sent on behalf of the Chief Talent Officer

September 27, 2016

To All NPS Staff:

I am writing to share an important update to the school calendar. **We will be closing schools on Election Day, Tuesday November 8th and will be moving this instructional day to later in the school year.**

It is rare that we make a change to the school calendar once the school year has started; however, a recent communication from the Newark Teachers Union to members necessitated this change. When we developed the school calendar in April, we consulted with our unions on the proposed schedule, including with the President of the NTU, John Abeigon. At that time, NTU leadership raised no concerns regarding Election Day not being observed as a holiday this year. This was not surprising given that NPS held school on this day just last year. However, Mr. Abeigon recently directly communicated to the teaching staff to ignore our agreed upon calendar, and invoked a provision in state law to direct members to take Election Day off if they so desire. This action created a serious concern about whether there would be appropriate coverage for our students to receive quality instruction on that day.

Therefore, we will be closing schools on Tuesday, November 8th. Central Office will also be closed, with the exception of a small number of staff who will receive direct communication from their managers. However, as we have a calendar that requires 185 days of instruction, we will be moving this instructional day to later in the year. We are in the process of determining the make-up date, and will follow up with you when this date has been identified. We will also be providing a letter for schools to share with parents and families this week.

I do apologize for any inconvenience this causes to you, your school, and our students. I continue to remain optimistic that, in the future, the NTU will work collaboratively with us to avoid such issues.

Sincerely,

Larisa Shambaugh

Cc: Christopher Cerf, Superintendent
All Local Unions