

- **Welcome to our New Superintendent!** On Tuesday, The Newark Board of Education unanimously picked Roger Leon as the Newark Public Schools Superintendent to lead our district as we continue to move towards local control.

For those of us that have survived the oppressive reign of the state's last two superintendents, this vote came as a blessing. Two sons of Newark, Roger Leon and Robert Gregory, were the only candidates with any real chance, so to us, in the NTU, we faced a win-win situation. We wish Robert Gregory nothing but success in whatever role he chooses next, and we look forward to working with Superintendent Leon. We remain hopeful that the remaining vestiges of state control will fade, but, as all unions should...we remain vigilant.

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- **The Fight continues!** Even though we are moving out of the yoke of state control, there are still many struggles looming for labor. [Just last week, the Supreme Court voted to make it difficult for private sector unions to collectively bring issues to arbitration.](#) And the Janus decision is still ahead, which could further impact our ability to collect agency shops fees.

Governor Murphy is not just sitting back and allowing these attacks to go unchallenged. With our support, he recently signed the "[Workplace Democracy Enhancement Act](#)" to help Unions prepare defenses against pending US Supreme Court on our right to organize and negotiate for ourselves, and vowed that "In the event that appropriate clarifying amendments are necessary following the Supreme Court's decision, I will work closely with the sponsors to enact any required changes."

It is refreshing to have a governor who actually cares about the fate of New Jersey's working class!

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End of the Year Evaluations – If you disagree with your Annual Evaluation, it is important to write an appeal to NPS's Evaluations Office and the Peer Oversight Committee. Email your appeal to evaluations@nps.k12.nj.us.

Make sure you include all evidence you can provide that the evaluation is not an accurate representation of you! [NTU has put together some rebuttal tips we hope will assist you in this effort!](#) If you need help on your appeals, reach out to mmaillaro@newarkteachersunion.com and miovino@newarkteachersunion.com.

Also important, IF your personal days or FMLA days are being counted against you on competency 5, LET US KNOW IMMEDIATELY!

If you are already on a CAP and received a Partial Effective or Ineffective on your Annual Evaluation, you may be facing tenure charges! CALL THE NTU IMMEDIATELY!

NTU Legal Update - The Newark Teachers Union’s program to educate our members on how to avoid child abuse, child neglect, lack of supervision and inappropriate sexual touching of students is working! There has been a dramatic reduction in allegations against our members! Remember, the hot days of June are still ahead of us and we must remain cool and avoid frustration. Remember, count to ten.

Again, hands off unless to break up an altercation. Never touch neck or head area. Try to de-escalate. Send for security. Be very careful how you physically direct children. Stay out of their territory when they go off. If you go face to face or challenge students physically, you will be the loser. Students stick together and they will say you did or said something you didn’t.

Talk this over with your colleagues. Let’s make it through the last day of school without an allegation of child abuse and the trepidation which comes with it. Make it your personal goal. Remember the old T.V. slogan: “Smile, you’re on candid camera.”

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2018-2019 Calendar

On Tuesday, the Newark Board of Education approved the calendar for the 2018-2019 school year. These are the calendars as posted on the district's website.

[2018-2019 School Calendar \(10 month\)](#)

[2018-2019 School Calendar \(12 month\)](#)

It is important to remember: under state law the NTU is only allowed to negotiated the number of days each year, not how the district places those days.

Important dates:



- Renew/Turnaround Stipends** – June 15
- NPS School Board Business Meeting** – June 5, 2018, 5:30 PM – 765 Broad Street, Lower Level Conference Room
- NPS School Board Meeting** – June 12, 2018, 6:00 PM – Oliver Street School, 86 Oliver Street
- NTU Executive Board** – June 6 – 4 PM – NTU Offices, 1019 Broad Street
- NTU Building Rep Meeting** – June `13, 2018 - 4 PM – NTU Offices, 1019 Broad Street
- Highly Effective Bonuses** - Mid August