



NTU Executive Board meets with new Superintendent!

For the first time in over two decades in Newark we have an officially elected Superintendent of Schools. There can be no greater demonstration that the vestiges of State Control are soon gone than having the district led by someone that was born in Newark, went to Newark Public Schools, was a substitute teacher in Newark Public Schools, became a teacher, a principal an administrator, in the Newark Public Schools.

Superintendent Roger Leon took time out of his busy schedule to meet with the NTU Executive Board. At this meeting Superintendent Leon re-introduced himself, told some amusing anecdotes of his time as a student, teacher, principal and administrator and then took questions from the body.

Questions ranged in topic and while the answers were not "policy" they did give a clear indication that Superintendent Leon intends to move decisively to make the necessary changes that will move the Newark Public Schools forward while also distinguishing his tenure from that of his State appointed predecessors. His guiding principles can be summed up as:

1. Focus on the students
2. Developing Systems
3. Developing Consensus.

We look forward to working with Superintendent Leon.

End of the Year Payroll Questions:

How many days will I be paid for on the last day of school?

[NPS sent out a memo about the last pay check of the year.](#) All full time NTU members will be getting a ten day check on Friday, June 15 (covering the days from June 4 to June 15), and a ONE DAY CHECK on Wednesday, June 20 (covering June 18). That last check will be direct deposit.

Per-Diems will be paid on their normal bi-weekly pay schedule.

When will I get my Escrow check(s)?

Single check option: June 15th

4 check option: July 13, 27; August 10, 24th

Shouldn't the last check be for three days?

For most full time staff, they were already paid on the snow days for the two make up days, so the last check is only for Monday, June 18.

Take Action! Tell your Assembly representatives to leave public worker retirement benefits to collective bargaining. There are state workers who are already restricted to a \$15,000 payout for unused sick time at retirement. The state is considering a bill taking that benefit away from unionized public workers is unfair. Assembly members who respect workers should reject this legislation.

<https://actionnetwork.org/letters/tell-your-assembly-reps-hands-of-retirement-benefits>

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!



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 negotiate the number of days each year, not how the district places those days.



Important dates:

- **Renew/Turnaround Stipends** – June 15
- **NPS School Board Meeting** – June 12, 2018, 6:00 PM – Oliver Street School, 86 Oliver Street
- **NTU Building Rep Meeting** – June 13, 2018 - 4 PM – NTU Offices, 1019 Broad Street
- **Highly Effective Bonuses** - Mid August