

MEMORANDUM OF AGREEMENT
BETWEEN
STATE-OPERATED SCHOOL DISTRICT OF THE CITY OF NEWARK
AND
CITY ASSOCIATION OF SUPERVISORS AND ADMINISTRATORS (CASA)

The undersigned bargaining representatives of the Newark Public Schools ("NPS" or "District" and City Association of Supervisors and Administrators ("CASA"), agree to recommend the terms and conditions contained in this Memorandum of Agreement ("MOA") to their respective sides for ratification. The following is subject to ratification by the membership of CASA and approval by the State-appointed Superintendent of Schools and the Newark Public Schools' Board of Education. All bargaining proposals that are not included herein are withdrawn. All provisions of the 2006-2009 Collective Bargaining Agreement and the 2009-2012 MOA that are not modified herein will be included in the successor agreement.

It is hereby agreed by and between the Newark Public Schools and CASA that wages and longevity shall be frozen for the period beginning July 1, 2012, and ending June 30, 2017. CASA members shall be compensated according to the following schedule:

In 2012-2013, CASA members were frozen at their current step.

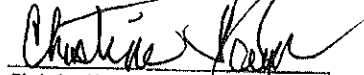
In 2013-2014, CASA members were frozen at their current step.

In 2014-2015, Principals who received an annual summative rating of Highly Effective in 2013-2014 moved two (2) steps on the salary guide as reflected in the 2006-2009 CBA. Principals who received an annual summative rating of Highly Effective in 2012-2013 moved two (2) steps on the salary guide as reflected in the 2006-2009 CBA. Principals who received an annual summative rating of Effective in 2013-2014 moved one (1) step on the salary guide. Principals who received an annual summative rating of Effective in 2012-2013 moved one (1) step on the salary guide.

In January 2016, a Universal Salary guide (see Appendix A here) was created. All CASA members were placed on the next highest step on this guide and received one full step movement regardless of previous evaluation ratings. For those CASA members who had earned a longevity amount during the 2009-2016 freeze, this longevity amount was provided to the member. All longevity amounts were then added to the base salary so that the individual would be placed on the salary guide that included both the salary and longevity amount combined.

In January 2017, all CASA members rated Effective or Highly Effective received one step movement on the Universal salary guide. CASA members rated Partially Effective or Ineffective were held on their step.

FOR CASA



Christine Taylor
President, City Association of
Supervisors and Administrators



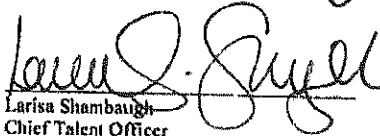
Dennis McKeever
Attorney for the City Association of
Supervisors and Administrators




FOR THE NEWARK PUBLIC SCHOOLS



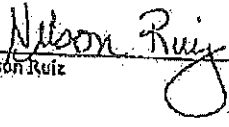
Christopher D. Cerf
State District Superintendent



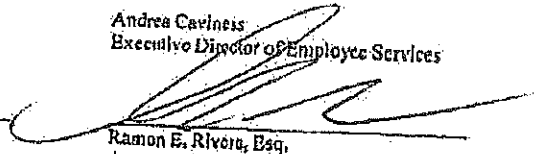
Larisa Shambaugh
Chief Talent Officer



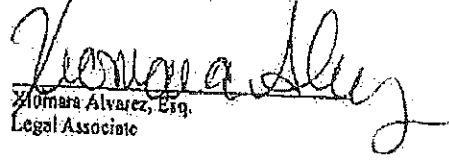
Walter Canario


Nelson Ruiz

Andrea Caviness
Executive Director of Employee Services



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Attorney for the Newark, State-Operated
School District of the City of Newark


Normara Alvarez, Esq.
Legal Associate

Date: 12/15/17

Date: 12/15/2017