

WORK STOPPAGES/STRIKES

The board of education opposes the use of strikes by district employees as a tactic to pressure the board to make concessions for settlement of a collective bargaining contract because strikes by public employees are illegal.

The board believes that school employee strikes are harmful to the public interest; are coercive in nature; are attempts to achieve immediate material gains for employees by depriving pupils of the education to which they are entitled; and have a long term negative impact on the perception by the pupils of the professionalism and dedication of the district’s staff and on the relations between the administration and the striking employees.

In the event that a strike is under consideration by any district employee organization, all staff are requested not to permit any discussions with pupils regarding a strike to interfere with carrying out their regular teaching responsibilities. If pupils raise questions regarding any potential strike, staff are instructed to deal with the questions in accordance with the district’s controversial issues policy (No. 6144).

Staff are prohibited from requesting pupils to carry messages, oral or printed, to their parents/guardians that promote the position or carry an explanation of any employee organization that is engaged in or contemplating a strike. (See board policy 1140: Use of Pupils.)

It is the intention and resolve of the board of education to keep the schools open during any strike in the interest of the pupils and the public, so long as the safety and welfare of the pupils and the security of district property is maintained.

The Superintendent is directed to develop a plan for the safe operation of the district’s schools in the event of a strike, and shall annually review and update this plan if needed.

In the event of a strike, including a partial strike, a coordinated, mass use of sick leave, or other concerted refusal by staff to perform their assigned duties, the Superintendent is authorized to take whatever emergency steps are deemed necessary for the safety of pupils, reporting staff and district property. Such steps shall be reported to the Board of Education as soon thereafter as administratively possible.

Reviewed: January 7, 2013

Adopted: March 13, 2013

Legal References: N.J.S.A. 34:13A-3
N.J.S.A. 34:13A-5.3

Definitions
Employee organization; right to form or join;
collective negotiations

Cross References: 1140 Use of Pupils
6144 Controversial issues