

POLICY

PATERSON BOARD OF EDUCATION

OPERATIONS

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Response to Concerted Job Action

8470 RESPONSE TO CONCERTED JOB ACTION

The Paterson Public School District opposes the use of strikes by district employees.

The Paterson Public School District 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; 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 district and the striking employees. Such work stoppages/strikes also have an adverse effect upon the relationships 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 to not let the prospect of a strike interfere with the conduct of their duties. If pupils raise questions regarding any potential strike, staff is instructed to deal with the questions in accordance with the district's controversial issues policy.

Staff is prohibited from requesting pupils to carry messages, oral or printed, to their parent(s) or legal guardian(s) that promote the position or carry an explanation of any Employee organization that is engaged in or contemplating a strike.

It may be the intention and resolve of the district to keep the schools open during any strike in the interest of the pupils and the public, however, the safety and welfare of the pupils and the security of district property is the priority and will be maintained.

The Superintendent will 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.

N.J.S.A. 18A:11-1

Adopted: 31 October 2002

