

### **WORK STOPPAGES / STRIKES – CERTIFIED STAFF**

The Board of Education opposes the use of strikes by District employees as a tactic to pressure the Board to make concessions during negotiations or during the term of a collective bargaining contract.

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 students of the education to which they are entitled; and have a long-term negative impact on the perception by the students of the professionalism and dedication of the District's staff, and on the relations between the Board and the striking employees, and between the administration and the striking employees.

In the event that a strike is under consideration by any District employee organization, all staff are not to permit any discussions with students regarding a strike to interfere with carrying out their regular teaching responsibilities. If students raise questions regarding any potential strike, staff are instructed to deal with the questions in accordance with the District's controversial issues policy.

Staff are prohibited from requesting students 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.

It is the intention and resolve of the Board of Education to keep the school open during any strike in the interests of the students and the public, so long as the safety and welfare of the students 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 to review and update this plan annually 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 students, reporting staff, and District property. Such steps shall be reported to the Board of Education as soon thereafter as administratively possible.

**Legal References:** N.J.S.A. 18A:11-1                      General mandatory powers and duties

**Cross References:**        4119.3                      Duties  
                                     \*4119.21                  Conflict of Interest  
                                     \*4119.26                  Conduct

**Key Words**

Strike, Work Stoppage

Approved:        March 24, 2008  
Revised: