

**EXCERPT FROM THE MINUTES OF THE REGULAR PUBLIC MEETING OF THE
BOARD OF EDUCATION OF RIDGEWOOD
BERGEN COUNTY, N.J. AS RECORDED IN THE
OFFICIAL MINUTE BOOK**

The Board of Education of Ridgewood, in the County of Bergen, New Jersey, convened in public session on Monday, June 3, 2019 at 7:30 p.m. in the Board Room at the Education Center, 49 Cottage Place, Ridgewood, New Jersey.

The following members of the Ridgewood Board of Education were present: Ms. Sheila Brogan; Mr. Cristopher Kaufman Ms. Christina Krauss; Mr. James Morgan, Vice-President; Ms. Jennie Smith Wilson, Board President

The following members were absent: None

RESOLUTION
Opposing A-3664 and S-3089
(Creates Tenure-Like Protections for Non-Teaching Staff)

WHEREAS, New Jersey's local boards of education represent the community's interests in the governance and financial oversight of school districts that serve the educational needs of nearly 1.4 million children; and

WHEREAS, Assembly Bill 3664 and Senate Bill 2089 of the 2018-2019 Legislative Session would give non-teaching employees, such as teacher assistants, bus drivers and cafeteria aides, tenure-like protection by forcing school districts to enter into binding arbitration over non-renewal of employment, as well as virtually any "disciplinary" action, ranging from reprimands to withholding increments; and

WHEREAS, A-3664 and S-2089 would undermine the authority of local boards of education, the public's elected and appointed representatives, by preventing them from negotiating disciplinary procedures to effectively and efficiently manage employee conduct and performance; and

WHEREAS, mandated binding arbitration would require the expenditure of valuable time and resources, while placing critical decisions in the hands of arbitrators, who are not accountable to the taxpayers of the community; and

WHEREAS, A-3664 and S-2089 would subject economic decisions, such as a reduction of non-teaching staff due to a budgetary shortfall or enrollment decline, to binding arbitration; and

WHEREAS, A-3664 and S-2089 define "disciplinary action" so broadly that the term would include non-renewals of employment contracts, thereby bypassing court rulings that have consistently held that the decision not to renew fixed-term contracts of such staff does not constitute discipline; and

WHEREAS, extending binding arbitration to such "disciplinary" matters involving non-teaching staff employees will have an adverse economic impact on local school budgets at a time when school districts must make the best possible use of limited financial resources.

NOW, THEREFORE, BE IT RESOLVED that the Village of Ridgewood Board of Education, in fulfilling its responsibility to provide effective governance and financial oversight to our community's public schools, opposes Assembly Bill 3664 and Senate Bill 2089; and be it further

RESOLVED, that the Village of Ridgewood Board of Education calls on the Governor and the New Jersey Legislature to reject any and all measures that would require binding arbitration over disciplinary matters and non-renewal of employment; and be it further

RESOLVED, that a copy of this resolution shall be forwarded to the members of the 40th legislative district delegation, Assembly Speaker Craig J. Coughlin, Senate President Stephen M. Sweeney, Governor Phil Murphy, and to the New Jersey School Boards Association.

Ms. Brogan moved approval of the Resolution Opposing A-3664 and S-3089 (Creates Tenure-Like Protections for Non-Teaching Staff).

Ms. Krauss seconded the motion, which was carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Krauss, Mr. Morgan Ms. Smith Wilson

NAYS: None

I certify that this is a true and correct excerpt from the Ridgewood Board of Education minutes.

01/14/19
Date

Jennifer Ulman
Jennifer Ulman
Assistant Board Secretary