

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY**  
**PUBLIC BOARD MEETING**  
**FEBRUARY 26, 2026**

**RESOLUTION                      4926**

**FOR ACTION**

**SUBJECT:                              RESOLUTION OF THE SOUTH ORANGE–MAPLEWOOD  
BOARD OF EDUCATION APPROVING SETTLEMENT OF  
LEVEL IV GRIEVANCE REGARDING LUNCH PERIOD  
SCHEDULING**

**WHEREAS**, the South Orange–Maplewood Board of Education (“Board”) is a public body corporate and politic organized and existing under the laws of the State of New Jersey; and

**WHEREAS**, the South Orange–Maplewood Education Association (“SOMEA”) is the exclusive majority representative for teachers employed by the Board; and

**WHEREAS**, the Board and SOMEA are parties to a collective negotiations agreement (“CNA”); and

**WHEREAS**, SOMEA filed a grievance concerning the assignment of a sixth (6th) teaching period scheduled during a teacher’s regular student lunch period; and

**WHEREAS**, the grievance advanced to Level IV and was scheduled for arbitration on February 26, 2026; and

**WHEREAS**, the Board and SOMEA have reached a mutually agreeable resolution of the grievance, without any admission of wrongdoing by either party, as set forth in the written **Agreement to Resolve Level IV Grievance** dated February 2, 2026, which includes, among other terms:

- application limited to circumstances where a sixth teaching period is assigned pursuant to Article XXI.A.14 of the CNA and results in scheduling lunch outside regular student lunch periods;

- a prohibition on scheduling a lunch outside regular student lunch periods absent the affected teacher's voluntary written consent;
- clear standards for voluntariness, written consent requirements, notice to SOMEA, non-precedential effect, and withdrawal of the pending Level IV grievance and arbitration; and
- equal sharing of any arbitrator cancellation fee associated with the scheduled arbitration; and

**WHEREAS**, the Superintendent has recommended Board approval of the settlement in the interest of resolving the grievance efficiently and minimizing further litigation risk and costs;

**NOW, THEREFORE, BE IT RESOLVED** that the South Orange–Maplewood Board of Education hereby approves the **Agreement to Resolve Level IV Grievance** between the Board and SOMEA dated February 2, 2026; and

**BE IT FURTHER RESOLVED** that the Board President and Superintendent are authorized to execute the Agreement on behalf of the Board and to take any actions necessary to implement its terms; and

**BE IT FURTHER RESOLVED** that the Superintendent is directed to ensure district administrators comply with the Agreement's requirements regarding voluntariness, written consent, notice to SOMEA within five (5) workdays of any executed consent, and the non-precedential application of the Agreement; and

**BE IT FURTHER RESOLVED** that the pending Level IV grievance and the February 26, 2026 arbitration shall be withdrawn consistent with the Agreement, and that the Board shall share equally in any arbitrator cancellation fee as provided therein.