

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD  
PUBLIC BOARD MEETING  
February 26, 2026  
HAND CARRY**

**FOR ACTION**

**RESOLUTION NUMBER        4931**

**SUBJECT                        LEVEL IV GRIEVANCE – INCREASED CASELOAD FOR  
CST MEMBERS**

**WHEREAS**, the South Orange–Maplewood Education Association filed a Level IV Grievance dated January 8, 2026, alleging that certain Child Study Team (“CST”) members were directed to assume increased caseloads without additional compensation in violation of the collective bargaining agreement; and

**WHEREAS**, the grievance asserts that several identified CST members experienced percentage increases in caseload beginning November 1, 2025, and seeks compensation at a percentage of salary corresponding to the increase; and

**WHEREAS**, the Superintendent denied the grievance at Level III, noting that caseloads were redistributed during a temporary absence and that each CST member received less than a 20% increase in caseload; and

**WHEREAS**, the Board of Education has reviewed the grievance, supporting documentation, the collective bargaining agreement provisions governing caseload compensation, and the Level III determination; and

**WHEREAS**, the applicable collective bargaining agreement provides that additional compensation is triggered only where a CST member’s caseload increases by twenty percent (20%) or greater; and

**WHEREAS**, the Board finds that, with the exception of one identified member, the caseload increases did not meet or exceed the 20% threshold required to trigger additional compensation; and

**WHEREAS**, the Board finds that one CST member experienced a caseload increase of 20% for a period of six (6) compensable days and that the District will provide compensation consistent with applicable contract language;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education finds no violation of the collective bargaining agreement as to those CST members whose caseload increases did not meet the 20% threshold; and

**BE IT FURTHER RESOLVED** that the Level IV Grievance regarding Increased Caseload is **DENIED** as to all members whose caseload increases were below 20%; and

**BE IT FURTHER RESOLVED** that the grievance is **GRANTED IN PART** as to the one CST member whose caseload increase reached 20%, and the District shall compensate that member for six (6) compensable days in accordance with the collective bargaining agreement; and

**BE IT FURTHER RESOLVED** that this Resolution constitutes the Board's final determination at Level IV of the grievance procedure.