

HAND CARRY
SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY
PUBLIC BOARD MEETING
JUNE 26, 2025

RESOLUTION 4828A

FOR ACTION

SUBJECT: DENIAL OF LEVEL IV GRIEVANCE – 6TH CLASS ASSIGNMENT – NO LUNCH PERIOD

WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, concerning the assignment of a 6th period class at Maplewood Middle School, which allegedly removed the teacher's scheduled lunch period, in violation of Article XVII, Section L of the CBA; and

WHEREAS, the Board asserts that the assignment is in compliance with the collective bargaining agreement, specifically Article XXI, A. Teacher Employees 2.a., which states: "The daily teaching day shall be seven (7) hours, fifteen (15) minutes for elementary teachers and seven (7) hours for middle school teachers and seven (7) hours and fourteen (14) minutes for high school teachers. The middle school teacher's day will begin at 8:14 a.m. and end at 3:14 p.m. This time includes a lunch period equal to a student's in each of the respective schools, but in no case less than thirty (30) minutes, which would include passing time and no less than forty-five (45) minutes at the high school and fifty-five (55) minutes at the elementary school. The Board and SOMEA Elected Executive Committee shall convene a committee to consider flex time issues for the all schools."; and

WHEREAS, based on the language in the contract, the teacher maintains a 45-minute lunch period which is equal to a student's, and the class assignment and teacher's schedule are in compliance with the collective bargaining agreement;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding the 6th Class Assignment – No Lunch Period at Maplewood Middle School is hereby denied.

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RESOLUTION 4828B

FOR ACTION

SUBJECT: DENIAL OF LEVEL IV GRIEVANCE – NON-NEGOTIATED DUTY

WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, alleging that the, Columbia High School Principal, directed teachers to perform a non-negotiated duty, specifically the assignment of "the Commons" as duty, in violation of Article XXI.A.6.e.2 of the CBA; and

WHEREAS, the Board asserts that due to the closing of the CHS Library for the 2024-2025 school year, "the Commons" was utilized as its substitute, and that the CHS Handbook explicitly states that the Commons will be used like the library; and

WHEREAS, the assignment of duty in the Commons is consistent with the established practices for supervisory responsibilities related to student areas previously covered by the library;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding the Non-negotiated Duty at Columbia High School is hereby denied.

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RESOLUTION 4828C

FOR ACTION

SUBJECT: DENIAL OF LEVEL IV GRIEVANCE – PUBLIC REPRIMAND

WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, on behalf of a teacher, alleging that they were publicly reprimanded by the building principal during a faculty meeting on January 21, 2025, regarding an incident involving printing and copy jobs, in violation of Article X, Employee Rights, Section A3 of the CBA; and

WHEREAS, the Board, upon review of the grievance, finds that the incident occurred on January 21, 2025, and the grievance was submitted on April 4, 2025; and

WHEREAS, pursuant to Article V, Grievance Procedure, Section D: Phase II Formal Procedures, the CBA clearly states that "An association member with a grievance shall submit in writing said grievance to their immediate supervisor and/or principal not later than 30 school days after the association member knew or should have known of the facts giving rise to the alleged grievance. Failure to comply with this time requirement shall be deemed a waiver of the association member's right to use the formal grievance procedure."; and

WHEREAS, the submission of the grievance on April 4, 2025, falls outside the 30-school day timeframe stipulated in the CBA, thus constituting a waiver of the right to pursue this matter through the formal grievance procedure;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding the Public Reprimand at South Orange Middle School is hereby denied.

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RESOLUTION 4828D

FOR ACTION

**SUBJECT: DENIAL OF LEVEL IV GRIEVANCE – PUBLIC REPRIMAND,
PROFESSIONAL MISCONDUCT, RETALIATORY BEHAVIOR**

WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, on behalf of a teacher, alleging a public, inappropriate, and retaliatory reprimand by a school administrator on February 5, 2025, during a lunch duty assignment in the South Orange Middle School cafeteria, and subsequent mishandling by the Principal, in violation of Article X.A.3 of the CBA; and

WHEREAS, the Board has investigated the allegations and finds that the actions taken by the school administrator were in the interest of maintaining order and safety within the school environment, and that the administration's subsequent handling of the matter was in accordance with established procedures; and

WHEREAS, the Board finds no evidence of professional misconduct or retaliatory behavior, and believes that the interactions were appropriate given the circumstances of a student altercation;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding Public Reprimand, Professional Misconduct, and Retaliatory Behavior at South Orange Middle School is hereby denied.

HAND CARRY
SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY
PUBLIC BOARD MEETING
JUNE 26, 2025

RESOLUTION 4828E

FOR ACTION

**SUBJECT: DENIAL OF LEVEL IV GRIEVANCE – REFUSAL TO PROVIDE
COMPLAINANTS' NAMES**

WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, alleging that on March 27, 2025, a teacher was denied the names of student complainants during a meeting with the School Administrative Team and they subsequently declined to share the name of a student complainant in a Counseling Memorandum dated April 1, 2025, in violation of Article XIX.A and B of the CBA; and

WHEREAS, the Board asserts that the administration is not required to share the names of student complainants when no disciplinary action is being taken against the employee, as per the contract language in Article XIX, which states: "When any administrator receives a complaint regarding an employee the nature of which required the recording thereof in the employee's personnel record, then such administrator will share such complaint and its source with the employee and will, prior to any further administrative action in connection thereto, try to resolve such complaint with the employee informally. As the contract language states, this will be shared before any disciplinary action is taken."; and

WHEREAS, district policy dictates responsibility for providing for the safety and wellbeing of students;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding the Refusal to Provide Complainants' Names at Maplewood Middle School is hereby denied.