

**HAND CARRY**  
**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY**  
**PUBLIC BOARD MEETING**  
**APRIL 24, 2025**

**RESOLUTION            4797A**

**FOR ACTION**

**SUBJECT:                RESOLUTION TO DENY LEVEL IV GRIEVANCE**

**WHEREAS**, the South Orange–Maplewood Education Association (SOMEA) submitted a Level IV grievance on behalf of a teacher concerning a meeting held on January 31, 2025, with a Principal and Assistant Principal to discuss student concerns; and

**WHEREAS**, SOMEA alleges that the principal’s refusal to disclose the identities of the student complainants prior to and during the meeting constituted a violation of the collective bargaining agreement, specifically Article XIX.A and B, as well as other applicable statutes and regulations; and

WHEREAS, the remedies sought by SOMEA included requiring the principal to comply with the terms of the collective bargaining agreement, to provide the name(s) of the complainant(s) and the complaint(s) to the teacher, and to implement any and all necessary remedies to make the affected member whole; and

WHEREAS, the Board of Education has reviewed the grievance and supporting documentation, and has determined that the actions taken by the principal were within the bounds of their administrative responsibilities and in alignment with both District policy and federal student privacy protections under FERPA; and

WHEREAS, the Board finds no contractual violation but agrees that removal of a letter placed in the teacher’s personnel file should be removed henceforth.

NOW, THEREFORE, BE IT RESOLVED that the South Orange–Maplewood Board of Education hereby votes to deny the Level IV grievance filed by SOMEA on behalf of the teacher.

**HAND CARRY**  
**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY**  
**PUBLIC BOARD MEETING**  
**APRIL 24, 2025**

**RESOLUTION            4797B**

**FOR ACTION**

**SUBJECT:                RESOLUTION TO DENY LEVEL IV GRIEVANCE**

**WHEREAS**, the South Orange–Maplewood Education Association (SOMEA) submitted a Level IV grievance on behalf of Columbia High School (CHS) guidance counselors regarding an alleged increase of 20% in caseload assignments by the principal during the 2024–2025 school year; and

**WHEREAS**, the grievance alleges that this increase constitutes a violation of the collective bargaining agreement (CBA), including but not limited to Article XXI.A.13, past practices, and all relevant statutes and regulations; and

**WHEREAS**, the remedies sought by SOMEA include additional compensation for each of the affected counselors at a rate of 20% retroactive to the start of the school year, as well as any other remedy deemed just to make the grievants whole; and

**WHEREAS**, the District has reviewed staffing, scheduling, and student enrollment data and maintains that the caseload assignments were made in accordance with the operational needs of the high school and within the administrative discretion permitted by the CBA; and

**WHEREAS**, the Board finds no contractual provision that guarantees a fixed caseload limit or obligates the District to provide additional compensation solely due to fluctuations in assignment volumes, connected to a reduction in force.

**WHEREAS**, the Board affirms its position that no violation of the collective bargaining agreement or past practice has occurred;

**NOW, THEREFORE, BE IT RESOLVED** that the South Orange–Maplewood Board of Education hereby votes to deny the Level IV grievance filed by SOMEA on behalf of the CHS guidance counselors.