RESPONSE TO CONCERTED JOB ACTION

In the event of a concerted job action, including but not limited to a work stoppage by any employee or groups of employees, the Superintendent shall be empowered to take necessary steps within statutory limits to protect the safety and welfare of pupils and staff and to ensure the security of school property, both real and personal. The Board of Education shall meet, in emergency session if necessary, as quickly and as frequently as required to ratify or alter the steps taken by the Superintendent.

Emergency Powers of the Superintendent

The broad powers conferred on the Superintendent by this policy or elsewhere in this policy manual include, but are not necessarily limited to, the authority to:

1. Decide whether school shall remain open or closed and change school opening and closing times as the Superintendent deems appropriate;

2. Cancel all extra- and co-curricular activities when the Superintendent deems cancellation to be in the best interest of the school district;

3. Arrange a meeting place for the Board and a place for the school administration to function off school premises and outside the community, if necessary or desirable;

4. Arrange for the installation of unlisted telephone numbers in schools, in alternate Board and administrative facilities, in the homes of the Board President and the Superintendent, and in a nearby unidentified location;

5. Purchase or lease portable radio communication devices for use within buildings as a security measure;

6. Arrange for daily press releases via the designated Board spokesperson;

7. Employ around-the-clock security for all school buildings and grounds and increase that security when deemed appropriate;

8. Employ support staff help if school employees honor picket lines;

9. Arrange rental of storage facilities off school premises for vendor deliveries during picketing;

10. Employ a locksmith to change locks on all outside doors, repair damaged locks, and prepare extra keys as needed for staff to function;

11 Arrange transportation across picket lines for any staff members who are concerned for the safety of their vehicles and/or their persons;

12. Establish an identification system that will ensure that only authorized personnel can enter school buildings;

13. Establish emergency working hours for administrative, supervisory, custodial, and office staff as necessary to ensure that certain district buildings are secured;

14. Expend moneys to communicate to pupils, parent(s) or legal guardian(s), and the community at large the day-to-day circumstances of the work stoppage and to issue special instructions to pupils;

15. Withhold paychecks from striking employees, in accordance with this policy;

16. Advise nonworking employees and all other employees of the status of the work stoppage, decisions of the Board, decisions of the courts, if any;

17. Issue special directives and notices to nonworking employees and other employees;

18. Accept assistance from volunteers as needed;

19. Alter the educational program as required to cope with an emergency situation;

20. Cancel leaves of absence for the duration of the emergency;

21. Purchase food for personnel forced to remain in school buildings during any emergency and for those who are involved in extended negotiations sessions;

22. Institute criminal prosecution of any individual apprehended or witnessed in the act or suspected of causing damage to school equipment, supplies, facilities, vehicles, or grounds;

23. Remove vital communication equipment such as postage meters, typewriters, computers, word processors, addressing devices, photocopiers, and duplicating machines from school premises to an alternate site and place such communication equipment under around-the-clock security;

24. Establish a special internal and external communication and documentation system for events occurring at each facility during a job action; and

25. Take such other emergency steps as the Superintendent deems necessary and expedient to protect the safety and welfare of staff and pupils and the integrity of the school district.

The Superintendent shall report promptly to the Board all emergency actions taken pursuant to this policy.

Emergency Board Policies

The following emergency policies of the Board of Education shall apply:

1. All usual policy adoption and revision procedures shall be suspended for the duration and the policy may be adopted, revised, or rescinded at any regular or special meeting of the Board;

2. Effective immediately, all employee absence for medical reasons, regardless of the duration of the absence, must be substantiated by a physician's written verification;

3. Each unauthorized absence shall result in an appropriate payroll deduction;

4. Payment for services rendered up to the date of a work stoppage will be processed, but no salary will be paid to an employee who does not report to work on a day when a concerted job action is in process;

5. Board members and administrators shall be reimbursed for expenses incurred for transportation, telephone, and meals in conjunction with attendance at meetings and negotiating sessions during a concerted job action;

6. Every reasonable effort shall be made to meet with employee representatives during a concerted job action to seek the grounds for the earliest possible settlement of differences;

7. The Board President may call meetings of the Board on less than adequate notice during a work stoppage, in strict accordance with applicable requirements of the Open Public Meetings Act;

8. In the event a previously negotiated contract has expired and no successor agreement has been accepted by the parties, no deductions other than those required by federal and state law will be made from the wages of employees who participate in a concerted job action.

N.J.S.A. 18A:11-1

Adopted: 20 November 2008